

## POSITION DESCRIPTION

**Practice:** ("the Practice")

**Version:**

**Doctor Name:**

**Position:**

**Expected commencement:**

**Practice Locations:**

***Quantum Radiology, 258 South Terrace, Bankstown NSW 2200***

***Quantum Radiology, 10 Zoe Place, Mount Druitt NSW 2170***

***Quantum Radiology, 50 Chapel Street, St Marys NSW 2760***

Quantum Radiology, 92 Norton Street, Leichhardt NSW 2040

Astley Clinic, Cnr Mamre Road and Great Western Highway, St Mary's NSW 2760

***Quantum Radiology, 1 Leicester Street, Chester Hill NSW 2162***

***Quantum Radiology, 310 Macquarie Road, Springwood NSW 2777***

Quantum Radiology, 134B Great Western Highway, Blaxland NSW 2774

MedScan, 3/451 New South Head Road, Double Bay NSW 2028

MedScan Merrylands, 175 Pitt Street, Merrylands NSW 2160

MedScan McFarlane, 14 McFarlane Street, Merrylands NSW 2160

Medical Imaging, 148 Central Coast Highway, Erina NSW 2250

Quantum Radiology, 2227 Wolseley Street, Jamison town NSW 2750

Kingswood Radiology, 142 Bringelly Road, Kingswood NSW 2747

Quantum Radiology, 61 Henry Street, Penrith NSW 2750

Nepean Radiology, 199 High Street, Penrith NSW 2750

Glenmore Park Radiology, 33 Town Terrace, Glenmore Park NSW 2745

MedScan, 300 Barangaroo Avenue, Sydney NSW 2000

MedScan CBD, 501 George Street, Sydney NSW 2000

Nepean Radiology, 155a March Street, Richmond NSW 2753

**\*P.rincipal practice   S.econdary practice**

*RANZCR AON accredited practices are italicised (upskilling)*

## POSITION DESCRIPTION

**Department:** (known as the “Practice”)  
**Role:** Radiologist (known as the “Doctor”) ANZSCO: 253917  
**Status:** [Full Time / Part Time]  
**Industrial Instrument:** Common Law  
**Workplace type:** Practice  
**Approved/updated:**

### Our Vision, Purpose & Values

**Vision –** To be highly respected and trusted medical imaging specialists  
**Purpose –** To save lives and reduce uncertainty  
**Values –** Work Together / Innovation / Compassion / Connection / Quality

### Job Purpose

The Doctor will undergo comprehensive training, upskilling and professional development under an agreed training plan to meet the upskilling requirements of the College in the review and analysis of clinical imaging to support accurate patient diagnoses and treatment planning. This will enable the Doctor to complete the College exams and become a recognised Fellow of the College(s). The Doctor will work under the supervision of a qualified Fellow, alongside other Doctors and a team of clinicians and professionals in either a College accredited teaching site or an accredited AoN site.

### Reporting Lines & Working Relationships

| Reports to:                                                    | Direct Reports: | Key Stakeholders:                                                      | Key relationships:                                 |
|----------------------------------------------------------------|-----------------|------------------------------------------------------------------------|----------------------------------------------------|
| General Manager<br>Clinical Director<br>Clinical Supervisor(s) | None            | Chief Medical Officer<br>Colleague Doctors<br>Clinic staff<br>Patients | Clinical Management Committee<br>Referring doctors |

### Key Responsibilities

|                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Values &amp; relationships</b>          | <ul style="list-style-type: none"> <li>Ensure alignment with the practice core values</li> <li>Develop and maintain strong working relationships with internal and external stakeholders and promote collaboration and communication</li> <li>Support initiatives designed to improve employee engagement and the culture and climate of the business</li> <li>Contribute to a positive and productive practice and workplace team environment through effective communication and teamwork</li> </ul> |
| <b>General Radiology</b>                   | <ul style="list-style-type: none"> <li>Ensure the provision of high-quality diagnostic imaging services in accordance with governing laws and regulations established by the medical profession and government legislation and regulatory bodies, including the Medical Board, Medicare and Colleges</li> </ul>                                                                                                                                                                                        |
| <b>Patient Care &amp; Customer Service</b> | <ul style="list-style-type: none"> <li>Work collaboratively with clinic management, fellow doctors and all team members to deliver high-level patient care and customer service on a day-to-day basis</li> </ul>                                                                                                                                                                                                                                                                                       |
| <b>Quality and Risk Management</b>         | <ul style="list-style-type: none"> <li>Consistently deliver services following professional standards and clinical/business procedures and protocols</li> <li>Contribute overall to governance and clinical management and be actively involved in embedding outcomes from the Clinical Management Committee</li> </ul>                                                                                                                                                                                |

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| <b>Referrer Liaison &amp; Engagement</b>      | <ul style="list-style-type: none"> <li>• Proactively engage with Referrers</li> <li>• Develop effective working relationships with referrers to ensure radiological services are delivered in accordance with their needs and expectations and a high level of satisfaction is attained</li> <li>• Attend Radiology Clinic Meetings with referring clinicians</li> <li>• Communicates effectively with the referral base</li> <li>• Contributes to marketing and educational activities in conjunction with the local team</li> <li>• Provides educational support to medical students that attend the Practice</li> </ul>                                                |
| <b>Business Development &amp; Performance</b> | <ul style="list-style-type: none"> <li>• Display a strong interest in the performance and sustainability of the business</li> <li>• Actively engages in initiatives designed to grow and improve business performance and achieve overall goals and targets.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Compliance &amp; Upskilling</b>            | <ul style="list-style-type: none"> <li>• Ensure compliance with requirements of AHPRA, Medicare, Colleges and other regulatory bodies</li> <li>• Ensure compliance with Practice policies and procedures</li> <li>• Participate in and complete all upskilling requirements including face-to-face and online training and professional development as required</li> <li>• Actively participates in Peer Review Meetings</li> </ul>                                                                                                                                                                                                                                       |
| <b>Projects &amp; continuous improvement</b>  | <ul style="list-style-type: none"> <li>• Participate in and contribute to projects including the development of initiatives and programs</li> <li>• Participate in continuous quality improvement initiatives, and proactively identify opportunities to enhance the quality and operation of the Practice</li> </ul>                                                                                                                                                                                                                                                                                                                                                     |
| <b>Health &amp; safety</b>                    | <ul style="list-style-type: none"> <li>• Actively promote and contribute to a safe working environment for all doctors, staff, patients, customers, and contractors</li> <li>• Take reasonable care to protect the health and safety of self and others</li> <li>• Report hazards, near misses and injuries immediately</li> <li>• Use personal protective equipment as appropriate</li> <li>• Contribute to risk assessments as appropriate</li> <li>• Comply with risk management policies and procedures and instruction</li> <li>• Attend all relevant safety meetings and training sessions</li> <li>• Complete all mandatory training in a timely manner</li> </ul> |

## Supervision & Upskilling Requirements

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| <b>Supervision</b> | <p>The principal and co-supervisors of the Doctor will be appointed by the Practice in accordance with Medical Board of Australia and College guidelines. Specific supervision will be determined as an outcome of the College assessment and embodied in the AHPRA SPPA30 supervision plan as follows:</p> <ul style="list-style-type: none"> <li>• <b>Level 1 supervision</b><br/>The supervisor will always be physically present at the workplace when the IMG is providing clinical care. Supervision via telephone contact or other telecommunications is not permitted.</li> <li>• <b>Level 2 supervision</b><br/>Supervision will be primarily in person - the supervisor will be physically present at the workplace a minimum of 80% of the time that the IMG is practicing. Where the supervisor is not physically present, they will always be accessible by telephone or video link.</li> <li>• <b>Level 3 supervision</b><br/>The supervisor is contactable by telephone or video link.</li> </ul> <p>Supervising Doctors will be on-site and off-site with constant support available via tele-radiology. All our clinics are linked by a sophisticated tele-radiology system. The Doctor will always have access to sub-specialists across Australia.</p> |
| <b>Upskilling</b>  | <p>Required upskilling will be provided and coordinated within a designated College accredited teaching site or an accredited AoN site. The Doctor must ensure that they complete all necessary assessments as determined within the College assessment outcomes.</p> <p>The Doctor will attend at least one conference/meeting in each discipline for each calendar year and attend regular referrer education evenings as part of continuing education.</p> <p>The period of upskilling will be determined by the College assessment outcomes.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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### Skills & Competencies

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| <b>Education</b>                                                                                                | <p>The RANZCR eligibility requirements for overseas trained Doctors are;</p> <ul style="list-style-type: none"> <li>• have trained in Clinical Radiology and have a specialist qualification in the specialty overseas; and</li> <li>• can provide evidence of current or previous overseas registration in the specialty</li> </ul> <p>The RACP eligibility requirements for overseas trained Nuclear Medicine Physicians are:</p> <ul style="list-style-type: none"> <li>• have trained in Nuclear Medicine and have a specialist qualification in the specialty overseas; and</li> <li>• Can provide evidence of current or previous overseas registration in the specialty</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Skills and competencies</b><br><br><i>(where appropriate to a Radiologist or Nuclear Medicine Physician)</i> | <ul style="list-style-type: none"> <li>• Experience in the interpretation of General X-ray, CT, US and MRI examinations</li> <li>• Experience in non-vascular intervention and fluoroscopy procedures with demonstrated competence in procedures such as Barium studies (barium enema and barium meals) core biopsies, fine needle aspirations, joint injections (CT or fluoroscopy) including sacroiliac and facet joint injections, nerve root blocks. (additional training and upskilling can be provided)</li> <li>• Experience with Nuclear Medicine examinations and interventions</li> <li>• Demonstrated ability to make accurate diagnoses, answer the clinical question and produce unambiguous reports</li> <li>• Demonstrated commitment to building referrer relationships and delivering excellence in patient care and customer service</li> <li>• Demonstrated ability to effectively communicate with people at all levels, backgrounds and cultures</li> <li>• Strong leadership skills demonstrated through supporting and recognising fellow doctors, clinicals and support teams, displaying a strong commitment to developing others through provision of feedback, mentoring and coaching.</li> <li>• Display a strong commitment to the ongoing development of self, including participation in activities designed to enhance professional, technical and leadership skills and capabilities. Demonstrated commitment to teamwork and contributing positively to team and business outcomes,</li> <li>• Strong computer skills and demonstrated ability to adopt advancements in technology such as voice recognition and artificial intelligence.</li> <li>• Ability to handle sensitive information confidentially</li> </ul> |
| <b>Professional membership / Registration</b>                                                                   | <p>Australian Health Practitioner Regulation Agency (AHPRA) (<i>eligibility</i>)<br/> RANZCR (<i>eligibility</i>) and/or RACP (<i>eligibility</i>) and/or JNMAC (PET)(<i>eligibility</i>)<br/> Medical Board of Australia (<i>eligibility</i>)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Role requirements</b>                                                                                        | <p>Willingness to travel as required</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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### Performance Metrics

- **Workflow Management:** Prioritises patients that are urgent or of a concern to the referring doctor or makes mutually satisfactory arrangements if not able to do so
- **Productivity:** Completes 80 – 100 cases per day without compromising professional or clinical standards. Able to manage the workload and clinic requirements of interventional procedures throughout the day
- **Referrer satisfaction:** Achieves satisfactory Referrer ratings as set annually by the Practice, supports GP education, and participates in multi-disciplinary meetings
- **Clinical Quality/ Patient Satisfaction:** Achieves satisfactory Patient ratings as set annually by the Practice  
Commitment to safety
- **Staff engagement:** Positive contribution to clinic operations, employee training, supporting the operational management team, and alignment to Practice Values
- **Professional Development:** Maintains professional knowledge and competence by completing and documenting the required CPD hours annually including Peer Review
- **Training:** Maintains knowledge, best Practices and legislation relating to the profession and in conjunction with the Clinical Management Committee identifies own training needs and plan to meet these needs

### Approved Practices

As per the cover sheet. You will be rostered to any of these Practices as required.