

JOB DESCRIPTION

Consultant Radiologist

SECTION ONE

DESIGNATION: CONSULTANT RADIOLOGIST	REPORTING TO: HEAD OF DEPARTMENT - FOR ALL CLINICAL MATTERS AND ADMINISTRATIVE MATTERS										
NATURE OF APPOINTMENT: FULL TIME / 1.0 FTE	DATE: JULY 2021										
LOCATION: BASE HOSPITAL AND HAWERA HOSPITAL											
WEEKLY TIMETABLE: The Radiologist will overall work 40 standard hours per week as follows: <table border="1" data-bbox="393 945 1282 1180" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Duty</th> <th>Total hours</th> </tr> </thead> <tbody> <tr> <td>Clinical subspecialty</td> <td>28</td> </tr> <tr> <td>Non Clinical: self development, grand rounds, audit and QA, teaching, supervision, planning, lunchtime meetings, specialised MDM meetings etc.</td> <td>12</td> </tr> <tr> <td>Call: Nil</td> <td>0</td> </tr> <tr> <td>TOTAL per week</td> <td>40</td> </tr> </tbody> </table>		Duty	Total hours	Clinical subspecialty	28	Non Clinical: self development, grand rounds, audit and QA, teaching, supervision, planning, lunchtime meetings, specialised MDM meetings etc.	12	Call: Nil	0	TOTAL per week	40
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SUMMARY OF ON-CALL/AFTER HOUR DUTIES: <ul style="list-style-type: none"> • There is no formal call. • Effective performance of the responsibilities of the position may from time to time require the employee to work time in addition to the usual hours, usually due to extenuating clinical circumstances. Such extra hours will be worked and remunerated as mutually agreed. 											

Job descriptions shall be varied from time to time to record any agreed changes to rosters and staffing levels.

SECTION TWO

The Medical practitioner is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined from time to time by:

- the New Zealand Medical Association’s code of ethics;
- the practitioner’s relevant medical college(s) and / or professional association(s);
- the New Zealand Medical (or Dental) Council;

- the Health & Disability Commissioner; and
- Te Whatu Ora Taranaki policies and procedures except to the extent that they may be inconsistent with any other provision of the Senior Medical and Dental Officers Collective Agreement

SECTION THREE

This section of your job description contains a list of the clinical duties and activities required for this particular position. For a general radiologist, this involves reporting examinations from those modalities for which you have been trained and credentialed. Depending on this, these duties and activities may include:

➤ Fluoroscopy screening lists	➤ CT lists
➤ MRI lists	➤ Provision of expert radiological advice to hospital clinical teams as requested
➤ Plain film reporting	➤ Ultrasound reporting
➤ Interventional procedures	➤ Nuclear medicine
➤ Fluoroscopic examinations	➤ research and study related to the management of a specific patient
➤ Attendance and when requested facilitation of multi-disciplinary meetings, case conferences and reviews	➤ preparation of or contribution to police, coroner, HDC, ACC, and similar reports
➤ telephone and other ad hoc consultations	➤

Radiologist Expectations

- Average examination numbers for reporting sessions:
 - The expectation is that the level of outputs should be in keeping with recognised international standards of practice.
- Reporting will be based on clinical priority according to departmental rostered workflows and guidelines.

Clinical Duties

General Duties

The Consultant will:

- Attend rostered sessions and perform work according to the weekly timetable
- Provide clinically appropriate assessment, interpretation and reporting on imaging following accepted professional guidelines
- Ensure reports are dictated/transcribed and authorised on a continuing and timely basis
- Work with other team members to mutually agreed work schedules and waiting list management processes, in consultation with the Head of Department / Service Director.
- Facilitate access to imaging and provide timely reporting that facilitates efficient patient flows and meets treatment objectives
- Utilise resources (investigations options, staff resources and session time) in a rational way within agreed protocols and guidelines.
- Adhere to the protocols, guidelines and practice standards pertaining to the area of clinical practice

- Communicate effectively with and provide advice on inpatients referred by hospital specialist colleagues for assessment, within a timeframe appropriate to the clinical circumstances.
- Provide verbal advice to GP's who telephone for assistance.
- Attend and actively participate in clinical departmental meetings
- Will prioritise referrals according to departmental policies, developed under the leadership of the HOD.
- Vetting of incoming diagnostic referrals for appropriateness using recognised access criteria and suggestion of alternative imaging where relevant.

Emergency Department

The Consultant will:

- Be available to respond to referrals from the Emergency Department and provide timely turn around of formal radiology reports in accordance with the departmental schedule of responsibilities
- Advise the referrer of unexpected incidental findings identified on imaging
- Make telephone contact with the referrer to advise of findings that require critical and urgent intervention

Outpatient Department

- The Consultant will adhere to the agreed waiting time criteria for booking of cases.
- The standards for patient waiting time in clinics will be adhered to.
- Guidelines for the management of patients in clinics will be adhered to.

Measurement Methods

- Clinical Audit
- Peer review
- Agreed clinical throughput targets
- Compliments and complaints

Patient Care

- Patients will be given a full explanation of all procedures and treatments.
- Informed consent will be obtained from all patients before undertaking any test or procedures in accordance with the Organisation's policy
- Effective interpersonal relationships will be maintained with staff and patients and families.
- The Consultant will be familiar with the role of consumer affairs/complaints officer, cultural concerns, patient rights and relevant current legislation.
- Problems and complaints will be handled sensitively and expediently. Input into complaint investigation will be provided as requested by HOD / Service Directors or delegate
- The consultant will, as far as time permits, be available to assist community groups and specialist societies in health promotion and will be available at the request of the General Manager Hospital and Specialist Services or HOD to make comments through the media on matters concerning public health.

Measurement Methods

- Customer satisfaction surveys

- Compliments & Complaints
- Community feedback

Environment and Facilities

- As requested, the Consultant will contribute to the development of relevant departmental / organisational plans, capital budgets, etc and participate in relevant projects.
- The Consultant will work with the HOD and Service Director on effective resource utilisation.
- Any plan for new technology or provision of service must be endorsed by HOD and Service Director before progression. This applies to both internal and external service development.
- The Consultant will demonstrate an awareness of expenditure on supplies and pharmaceuticals and the budgetary implications associated with this.
- Education and monitoring of junior medical staff will occur to facilitate appropriate ordering of investigations and treatments.

Measurement Methods

- Budgetary targets are met
- Consultation processes are maintained

Quality Assurance

The Consultant will

- Work with the HOD and Service Director to ensure that clinical practice is consistent with Specialist College and national guidelines for a secondary provider.
- Contribute to the departmental clinical quality assurance system, including regular clinical audit, case reviews, (mortality and morbidity reviews, audit, regular clinical meetings).
- Contribute to the ongoing evaluation of the department's service as a whole.
- Contribute to the formal review of medical staff within the relevant Department.
- Attend clinical meetings as scheduled.

Measurement Methods

- Clinical audit
- Organisational Audit
- National Audit

SECTION FOUR

This section contains a reasonably comprehensive list of the non-clinical duties or other professional activities not covered above.

➤ CME and professional self development	➤ Teaching, including preparation time
➤ Audit and quality assurance and improvement activities	➤ supervision and oversight of others
➤ grand rounds	➤ service or department administration
➤ research	➤ planning meetings
➤ clinical guidelines development	➤ credentialling

Non-Clinical Duties

Teamwork

The Consultant will

- Provide guidance and support to junior medical staff in order to develop and maintain their clinical practice.
- Hold regular discussions, where appropriate, with other health professionals to ensure a multidisciplinary approach to patient care.
- Ensure that junior medical staff are given clear guidance and are aware of the expectations and relevant organisational policies pertaining to the Department.
- Ensure that formal teaching of junior medical staff occurs as scheduled.
- Contribute to in-service programmes as scheduled.
- Be available to cover their colleagues when they are sick or on leave (within the constraints of their existing workloads). Such additional hours shall be worked and remunerated as mutually agreed.
- Contribute to management and other service activities including quality initiatives, complaint investigations, reviews, service planning and clinical advice

Measurement Methods

- Junior staff review
- Feedback from general staff
- Peer review

Personal Development & Research

- The Consultant will maintain competence and keep abreast of any new updates in clinical practice through literature review, attendance at relevant conferences, internal professional development etc.
- The Consultant will be enrolled in appropriate professional re-certification programme.
- The Consultant will be familiar with all modern investigative techniques and use such techniques where appropriate and affordable.
- The Consultant will be encouraged to undertake research. Such research, or involvement in therapeutic trials, will receive formal approval of the Research Ethical Committee and be carried out in accordance with its protocol. Progress reports will be provided to the CMA as appropriate

Measurement Methods

- Credentialling Committee review
- Ethics Committee report
- Peer review

KEY WORKING RELATIONSHIPS:

Head of Department Clinical Director	Direct reporting relationship and performance appraisal
Service Director	Operational / management advice, support, communication
Chief Medical Advisor	Professional advice and support
Nursing/MRT/Administrative Staff	Liaison and communication re daily activities
Staff of Te Whatu Ora Taranaki	Liaison, referrals and communication
Referring Clinicians	Liaison, referrals and communication
Public and Patients	Care of patient
Independent Practitioners	Liaison, referrals and communication

Te Whatu Ora Taranaki Strategic Plan:

Improving, promoting, protecting and caring for the health and wellbeing of the people of Taranaki.

- To promote healthy lifestyles and self responsibility
- To have the people and infrastructure to meet changing health needs
- To have people as healthy as they can be through promotion, prevention, early intervention and rehabilitation
- To have services that are people centred and accessible where the health sector works as one
- To have multi-agency approach to health
- To improve the health of Maori and groups with poor health status
- To lead and support the health and disability sector and provide stability throughout change
- To make the best use of the resources available

Taranaki Health is committed to the principles of the Treaty of Waitangi and in particular we work together by

- Treating people with trust, respect and compassion.
- Communicating openly, honestly and acting with integrity.
- Enabling professional and organisational standards to be met.

- Supporting achievement and acknowledging successes.
- Creating healthy and safe environments.
- Welcoming new ideas.

PERSON SPECIFICATION:

KEY PERSONAL CHARACTERISTICS REQUIRED:

ESSENTIAL:

- Applicants must be qualified medical practitioners registered or eligible for registration with the Medical Council of New Zealand and in addition, must hold a specialist qualification appropriate to the speciality. They must either hold vocational registration or be able to demonstrate a pathway towards vocational registration
- Show a caring but professional manner in all aspects of work. Is aware of and sensitive to all cultural issues
- Able to cope with a high and varied work load including emergency situations
- Time management skills and ability to prioritise
- Dedicated team player with a willingness to learn new skills
- Computer literate
- Have a commitment to quality and accuracy and is keen to learn and develop new skills
- Knowledge of Quality Assurance, clinical audit and accreditation principles, and a commitment of continuous quality improvement
- Ability to maintain confidentiality at all times
- Demonstrate initiative and flexibility