Position Description

Position Title	Fractional Specialist - Haematologist
Position Number	30007318
Division	Clinical Operations
Department	Cancer Services
Enterprise Agreement	Haematology
Classification Description	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Code	Medical Specialist Year 1 - 9
Reports to	HN16 – HN59
Management Level	Clinical Director, Cancer Services
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: Bendigo Health Website - About Bendigo Health

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

This is a fractional appointment and includes clinical oversight of inpatients, a consultancy service, provision of outpatient clinics, supervision of junior haematology staff, support of subregional hospitals, and strategic service development. Ward service is undertaken on a rotational basis, supported by a general medical advanced trainee, an HMO, and haematology nurse coordinators.
As a rapidly growing service, there are many opportunities to grow the haematology clinical trials portfolio, develop subregional services, and undertake clinical research.

Responsibilities and Accountabilities

Key Responsibilities

- Provides high quality integrated assessment and care of patients with haematologic conditions
- Participates in the Ward Service roster including on-call / recall/weekends as required
- Participation in clinical trials
- Attends outpatient clinics as rostered
- Participates in initiating and contributing to clinical trials
- Continuously reviews and improves quality processes and protocols
- Actively and regularly participates in peer review patient related activities
- Participates in Quality Assurance activities
- Provision of outreach clinics as directed by the strategic plan of the haematology services.
- In conjunction with the Cancer Centre Management team, enhance the existing and future service provisions from the cancer centre to the subregional hospitals with a focus on governance.
- A willingness to mentor and provide education to the Haematology Registrar and Junior Medical Staff.
- Assist in the ongoing development of relevant Quality activities; including preparing for and meeting of Accreditation standards and relevant Clinical Indicator Programs.
- Involvement in ongoing development of policies and protocols for the delivery of services within the discipline of haematology.
- Liaise with the Director of Haematology and management of the Bendigo Health in regard to service development and strategic planning.

Key Selection Criteria

Essential

1. Medical Qualifications registerable by AHPRA
2. Post graduate qualifications (FRACP) in internal medicine and haematology or equivalent
3. Substantial experience in managing and treating patients with a wide range of haematological conditions.
4. Experience in conducting clinical research
5. Experience in medical education at undergraduate and post graduate levels
6. Ability to provide leadership in a multidisciplinary team setting
7. Good understanding of the Public Health system; in particular the clinical and quality requirements for haematology service delivery.

Desirable

8. Demonstrably superior interpersonal and negotiation skills.

9. Ability to work as part of a multi-disciplinary team, as well as independently.
10. Demonstrated ability to participate in audits and in the audit feedback cycle.
11. Evidence of on-going professional development to continually update personal medical knowledge and skills.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.