



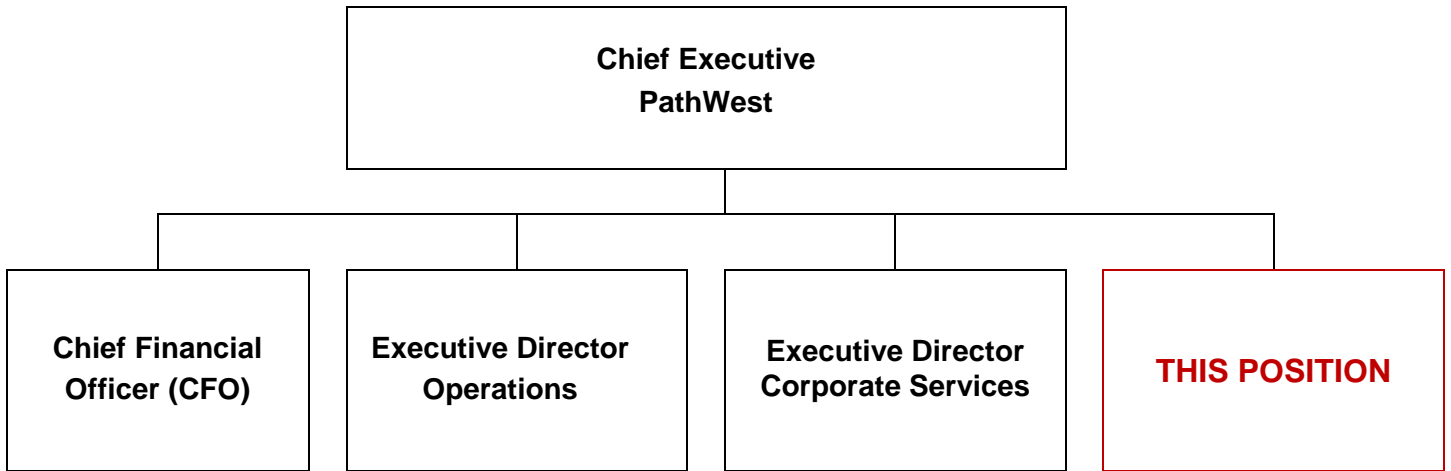
DOH REGISTERED
NOVEMBER 2019

<CLEARANCE REG NO. PWWF2827 – LL – 30OCT2019>

SECTION 1 - POSITION IDENTIFICATION

SITE	QEII Nedlands / FSH Murdoch	POSITION TITLE	Chief Pathologist
DEPARTMENT	Executive	CLASSIFICATION	Health Executive – Medical Practitioner – AMA Industrial Agreement – Year 1-9
SECTION	Executive Group	POSITION NO.	00004452
		AWARD	WA Health System – Medical Practitioners – AMA Industrial Agreement

SECTION 2 - POSITION RELATIONSHIPS



Positions under direct supervision:

<u>Position No.</u>	<u>Title</u>	<u>Classification</u>	<u>FTE</u>
NEW	Coordinator Research Governance	HSO (TBC)	1.0

The Chief Pathologist oversees clinical governance across six disciplines by working closely with:

<u>Position No.</u>	<u>Title</u>	<u>Classification</u>	<u>FTE</u>
NEW	Director of Pathology (Anatomical Pathology)	AMA	TBD
NEW	Director of Pathology (Biochemistry)	AMA	TBD
NEW	Director of Pathology (Haematology)	AMA	TBD
NEW	Director of Pathology (Immunology)	AMA	TBD
NEW	Director of Pathology (Microbiology)	AMA	TBD
TBC	Head of Department (Genomics)	HSO/AMA (TBC)	TBD

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CHIEF PATHOLOGIST, HEALTH EXECUTIVE – MEDICAL PRACTITIONER AMA – CONSULTANT YEAR 1-9, POSITION NO. 00004452

SECTION 3 - KEY RESPONSIBILITIES

The Chief Pathologist (CP) provides clinical governance oversight for all PathWest services across Western Australia. The CP provides expert advice and support to the Chief Executive and PathWest Executive members through analysis of trends and emerging issues, service design and development, State/national/international liaison and representation.

The CP is the Chair of PathWest's Clinical and Scientific Governance Committee providing advice, planning and leadership on all clinical governance and scientific discipline matters.

SECTION 4 – BRIEF STATEMENT OF DUTIES

Duty No.	Details
1.	STRATEGIC LEADERSHIP AND ACCOUNTABILITY <ul style="list-style-type: none">1.1 Provides expert advice and support to the Chief Executive and Executive members on emerging trends and issues within PathWest and the broader industry and is responsible for clinical governance oversight across Western Australia.1.2 Contributes to the setting of strategic business directions and the achievement of organisational goals, including clinical risk governance, patient safety management and the development of an innovative and patient-focused organisational culture.1.3 Contributes to PathWest's leadership team by actively contributing to reform and improvement initiatives, leads and mentors senior clinical and scientific staff and ensures high level objectives and standards are implemented.1.4 Leads the development, implementation and review of an effective, integrated clinical workforce to deliver PathWest's current and future pathology service needs.1.5 Provides professional support and mentors senior clinical staff.1.6 Manages staff, finances and resources associated with programs under control.
2.	SPECIFIC POSITION AND/OR OPERATIONAL RESPONSIBILITIES <ul style="list-style-type: none">2.1 Drives strategic and operational performance analysis and reporting consistent with whole of health policy settings, and provides a robust base for informing decisions about the allocation of resources to meet service and other business outcomes.2.2 Oversees the development and maintenance of the PathWest clinical governance framework, including compliance (legislation, standards and accreditation), risk management, standards, and protocols and credentialing.2.3 Expert knowledge and awareness of relevant trends and issues in relation to pathology services and how these impact on business strategy including workforce design and allocation of resources.2.4 Ensures that PathWest's services and activities meet all clinical and corporate governance requirements, including NPAAC.

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**CHIEF PATHOLOGIST,
HEALTH EXECUTIVE – MEDICAL PRACTITIONER AMA – CONSULTANT YEAR 1-9,
POSITION NO. 00004452**

SECTION 4 – BRIEF STATEMENT OF DUTIES

Duty No.	Details
3.	COMMUNICATION, CONSULTATION AND ENGAGEMENT 3.1 Provides executive leadership in pathology services, including clinical governance, safety performance and compliance with relevant standards in alignment with policy, standards and legislation. 3.2 Acts as the principal liaison between PathWest, internal and external stakeholders on portfolio related matters. 3.3 Leads clinical engagement in service planning, reform, delivery and review.
4.	TEACHING AND RESEARCH 4.1 Provides professional leadership to pathologists and professional supervision of clinical teaching, training and clinical research activities. 4.2 Participates in the development of partnerships with universities in relation to teaching, research and clinical services. 4.3 Responsible for PathWest's ethical participation in research; implementation and oversight of research governance processes and approvals.
5.	OTHER 5.1 Performs duties in accordance with organisational policies and procedures. 5.2 Performs duties in accordance with relevant Occupational Health and Safety and Equal Opportunity Legislation. 5.3 Conducts duties in a manner that is ethical and enhances PathWest's reputation. 5.4 Participates in Performance Planning and Review and manages the performance of direct reports. 5.5 Performs other duties as directed.

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CHIEF PATHOLOGIST, HEALTH EXECUTIVE – MEDICAL PRACTITIONER AMA – CONSULTANT YEAR 1-9, POSITION NO. 00004452

SECTION 5 - SELECTION CRITERIA

ESSENTIAL MINIMUM REQUIREMENTS

1. Role specific

Eligible for registration by the Medical Board of Australia, Fellowship of the Royal College of Pathologists of Australasia (RCPA) or equivalent. Proven experience in professional leadership in the pathology sector and a commitment to continuing education, teaching and research.

2. Shapes and manages strategy

Is able to inspire a sense of purpose and direction towards achieving a strategic vision, to focus strategically on matters of critical importance to PathWest, to harness relevant information and act on opportunities. Demonstrates high-level judgement and a solution-focussed approach.

3. Achieves results and operational excellence

Achieves results within area of accountability. Builds organisational skill and responsiveness, marshals professional expertise, steers and implements change, deals with uncertainty and delivers intended results. Delivers outcomes while ensuring effective management of financial, physical, technological and information requirements to support quality service delivery. Demonstrates leadership in clinical workforce development and succession planning.

4. Builds productive relationships

Nurtures internal and external relationships, facilitates cooperation and partnerships, values individual difference and diversity and engages, guides, coaches and develops people across PathWest.

5. Exemplifies personal integrity and self-awareness

Demonstrates professionalism, integrity and accountability with a commitment to providing safe, high quality services. Engages with risk and shows personal courage. Commits to action, displays resilience and demonstrates self-awareness and an ongoing commitment to personal and professional development.

6. Communicates and influences effectively

Communicates clearly, listens, understands and adapts to different audiences. Negotiates and advocates persuasively. Engages effectively both internally and externally on behalf of PathWest.

7. Equal Opportunity, Disability Services and Occupational Safety and Health Requirements

Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

DESIRABLE REQUIREMENTS

1. Leadership in clinical service improvement and change management.

2. Appropriate qualifications and experience to meet the requirements of Medical Administrator Year 1-9.

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**CHIEF PATHOLOGIST,
HEALTH EXECUTIVE – MEDICAL PRACTITIONER AMA – CONSULTANT YEAR 1-9,
POSITION NO. 00004452**

SECTION 6 – APPOINTMENT FACTORS

1. Evidence of registration by the Medical Board of Australia must be provided prior to commencement.
2. After hours and weekend work will be required.

LOCATION: QEII Nedlands / FSH Murdoch	ACCOMMODATION
ALLOWANCES/SPECIAL CONDITIONS/PRE-EMPLOYMENT REQUIREMENTS: <ul style="list-style-type: none">- Successful criminal record clearance as per Department of Health's Criminal Record Screening Policy.- Completion of identification check.- Successful Pre-Employment Health Assessment required.- Successful Pre-Employment Integrity checks required.	

CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

CHIEF EXECUTIVE

SIGNATURE

DATE

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

NAME	SIGNATURE	DATE APPOINTED TO POSITION	DATE