

Role description

Job ad reference:	PQ606009	Unit/branch:	Pathology Queensland
Role title:	Chief Pathologist	Location:	Herston
Status:	Permanent Fulltime	Closing date:	17 January 2025
Classification:	MMOI1 – MMOI2 (L18-27)	Contact name:	Sarah Buckler
Salary range:	\$431,884 - \$531,677 per annum (Total estimated remuneration package)	Phone:	0429 486 740

Department of Health

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

To enable this vision, the Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

About Queensland Public Health and Scientific Services (QPHaSS)

Under the leadership of the Deputy Director General, QHPaSS brings together the medical specialties of pathology and forensic medicine, scientific testing, key system support functions and the surveillance, prevention and control of communicable diseases and public health risks in Queensland.

QPHASS leads state-wide planning and coordination of programs and services to prevent, diagnose and control diseases, hazards and harmful practices and enhance protective health factors to promote the overall health and wellbeing of Queenslanders. QPHaSS is made up of the following branches:

- Pathology Queensland
- Biomedical Technology Services
- Communicable Diseases Branch
- Health Protection and Regulation Branch
- Prevention Strategy Branch
- Strategy and Coordination Branch
- Public Health Intelligence Branch

About Pathology Queensland

Pathology Queensland (PQ) provides diagnostic pathology services to all Hospital and Health Services (HHS) across metro, regional and remote Queensland and plays a critical role in the government's response to public health threats, epidemics, and civil emergencies.

PQ offers laboratory services in the disciplines of anatomical pathology, chemical pathology, haematology, immunology, microbiology and genomics. PQ also provides expert analysis, scientific testing and advice to maintain and improve our public and environmental health, and to support the coronial system in Queensland.

About the Office of the Chief Pathologist

The Office of the Chief Pathologist provides professional oversight of all public sector pathology laboratories throughout the state, ensuring that the goals and standards of the organisation are maintained, including the provision of best practice diagnostic services and high-quality teaching and research. The role is accountable for clinical governance, safety and quality including the review and management of significant clinical incidents and complaints and the oversight of clinicians within the organisation.

The Chief Forensic Pathologist is accountable for all forensic pathology and coronial services and as such these services sit outside the scope of the Office of the Chief Pathologist.

Purpose of the role

The Chief Pathologist is accountable to the Executive Director for clinical governance and the quality and safety agenda within PQ. This includes supporting and enhancing an effective clinical governance framework and the review and management of significant clinical incidents and complaints.

The Chief Pathologist is accountable for the recruitment and performance of the Discipline Leads that set the direction for each pathology sub-specialty and the Laboratory Medical Directors who are clinically accountable for the performance of their respective Laboratories.

The role is also accountable for ensuring that PQ is an employer of choice for both consultants and registrars and that it is recognised for the strong working partnerships with its scientific and support staff. The Chief Pathologist is also expected to play a leadership role in embedding a culture of research within PQ and in supporting the broader Queensland Health research agenda.

The role is part of the PQ Executive Leadership team and as such contributes to corporate strategy, policy and professional standards. The role works across the organisation to ensure the operational delivery of quality and research activities.

The Chief Pathologist has 16 direct reports, Band 4 HR delegations, Band 5 financial delegations and a budget allocation of approximately \$41m.

Key responsibilities

- Adhere to defined service quality standards, health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services, and workplaces.
- Fulfil the responsibilities of this role in accordance with the Queensland Public Service values.

Strategic Accountabilities

- Work collaboratively with the Executive Leadership Team to support evidence-based identification and prioritisation of service improvements to ensure translation of research and evidence into practice to consistently deliver contemporary, cost effective and reliable pathology services.
- Model, champion and promote a culture of excellence characterised by openness, transparency and inclusive decision making and a commitment to patient safety, continuous transformation and innovation and high quality, adaptive and responsive service delivery.

- Ensure that PQ maintains and develops its capacity to diagnose conditions of public health concern, rapidly report notifiable diseases to Public Health Units and rapidly distribute information about emerging public health issues.
- Maintain effective communication with stakeholders including clinicians, patients, public hospitals, private clients, referring general practitioners, researchers and universities.
- Ensure representation in and across pathology stakeholder groups and facilitate processes, coordination, advice and information sharing.
- Represent the organisation and establish and maintain effective relationships with relevant stakeholders at national and international level.
- Work collaboratively with HHSs to ensure rigorous review and audit of patient outcomes and uptake of identified improvement initiatives that enable effective healthcare service delivery.

Service Accountabilities

- Create a shared sense of purpose for all staff and ensure the continued development and management of a professional and efficient state-wide service through appropriate recruitment and selection, professional development of self and others.
- Provide leadership and operational management for staff reporting to this position, both directly and indirectly.
- Work with the Discipline Leads to proactively identify clinical service delivery issues at a system level, develop strategic change initiatives to address identified issues, and as required lead the implementation of the solutions to deliver sustainable, positive service and organisational outcomes to support safe, high quality, accessible, patient centred service.
- Ensure direct reports have clear tasks and accountabilities associated with their roles and that these requirements are communicated and clearly understood.
- Work collaboratively with the Medial Support Unit on clinical workforce issues including recruitment and retention, supervision, credentialing, performance issues and professional development standards and plans.
- Autonomously manage an agreed budget and ensure appropriate financial controls.
- Ensure that effective professional leadership arrangements are in place for all medical staff, including arrangements for professional supervision, teaching, performance management, workforce planning, and clinical research activities.

Clinical governance and risk

- Work collaboratively with the Statewide Clinical Operations Manager to support and enhance the development of a statewide clinical governance framework that ensures effective systems are in place for identification, investigation, management, monitoring and reporting of clinical safety risks and adverse patient events.
- Work collaboratively with Pathology Directors to oversee the management of serious clinical governance matters with a potential State-wide impact including the development of a systematic approach to these reviews and any outcomes.
- Monitor and actively contribute to ensure services remain fully accredited for the scope of testing defined in each laboratory across the state, including ensuring that all laboratories have appropriate supervision initiatives in place.
- Review and evaluate quality assurance outcomes and oversee appropriate remedial actions for discrepant performance across the state.
- Lead and direct the response to serious clinical incidents and clinical complaints, ensuring responses are timely, responsive, effective, high quality, patient centred and evaluated for opportunities for future organisational learning.
- Manage responses to medico-legal issues associated with serious clinical incidents, complaints or otherwise.

Quality

- Working collaboratively with the Statewide Clinical Operations Manager, oversee the quality activities across the state to ensure they meet NATA Medical Testing Requirements conforming to ISO15189 or any other relevant standard recognised.
- Oversee compliance with National Pathology Accreditation Advisory Council (NPAAC) guidelines and NATA Medical Testing Requirements for pathologist supervision in PQ's laboratories across the state.
- Facilitate the development of quality strategies with the Quality Manager and the PQ Executive for specific high priority/risk areas.
- Harness clinical support for the implementation of key quality and service configuration strategies and standards where competing priorities exist.
- Develop a positive culture of quality throughout the organisation that supports a transparent and open approach to quality assessment, clinician and service performance.

Education and research

- Develop and implement strategies for clinician engagement, teaching, training and research activities that maintain and grow these roles.
- Maximise the opportunities for all mandatory training activities to be met statewide.
- Ensure registrars receive the relevant support, timely advice, constructive feedback, and the required education and training programs in accordance with professional standards; in line with college/university education programs.
- Work collaboratively with the PQ Director of Research to establish a framework for research and innovation to support ethical and safe application of new clinical trials and technology in patient care.
- Support the evidence-based identification and prioritisation of service improvements and innovations to ensure translation of research and evidence into practice to consistently deliver contemporary, cost effective, and reliable clinical care and patient outcomes across PQ.
- Advocate and promote the development of research within PQ through collaboration with research partners and support the development of state-wide staff development programs and systems.

Clinical practice (Optional)

- Maintain currency of clinical practice by maintaining a part-time clinical role, the time commitment of which is negotiable.
- Participate in discipline specific meetings, laboratory/department and/or multidisciplinary team meetings.
- Collaborate with laboratory scientific, technical and operational colleagues to ensure service excellence and access to a comprehensive, state-wide clinical liaison service.
- Participate in clinical audits including the review and validation of test and quality assurance results.
- Participate in teaching and research programs and projects.
- Advise clinicians on appropriate investigations, on an individual patient basis.
- Manage appropriate representation at customer clinical meetings to ensure state-wide compliance with the clinical attendance KPI's as defined in existing Service Level Agreements (SLA).

Professional Behaviour and Communication

- Model professional conduct and ethical decision-making practices in everyday behaviours and actions while holding yourself and others to account for maintaining these standards.
- Contribute as a member of the PQ Executive Leadership Team, to foster collaboration within a high performing, high quality, outcomes focused environment.
- Promote a productive and engaged workforce and a professional environment that promotes values-based behaviour, staff wellbeing, skills development, professional growth, and continuous improvement.
- Drive an organisation-wide culture of achievement by ensuring ideas and intended actions become reality and that planned projects deliver expected outcomes.
- Provide expert leadership and ensure supervisory and management practices are in line with quality and contemporary human resource management practices including employment equity, antidiscrimination and workplace health and safety, and ethical behaviour.

Key competencies (role specific criteria)

You will be assessed on your ability to demonstrate the following:

- A detailed understanding of the strategic challenges facing pathology services in the short and medium term.
- A high-level ability to develop and work with clinical leaders to implement sustainable and innovative solutions that address strategic and organisational challenges related to the role.
- Demonstrated experience in successfully directing statewide / multi-site pathology services.
- Demonstrated depth of knowledge and experience of pathology clinical governance and quality requirements and the ability to apply this to the health service needs of the people of Queensland, including:
 - An expert understanding of the principles and practical requirements of clinical governance, and the role that it plays in the effectiveness of the overall governance framework of a health service organisation.
 - The ability to identify, mitigate and manage clinical risks and issues across a network of laboratories.
 - An understanding of the complexities affecting performance in pathology practice including government regulations/policies, key industry trends, reform agendas, continuous quality improvement initiatives.
 - Experience and working knowledge of credentialing rules and regulations.
 - Knowledge of the ISO 15189 NATA Medical Testing Requirements, NPAAC standards and understanding of continued accreditation for all laboratories across a diverse network
- The ability to play a lead role in the development, implementation and governance of an effective clinical research and development strategy.
- A values-driven, decisive, transparent and inclusive leadership style that fosters the contribution of peers and subordinates in the development and implementation of solutions to organisational challenges and goals.
- Excellent interpersonal, communication, influencing and motivational skills and an ability to role model professional and expected behaviours and build strong peer relationships.
- Demonstrated ability to provide appropriate, authoritative advice tailored to the needs of a wide range of stakeholders. This includes Government and other elected members of parliament, the senior health executive service, HHS leaders and clinicians, Peak Bodies, PQ staff, the media and the public.

Qualifications, registrations and other requirements

- Mandatory requirements for this position are:
 - A medical qualification and a tertiary qualification in a pathology discipline with 10 years or more Specialist Pathologist experience.
 - Fellow, or eligibility to be a Fellow, of the Royal College of Pathologists of Australasia (RCPA).
 - Registered or eligibility for registration as a Specialist Pathologist without conditions with the Medical Board of Australia (AHPRA).
- Further qualifications such as a Master of Business / Health Administration or Fellowship of the Royal Australian College of Medical Administration are desirable.
- Travel will be a requirement of this role and the ability to operate a class C vehicle and an appropriate licence endorsement is required. Some interstate travel may also be required.
- It may be a condition of employment for this role for the employee to be, and remain, vaccinated against one or more of the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)): measles, mumps, rubella (MMR), varicella (chicken pox), pertussis (whooping cough), hepatitis B, tuberculosis.
- Please detail any visa conditions you may have if you are not a permanent resident of Australia.
- We understand that some people may require adjustments to the workplace or the way the work is performed. All applicants are encouraged to advise the panel of any support or reasonable adjustments (i.e. building access, wheelchair access, interpreting services etc.) that may be required.

How to apply

Please provide the following information to the panel to assess your suitability:

- A short-written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.
- Your current CV or resume, including two referees who have a thorough knowledge of your capabilities, work performance and conduct within the previous two years. It is preferable to include your current, immediate or past supervisor.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.

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