

# State Recognised Practice Committee

## Breast Medicine

### 1 Recognised Discipline

- 1.1 The medical discipline of Breast Medicine is recognised in Queensland.
- 1.2 The definition of Breast Medicine, agreed by the State Recognised Practice Committee (SRPC) sub-committee convened in 2023, is recognised in Queensland.

### 2 Recognised Qualifications

- 2.1 The body of knowledge, abilities and skills which constitutes recognised Breast Medicine in Queensland is specified by the requirements of the Australasian Society of Breast Physicians (ASBP).
- 2.2 The Fellowship specified by the ASBP is recognised for credentialed scope of clinical practice in Breast Medicine.

### 3 Salary Classification Range

- 3.1 Senior Medical Officers credentialed with scope of clinical practice in Breast Medicine who hold a Fellowship with ASBP are eligible for appointment in the Medical Officer Advanced Credentialed Practice range of the salary classification of the Medical Officers' (Queensland Health) Certified Agreement (No. 6) 2022 (MOCA6) and the Medical Officers (Queensland Health) Award – State 2015 (the Award).
- 3.2 Senior Medical Officers with credentialed scope of practice in Breast Medicine are titled Senior Medical Officers (Breast Medicine).

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## Introduction

Management (in both professional and industrial domains) of recognised medical practice of Queensland Health’s senior medical staff employed under the Award is subject to reform which:

1. Defines a Recognised Discipline and Recognised Qualification
2. Establishes Principles for Industrial Management of Recognised Qualifications
3. Establishes Criteria and Processes for Recognition of Disciplines and Qualifications
4. Establishes Salary Classification Status for each Recognised Qualification
5. Determines Recognised Qualification Status for each Senior Medical Position
6. Sustains application of Principles 2 through to 5

MOCA6 and the Award provides two additional salary ranges, the “Medical Officer Advanced Credentialed Practice” range and the “Medical Officer Advanced Credentialed Practice – Senior Status” range (see Figure 1).

When a medical discipline is recognised by the Director General, recognition will be accompanied by designation of:

1. The recognised qualification(s), prescribed for credentialed practice in the recognised discipline; and

2. The salary range or ranges to which Senior Medical Officers in credentialed practice in the recognised discipline will be eligible for translation and appointment.

a) Medical Officer General Practitioner	Levels 13-14 inclusive	C1-1 to C1-2
b) Medical Officer Credentialed Practice	Levels 13-17 inclusive	C1-1 to C1-5
c) Medical Officer Credentialed Practice, Senior Status	Level 18	C2-1
d) Medical Officer Advanced Credentialed Practice	Levels 18-23 inclusive	C2-1 to C2-6
e) Medical Officer Advanced Credentialed Practice, Senior Status	Levels 24-25 inclusive	C3-1 to C3-2

Figure 1

## Recognition

The State Recognised Practice Committee was established for the purpose of performing professional reviews of the existing or proposed disciplines of senior medical officer credentialed practice, applying specified criteria to recommend whether the disciplines ought to be recognised.

The Committee also reviews qualifications presented for credentialed scope of practice in recognised disciplines applying specific criteria to recommend (for Scope of Practice Committees) qualifications recognised for credentialed scope of practice in recognised disciplines.

The Committee recommends recognition of disciplines and qualifications to the Director General.

## Breast Medicine

The Breast Medicine subcommittee was convened in 2023 by the State Recognised Practice Committee (SRPC) to confirm the definition and scope of Breast Medicine and identify the qualifications required to practice as a Breast Medicine.

Breast Medicine is defined as: The branch of clinical medicine which incorporates medical management of breast conditions including breast screening, specialised clinical and imaging assessment of breast symptoms, investigation, diagnosis and non-surgical treatment of breast disease as well as risk assessment, counselling and appropriate surveillance of patients at increased risk of breast cancer.

1. **Breast Medicine** is a recognised medical discipline in Queensland;
2. Recognised Breast Medicine is **defined as:**

The branch of clinical medicine which incorporates medical management of breast conditions including breast screening, specialised clinical and imaging assessment of breast symptoms, investigation, diagnosis and non-surgical treatment of breast disease as well as risk assessment, counselling and appropriate surveillance of patients at increased risk of breast cancer.

## Recognised Qualifications for Breast Medicine

The Australasian Society of Breast Physicians (ASBP) promotes, teaches, and assesses against vocational standards and competencies within the definition of Breast Medicine, with admission to Fellowship confirming the competence and capability generally specified by the definition.

The Committee assessed the body of knowledge, abilities, and skills which the Australasian Society of Breast Physicians specify in their Fellowship program to constitute the discipline of Breast Medicine.

The Committee reviewed against Australian Medical Council standards and endorsed the Breast Medicine training program associated with the Fellowship of Australasian Society of Breast Physicians.

The Committee resolved that:

- The ASBP defines and supports an appropriate training pathway to recognition in the discipline of Breast Medicine; and
- Admission to Fellowship of the ASBP satisfactorily confirms the competence and capability specified for Breast Medicine.

1. The body of knowledge, abilities and skills which constitutes recognised Breast Medicine in Queensland is specified by the requirements of the **Australasian Society of Breast Physicians** for Fellowship of the Society;
2. The qualifications recognised in Queensland for clinical scope of practice in the recognised discipline of Breast Medicine are the Fellowship of Australasian Society of Breast Physicians (**FASBP**).

## Breast Medicine Training:

Entry to the ASBP training program requires satisfactory completion of two postgraduate years of training i.e. PGY1 and 2. Admission to ASBP Fellowship requires completion of 3 years full-time experience in an approved diagnostic breast facility and/or Breast Screen Australia/Aotearoa service, satisfactory completion of FASBP exams and successful completion of other mandatory requirements for Fellowship as set out in ASBP guidelines.

## Competencies in Breast Medicine:

The ASBP has identified the following required competencies for clinical practice in Breast Medicine:

- Understanding of cytopathological and histopathological principles of breast disease
- Understanding of reproductive endocrinology, and associated hormonal effects including impacts of pharmaceutical hormones.
- Detailed knowledge of breast symptomatology and clinical signs
- Understanding and interpretation of breast imaging modalities
- Performance of image guided interventional procedures such as core biopsy
- Medical management of breast conditions
- Understanding genetic issues and risk management strategies
- Highly developed counselling and communication skills
- Understanding of epidemiological principles and population health strategies including breast screening

# Salary Classification Range

The Committee gives consideration to a variety of issues to recommend the salary classification range which would be appropriate for Senior Medical Officers with credentialed scope of practice within a recognised medical discipline. For Breast Medicine the Committee considered:

- Its relativity to the specialist practice – with independent practice at a secondary & tertiary level;
- The capability required of Breast Medicine removed from other professional supports; and;
- the body of knowledge and skills required for credentialed practice.

1. Senior Medical Officers credentialed with scope of clinical practice in Breast Medicine who hold the recognised qualification of Fellowship with ASBP are eligible for appointment in the Medical Officer Advanced Credentialed Practice range of the salary classification of the Medical Officers' (Queensland Health) Certified Agreement (No. 6) 2022 or Medical Officers (Queensland Health) Award – State 2015;
2. Senior Medical Officers in credentialed scope of practice in Breast Medicine holding a FASBP Fellowship qualification are titled Senior Medical Officers (Breast Medicine).

# Discipline Implementation Guidance

## Name of Discipline: Breast Medicine

The recognition of the Discipline of Breast Medicine is covered by the Medical Officers (Queensland Health) Award – State 2015.

Section 13 outlines relevant application of the recognition of Disciplines with specific reference to clauses:

13.3 Appointment to classification levels – Senior Medical Officers

13.4 Movement within classification levels (increments) – Senior Medical Officers

13.5 Movement between classification levels – Senior Medical Officers

13.7 Advanced Credentialed Practice – Recognised Disciplines

## Required qualifications for Discipline:

### ❖ A fellowship with Australasian Society of Breast Physicians (FASBP)

*The requisite period of training to achieve the Fellowship of the Society is minimum 3 years full-time experience in a dedicated breast diagnostic and/or BreastScreen Australia/Aotearoa service (Full-time is estimated at 32 hours per week, over a 47-week year, giving a minimum requirement of 4500hours experience as the part-time equivalent.)*

### ❖ Pay Scale MOCA 6 / Medical Officers (Queensland Health) Award

**SMO Breast Medicine doctors with the FASBP, working and credentialed to practice in a Breast Medicine or BreastScreen Service will access the advanced credentialed practice salary scale.**

Senior Medical Officers credentialed with scope of clinical practice in Breast Medicine who hold the recognised qualification of Fellowship with ASBP are eligible for appointment in the Medical Officer Advanced Credentialed Practice range of the salary classification of the Medical Officers' (Queensland Health) Certified Agreement (No. 6) 2022 or Medical Officers (Queensland Health) Award – State 2015; As outlined in the following table:

Level

25	C3-2	MEDC3/02	<b>Senior Status ****</b>
24	C3-1	MEDC3/01	
23	C2-6	MEDC2/06	<b>Medical Officer Advanced Credentialed Practice SRPC definition Breast Medicine ***</b>
22	C2-5	MEDC2/05	
21	C2-4	MEDC2/04	
20	C2-3	MEDC2/03	
19	C2-2	MEDC2/02	
18	C2-1	MEDC2/01	

\*\*\* years of qualification (FASBP) for scope of clinical practice in discipline

\*\*\*\*2 years at L23 and satisfactory performance then by annual increment

### ❖ To be Credentialed scope of practice in Breast Medicine

The Australasian Society of Breast Physicians outlines the competencies and Scope of Practice:

[How to Become A Breast Physician - ASBP \(breastphysicians.org\)](http://breastphysicians.org)

Standards for Training and Competency of Breast Physicians found at:

[How to Become A Breast Physician - ASBP \(breastphysicians.org\)](http://breastphysicians.org)

### **Current Employees:** Implementation of the Advanced Credential Salary Scale

- Application of the Advanced Credentialed Salary Scale will be effective from the Date the Discipline is approved by the Director General.
- Current Employees employed in a Breast Medicine service who hold the FASBP and are credentialed to practice in Breast Medicine will be entitled to translate via EMF to the Advanced Credential Salary Scale with the Advanced Credential Salary Scale Level being determined by the date the Fellowship was awarded.
- The translation date of effect is the date the DG signs the recognition with no back payment eligibility prior to the date of recognition despite the year the Fellowship was awarded.
- The following table outlines the translation outcome:

FASBP year			
2023	MEDC2/01	L18	incrementing on date of Fellowship
2022	MEDC2/02	L19	
2021	MEDC2/03	L20	
2020	MEDC2/04	L21	
2019	MEDC2/05	L22	
2018	MEDC2/06	L23	
2017	MEDC2/06	L23	Award /MOCA requires 2 years at L23
2016	MEDC3/01	L24	
2015	MEDC3/02	L25	includes any earlier year of Fellowship

### **New Employees**

New Employees in a Breast Medicine or BreastScreen service, credentialed to practice in the Discipline of Breast Medicine and having been awarded the FASBP are eligible to be appointed to the Advanced Credentialed Salary Scale to the level based on the number of years since the Fellowship was awarded.

### **Current Employees who obtain the Fellowship FASBP in the future**

Future Fellowship FASBP holders are to commence at Level 18 MEDC2/01 from the date of the Fellowship is awarded with the increment date being the date of Fellowship.

### **Other allowances**

All other SMO allowances and conditions outlined in the Medical Officers Award and Agreement apply to this Discipline with no application of Specialist Medical Practitioner conditions as this Discipline is a Queensland Health recognised Discipline and has no National Specialty accredited standing.

The attraction and Retention Allowance remains at 35% as outlined in MOCA 12.28.1.3

### **Role Descriptions**

Role Descriptions for Breast Medicine services should be updated to include the Fellowship of the Australasian Society of Breast Physicians with access to the Advanced Credentialed Salary Scale.