

Position Description

Position title	Clinical Technologist Grade 1
Department / Division	PICU & NICU / Critical Care
Classification	Medical Scientist Grade 1, Year 1 to Grade 1, Year 7 (RX1 – RX7)
Position reports to	Operational: Clinical Technology Service Manager Professional: Senior Clinical Technologists
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Clinical Technologist sits within the Division of Critical Care and makes part of the Clinical Technology Service (CTS), which provides services to the Paediatric and Neonatal Intensive Care Units and other areas of the hospital under the guidance of the Paediatric Intensive Care Unit (PICU) Director and the Neonatal Intensive Care Unit (NICU) Director.

The principal role of the CTS is to assist with the management, care and application of the medical technology used in the care of children in the intensive care environment. The technology covered mainly involves that used in the clinical setting, including ventilators, patient monitors, diagnostic and other equipment. The CTS is involved with medical equipment from pre-purchase evaluation and trial of devices through to the application of the device/techniques to patients, troubleshooting and teaching and the ongoing maintenance of the device.

ROLE PURPOSE

The principal role of the Grade 1 Clinical Technologist is the management, care and application of the technology employed in the paediatric and neonatal intensive care environment under appropriate supervision. A Grade 1 Clinical Technologist has a special knowledge but not the depth of experience to perform autonomously in the role

without appropriate supervision from a Senior Clinical Technologist. The Clinical Technologists have a significant clinical role at the bedside performing various clinical measurements and therapies and helping with problems that arise with equipment. The Clinical Technologists concentrate on a device's clinical application and only perform minor electronic repairs and generally work in conjunction with the Biomedical Engineering Department and outside service agents to have equipment repaired and maintained. The Grade 1 Clinical Technologist works to support the needs of the Senior Clinical Technologists and the overall goals of the CTS. This position is designed to provide a framework for learning, mentoring and role modelling in a supervised environment until the Clinical Technologist is able to act autonomously in the role.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence based and timely services as in the scope of a Clinical Technologist
- Initiate and Support the Provision of Medical Equipment and Technology and Related Procedures
 - Ensure that the medical technological needs of the PICU and NICU are met and properly managed in consultation with relevant parties
 - Provide clinical and scientific advice and services on clinical equipment, medical technology and related procedures and clinical applications
 - Perform clinical duties as directed
 - Perform relevant projects as directed
 - Provide onsite CTS service operation during weekday shifts at the agreed service levels
 - Work towards functioning autonomously through appropriately supervised solo shifts, weekends and on-call work
 - Facilitate the critical assessment, evaluation and analysis of new clinical equipment and consumables
 - Demonstrate the ability to maintain the requisite basic clinical and advanced clinical competencies under appropriate supervision
 - Provide education and training to Junior Technologists, Professional Placement Students (IBL), Allied Health Assistants (AHA), nursing and medical staff, homecare parents and carers
- Be familiar with Clinical Technologist protocols
- Provide appropriate handover as required
- Compliance with guidelines and all other relevant standards as objective measures of service delivery
- Maintain high professional standards, including Quality and Safety aspects, as deemed appropriate by the RCH
- Complete relevant documentation in a complete, accurate and timely manner as per relevant CTS policies and RCH procedures
- Actively contribute to continuous improvement
- Ensure the timely notification and management of complaints, incidents and related issues by the CTS, and that open disclosure to necessary staff is observed
- Comply with all OH&S requirements including safety inspection checklists, discussing OH&S agenda items during meetings, return to work plans process and addressing workplace bullying and violence issues as they arise
- Comply and implement relevant Infection Control policies and processes

Lifelong Learning

- Establish, expand and consolidate clinically and technically relevant skills and knowledge
- Participate in both internal and external training, education and research to maintain standards and professional development
- Complete all designated RCH learning requirements
- Participate in personal annual performance reviews and department CPD program

Collaborative Practice

- Provide child centered, family focused care through partnership with parents/ families
- Work in collaboration with the multi-disciplinary team to ensure a cohesive and efficient service
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement

Communication

- Interact and communicate with patients and families in a professional and empathetic manner
- Build and maintain relationships with members of the CTS, key stakeholders and members of the wider RCH team to ensure high level service provision
- Recognise issues that may lead to conflict, and constructively address issues as they arise with escalation to senior Clinical Technologists as appropriate

Continuous Improvement

- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Achieve and maintain competency in relevant skills in line with CTS requirements
- Identify concerns regarding systems or processes and raises these with senior CTS staff or relevant Manager

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide workplace guidance and support to Professional Placement Students and Allied Health Assistants under the guidance of Senior Clinical Technologists

Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Support and participate in a research culture and agenda
- Appropriately share evidence e.g., presents at journal club, special interest groups

QUALIFICATIONS AND EXPERIENCE

Essential:

- Either a:
Bachelor of Applied Science, majoring in Biophysics, Biomedical Sciences and/or Instrumental Science
OR a
Bachelor of Science or Applied Science with suitable background in human physiology, medical instrumentation and/or physiological monitoring and measurement
- Commitment to further professional development

Desirable:

- Experience in a similar role

KEY SELECTION CRITERIA

- High attention to detail
- Careful and thorough approach
- Ability to follow specific instructions
- Good knowledge of basic scientific principles and human physiology
- Excellent written and verbal communication skills and ability to tailor to audience
- Ability to work independently under appropriate supervision and within a team environment
- Ability to build and maintain working relationships with internal and external stakeholders
- Flexible approach to problem solving, balancing sometimes competing and conflicting priorities
- Ability to identify problems and assist with implementing appropriate solutions
- Ability to organise and plan work effectively, adapting to changes as required
- Ability to manage confidential information including patient details
- Developed computer skills and familiarity with common software packages
- Demonstrated the ability to cooperate and work well with others in the pursuit of team goals

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

February 2025