

Position Description

Position title	Paediatric Cardiac Physiologist
Department / Division	Department of Cardiology/Division of Surgery
Classification	Cardiac Physiologist Grade 3 Year 1 – Grade 3 Year 4 (BC1 – BC4)
Position reports to	Operational: Chief Cardiac Physiologist Professional: Chief Cardiac Physiologist
No. of direct & indirect reports	Not Applicable
Location	The Royal Children's Hospital, 50 Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>. 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

This role is based within the Cardiac Physiology team which is part of the Cardiology Department in the Division of Surgery at The Royal Children's Hospital. The primary purpose of the position is to deliver high-quality echocardiographic assessment and diagnostic services for patients with suspected or confirmed congenital heart disease. This role supports the organisation's strategic objectives of providing excellence in healthcare, as well as fostering education, professional development, and training.

ROLE PURPOSE

The Paediatric Cardiac Physiologist is expected to primarily perform the diagnostic and clinical duties typical of a paediatric Cardiac Sonographer, producing detailed echocardiographic examinations. The role may also involve other aspects of Cardiac Physiology testing, dependant on experience.

KEY ACCOUNTABILITIES

Provision of Care:

- Deliver excellent evidence-based practice in paediatric echocardiography assessments
- Correctly apply the use of a variety of Ultrasound imaging modalities e.g., 2D, M-Mode, Colour and Spectral Doppler to examine a range of paediatric patients with suspected or known congenital heart conditions
- Provide a detailed and accurate preliminary report as per standard RCH departmental and associated professional guidelines e.g., ASE, ASUM, ASA or CSANZ
- Perform or assist with other diagnostic Cardiac Ultrasound procedures including, but not limited to, 3D/4D studies, sedated patient studies, transesophageal echocardiography, intra-procedural studies, agitated saline contrast studies
- Work within other areas of Cardiac Physiology testing (dependent on experience) to create greater flexibility in rostering. These areas include, but are not limited to:
 - Perform resting ECGs on inpatients and outpatients. Alert clinical staff to adverse clinical findings
 - Schedule/Fit/remove/analyse Holter monitors and ambulatory loop recorders. Alert clinical staff to adverse clinical findings
 - Prepare patients and assist Cardiology Fellows/Cardiologists with supervised Exercise Stress Testing and/or Cardiopulmonary exercise stress testing
 - Undertake testing and technical analyses of implantable cardiac devices including simple and complex pacemakers, defibrillators and loop recorders
 - Perform haemodynamic monitoring/recording in the cardiac catheter laboratory
 - Monitor and record intracardiac electrograms during diagnostic and interventional electrophysiology procedures

- Entry of data into various cardiac databases, filing of results and other administrative duties
- Ensure adequate levels of consumables are provided in all clinical areas and to alert management of reduced stock levels when appropriate
- Liaise with medical, nursing and other allied health staff regarding clinically important findings
- Participate in both outpatient clinics and a rotating inpatient roster
- Manage a complex and varied clinical caseload
- Provide a high level of clinical expertise with independent decision making
- Act to reduce error and sources of risk in own practice, as well as the broader discipline/department and healthcare setting
- Ensure timely provision of discipline services through appropriate prioritisation of stream and departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness and learning
- Mandatory participation in a relevant CPD program via ASAR to maintain professional relevance
- Participate in teaching (internal and external)
- Model a commitment to continuing professional development, and support junior staff in developing and accomplishing professional goals and objectives
- Actively promote an environment of lifelong learning

Collaborative Practice:

- Actively participate as part of the team to ensure ongoing excellence in service delivery and contribute to a positive workplace environment:
 - Ensure all equipment is maintained to the highest possible standard and to notify the Chief Cardiac Physiologist of equipment faults
 - Ensure all equipment and surrounds are cleaned to the highest possible standard as per relevant infection control guidelines and vendor specifications
 - Ensure adequate levels of consumables are provided in all clinical areas
 - Ensure patient documentation has been completed in accordance with procedures
 - Maintenance of accurate records for all tests performed
 - Stock take and ordering of consumables
 - Participation in regular Cardiac Physiologist/Departmental team meetings
 - Other administrative duties as required or delegated by the Chief Cardiac Physiologist
- Provide child centred, family focused care through partnerships with parents/families
- Work in collaboration with multidisciplinary teams

- Demonstrate ability to cooperate and work well with others in pursuit of team goals
- A flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork
- Ensure the transfer of knowledge to appropriate co-workers occurs when required

Communication:

- Apply highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Ability to recognise issues that may lead to conflict, and constructively address issues as they arise with escalation to senior management as appropriate
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of Cardiology and more broadly across the organisation

Continuous Improvement:

- Attend regular in-service, national and international educational courses/conferences to satisfy ASAR CPD requirements
- Attend various departmental educational and administrative meetings
- Assist with Quality assurance programmes and departmental protocols/guidelines
- Participate in the RCH staff appraisal "professional development" programme
- Lead and contribute to improvements in departmental management and function
- Contribute positively to change processes, through demonstrating flexibility and openness to change
- Develop awareness of governance requirements, including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role

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
- Involvement in the planning and training of undergraduate Cardiac Physiologists and/or other post graduate students from a variety of academic backgrounds
- Provide clinical supervision to staff and students, and deliver regular, constructive and developmental feedback to the team
- Provide hands on training to fellow Cardiac Physiologists new to the field of paediatric echocardiography, or Cardiology Fellows commencing their Fellowship in the Department

Organisation and Planning:

- Apply highly developed organisational and planning skills with the ability to prioritise workload and competing demands

Research:

- Undertake and/or assist in research projects, including the performance of high-quality exams for various research projects conducted by external Departments in partnership with the Cardiology Department
- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/family values and circumstances
- Evaluate current practice with respect to the evidence
- Support a research culture and agenda

QUALIFICATIONS AND EXPERIENCE

Essential:

- Attainment of a tertiary (Bachelor) degree in Science or Applied Science, or an equivalent qualification
- Demonstrated industry experience
- Attainment of a post Graduate Diploma in Cardiac Ultrasound, or an equivalent qualification
 - NB: All overseas candidates must have their Cardiac Ultrasound qualification/s accredited by the Australian Institute of Radiology (AIR) for eligibility.
- Eligibility for registration with the Australian Sonographer Accreditation Registry (ASAR) as an Accredited Medical Sonographer (Cardiac)
- Demonstrated extensive experience in the independent performance of Paediatric Cardiac Ultrasound examinations for a range of complex Paediatric Cardiac conditions
- Consolidated understanding of cardiac anatomy and the pathophysiology of acquired and congenital heart disease

Desirable:

- Experience and working knowledge of ECG, chest X-rays, and cardiopulmonary haemodynamics to facilitate the interpretation of Echo/Doppler studies.
- Past involvement and understanding of research and clinical trial procedures
- Technical training/experience in other Cardiac diagnostic and interventional procedures
- Membership with ASA, ASUM, ASE, CSE or CSANZ
- Currency in Paediatric BLS (basic life support)

KEY SELECTION CRITERIA

- Demonstrated capacity to work constructively and collaboratively with a wide range of disciplines towards common goals
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds

- Demonstrated commitment to building professional skills and capacity
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility
- A high degree of attention to detail and the ability to maintain accurate records for all tests performed
- Demonstrated ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Well-developed time management skills to balance competing and conflicting priorities
- Ensure timely provision of clinical services through appropriate prioritisation of caseload and patient needs
- Ability to engage children of different ages and abilities, and to advocate for patients and their families
- Excellent computer literacy skills

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

August 2026