

Position Description

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| Position Title | MIT Grade 2 | | |
| Unit / Branch | Medical Imaging/Surgery | | |
| Classification | AG1 – CW5 MIT Gr2 YR1-MIT Gr2 YR4 | Employment Status | Full Time Ongoing |
| Position reports to | Director MID/Chief MIT | | |
| Location | The Royal Children's Hospital, Flemington Road, Parkville | | |
| Position Contact | Mita Pedersen | | |

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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 PURPOSE

As part of the Division of Surgery, this position exists to provide a quality imaging service to patients and referrers. As a general MIT the required roles include imaging modalities as per the current skills of the incumbent and to expand and improve those skills. It is expected the Grade 2 MIT learns and applies specialist skills in modalities. Under the direction of the Chief MIT and deputies, the role contributes to the ongoing care of paediatric patients in spheres of diagnosis, disease monitoring and treatment. The role also provides for the ongoing supervision of intern and student MITs, under the guidance of the Tutor MIT and Clinical Educator.

The goal is to maintain a consistent high standard of imaging in order to succeed in producing reliable, timely and important results which can make a difference.

KEY ACCOUNTABILITIES

- Perform imaging examinations as per protocols to ensure consistency in diagnostic quality for both elective and emergency referrals.
- Ensure safety of staff and patients by practising prescribed radiation hygiene
- Undertake administrative duties required to maintain and complete patient imaging records
- Be aware of and practice radiation safety protocols in order to adhere to the ALARA principle.
- In accordance with protocols, autonomously undertake specialist modality examinations, adapting the protocols where appropriate to the patient's pathology.
- Participate in continuous improvement projects and strategies within the MID to ensure an efficient and effective service for patients and families.
- Participate in both internal and external training, education and research to maintain standards and professional development as required by the AIR and government legislation.
- Be aware of and practice RCH requirements in regards to incident reporting to ensure continuous improvements to consumer service
- Be aware of and practice RCH requirements in regards to OHS standards to ensure safety for all staff, patients and visitors.
- In consultation with senior MITs be aware of and report equipment and plant malfunctions to ensure safety and service maintenance.
- To ensure cohesion in work flow, work in a team
- Build and maintain relationships with key stakeholders to ensure high level service provision
- Mentor and guide Grade 1 MITs
- Mentor and supervise students and interns
- Interact with patients and families in a professional and empathetic manner facilitating patient through-put and satisfaction.
- Assist with successful implementation of a new system, process or procedure;
- Participation in department CPD program which will include and not be limited to oral presentations, tutorials, assistance in manuscript preparation, preparation of lecture material and assistance with MIT undergraduates and interns.

QUALIFICATIONS AND EXPERIENCE

Essential

- Diploma or degree in Applied Science/Diagnostic Radiography as outlined for eligibility for membership of ASMIRT.
- Demonstration of appropriate experience within the Medical Imaging field.
- Current membership of AHPRA
- Current Victorian DHHS radiation licence.

Desirable.

- Previous Paediatric experience either as qualified, student or intern MIT

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's Check throughout their employment.*
- *A current, full drivers 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)*
- *The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.*

KEY SELECTION CRITERIA

- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders.
- Demonstrated ability to organise and plan work effectively, adapting to changes as required.
- Ability to identify problems and seeking appropriate, customer focussed solutions.
- Proven ability to work both autonomously and within a team environment
- This position requires considerable initiative and flexibility in order to optimise patient service in a safe working environment
- Excellent communication skills both verbal and written
- Experience in providing training and guidance within the field of MIT.
- Highly developed interpersonal skills with the ability to adapt communication styles to a range of audiences.
- Excellent communication skills, both verbal and written.
- Balancing sometimes competing and conflicting priorities

IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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.

INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Childrens Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.

| Physical Demands | | Frequency |
|---|---|--------------------|
| Work Hours | This role is typically performed during standard business hours | Yes |
| | This role requires shift work, including day, afternoon, night & weekends | Yes |
| | This role is required to participate in an on-call roster | Yes |
| Sitting – remaining in a seated position to complete tasks | | Occasional |
| Standing – remaining standing without moving about to perform tasks | | Frequent |
| Walking – floor type even, vinyl, carpet | | Frequent |
| Lean forward/forward flexion from waist to complete tasks | | Frequent |
| Trunk twisting – turning from the waist to complete tasks | | Occasional |
| Kneeling – remaining in a kneeling position to complete tasks | | Rare |
| Squatting/crouching – adopting these postures to complete tasks | | Rare |
| Leg/Foot movement – to operate equipment | | Rare |
| Climbing stairs/ladders – ascending/descending stairs, ladders, steps | | Choose an item. |
| Lifting/Carrying | Light – less than 5 kilos | Frequent |
| | Moderate – 5-10 kilos | Frequent |
| | Heavy – 10-20 kilos | Occasional |
| Push/Pull of equipment/furniture | Light forces – less than 10 kilos | Frequent |
| | Moderate forces - 10-20 kilos | Frequent |
| | Heavy forces – over 20 kilos | Occasional |
| Reaching – arm fully extended forward or raised above shoulder | | Frequent |
| Head/Neck Postures – holding head in a position other than neutral (facing forward) | | Occasional |
| Sequential repetitive actions in short period of time | Repetitive flexion & extension of hands, wrists & arms | Frequent |
| | Gripping. Holding, twisting, clasping with fingers/hands | Frequent |
| Driving – operating any motor-powered vehicle with a valid Victorian driver’s licence | | Not Applicable |
| Sensory Demands | | Choose an item. |
| Sight – use of sight is integral to most tasks | | Prolonged/Constant |
| Hearing – use of hearing is integral to most tasks | | Prolonged/Constant |
| Touch – use of touch is integral to most tasks | | Frequent |
| Psychosocial Demands | | Choose an item. |
| Observation skills – assessing/reviewing in/outpatients | | Occasional |
| Problem solving issues associated with clinical and non-clinical care | | Occasional |

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| Attention to detail | Frequent |
| Working with distressed patients and families | Occasional |
| Dealing with aggressive and uncooperative people | Occasional |
| Dealing with unpredictable behaviour | Occasional |
| Exposure to distressing situations | Occasional |

| Definitions used to assess frequency of tasks/demands as above | |
|---|-----------------------------|
| Prolonged/Constant | 71-100% of time in position |
| Frequent | 31-70% of time in position |
| Occasional | 16-30% of time in position |
| Rare | 0-15% of time in position |
| Not Applicable | |

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| Position description last updated | October 2021 |
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