



## Position Description

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| <b>Position title</b>                       | Medical Imaging Technologist (MIT)   |
| <b>Department / Division</b>                | Medical Imaging/Surgery  |
| <b>Classification</b>                       | AG1 – CW5<br>MIT Gr2 YR1-MIT Gr2 YR4   |
| <b>Position reports to</b>                  | Operational: Director MID/Allied Health Manager-MID<br>Professional: Chief MIT                                     |
| <b>No. of direct &amp; indirect reports</b> | N/A  |
| <b>Location</b>                             | The Royal Children's Hospital, Flemington Road, Parkville  |
| <b>Risk category</b>                        | 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](http://www.rch.org.au)

## ROLE CONTEXT

The Medical Imaging Dept performs over 80,000 examinations per year as part of the RCH vision – A world where all kids thrive. Our aim is to develop and nurture an expert paediatric imaging team covering all modalities.

The role context of a Grade 2 Medical Imaging Technologist includes clinical and diagnostic support at a grass roots level for patients and families

## 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 across 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

### Provision of Care

- 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 imaging safety. Demonstrate key emergency response procedure as required by the organization.
- Demonstrate an understanding of the MID Policy Folder – contrast issues, patient safety, sedation/anaesthetic care issues
- Undertake administrative duties required to maintain and complete patient imaging records
- In accordance with protocols, autonomously undertake examinations, adapting the protocols where appropriate to the patient's pathology
- Be aware of and practice RCH requirements in regard to WH&S standards to ensure safety for all staff, patients and visitors
- In consultation with Allied Health manager – MID and senior MITs, be aware of and report equipment and plant malfunctions to ensure safely and service maintenance
- Ensure a safe working environment practicing WH&S requirements for staff working in your area. Guide Grade 1 staff working in the area to follow protocols for patient care, equipment care and maintenance and department and hospital administrative policies and protocols.
- Participate in the after hours, on-call and shift roster as required.

### Lifelong Learning

- Participate in both internal and external training, education and research to maintain standards and professional development as required by the ASMIRT and government legislation.
- Maintain personal CPD requirements of the professional body overseeing Medical Imaging Technologists, registration with AHPRA
- Participate in personal annual performance reviews

- 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
- Actively promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice
- Develop and foster expertise in a non-clinical sphere within the MID, which may include but not limited to, computer applications support and the like.

#### **Collaborative Practice**

- To ensure a cohesive and efficient service, work in collaboration with the multi-disciplinary team

#### **Communication**

- Interact with patients and families in a professional and empathetic manner, to ensure patient through-put and satisfaction
- Build and maintain relationships with key stakeholders to ensure high level service provision

#### **Continuous Improvement**

- Participate in continuous improvement projects and strategies within the MID to ensure an efficient and effective service for patients and families
- Be aware of and practice RCH requirements in regard to incident reporting to ensure continuous improvements to consumer service

#### **Administration**

- Undertake administrative duties required to maintain and complete patient imaging records
- Participate in continuous improvement projects and strategies within the MID to ensure an efficient and effective service for patients and families.

#### **Level of Supervision**

- Participate in both internal and external training, education and research to maintain standards and professional development as required by ASMIRT and government legislation.
- Mentor and guide Grade 1 MITs
- Mentor and supervise students and interns

#### **Research**

Assist and participate in research projects

### **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 DH radiation licence

#### **Desirable.**

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



#### KEY SELECTION CRITERIA

- Established ability to build and maintain working relationships with key internal and external stakeholders
- Exhibited 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
- Initiative and flexibility in order to optimise patient service in a safe working environment
- Excellent communication skills both verbal and written
- Well-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 situations

#### 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.**

### INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's 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.

| <b>Physical Demands</b>   |   | <b>Frequency</b> |
|---|---|------------------|
| 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                          |   | Frequent         |
| 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                           |   | Frequent         |
| Kneeling – remaining in a kneeling position to complete tasks                       |   | Frequent         |
| Squatting/crouching – adopting these postures to complete tasks                     |   | Frequent         |
| Leg/Foot movement – to operate equipment  |   | Frequent         |
| Climbing stairs/ladders – ascending/descending stairs, ladders, steps               |   | Rare             |
| 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  | Frequent         |
| 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                    | Occasional       |

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|---|--|--------------------|
|   | Gripping. Holding, twisting, clasping with fingers/hands | Frequent           |
| Driving – operating any motor-powered vehicle with a valid Victorian driver's licence |  | N/A                |
| <b>Sensory Demands</b>  |  |                    |
| 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  |  | Prolonged/Constant |
| <b>Psychosocial Demands</b>   |  |                    |
| Observation skills – assessing/reviewing in/outpatients                               |  | Prolonged/Constant |
| Problem solving issues associated with clinical and non-clinical care                 |  | Prolonged/Constant |
| Attention to detail   |  | Prolonged/Constant |
| Working with distressed patients and families   |  | Frequent           |
| Dealing with aggressive and uncooperative people                                      |  | Frequent           |
| Dealing with unpredictable behaviour  |  | Frequent           |
| 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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| <b>Position description last updated</b> | <b>June 2024</b> |
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