

Position Title:	Medical Imaging Technologist
Operationally reports to:	Chief Medical Imaging Technologist
Professionally reports to:	Chief Medical Imaging Technologist
Department:	Medical Imaging
Directorate:	Clinical Operations
Cost centre:	Y2042
Code & classification:	Grade 1 (AF4 – AF8)
Performance review:	Upon completion of probationary and qualifying period and annually or as requested
Employment conditions:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021 – 2026 and its successors, and GV Health Policies and Procedures (as varied from time to time).

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura and Rushworth. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services across the Goulburn Sub-Region within the Hume Region.

The *Goulburn Valley Health Strategic Plan 2024-26* provides the direction for GV Health with key elements summarised below.

OUR PURPOSE

Improving community wellbeing through high quality health services, outstanding care and learning.

OUR VALUES AND BEHAVIOURS

Our culture is made up of our CREATE values and behaviours, through which we commit to delivering ongoing quality healthcare for our community. Our CREATE values and behaviours are the foundations for our strategic pillars, and for achieving our goals.



Compassion

- We treat others with kindness and respect;
- Our deep connection to the community enhances our care for patients;
- We support the whole patient journey;
- We are understanding of each other.



Respect

- We respect the patient's voice and their choices;
- We celebrate diversity and are proud of multiculturalism;
- We respect differences of opinions;
- We respect the input of different disciplines and areas of expertise.



Excellence

- We are encouraged to grow professionally and personally;
- We are leaders in what we do;
- We invite feedback and are always striving to do better;
- We connect patients to further care and information.



Accountability

- We are responsible for our actions;
- We are courageous in our decision making and grow from our mistakes;
- We deliver what we promise;
- We don't compromise on our standards.



Teamwork

- We are a multi-skilled workforce and we pool our resources together;
- We mentor and support one another;
- We take a collaborative approach to care;
- We are approachable.



Ethical behaviour

- We hold ourselves to high standards;
- We rigorously uphold professional boundaries in our regional setting where patients may be friends or family too;
- We value and respect our patient's privacy and trust;
- We stand up against unsafe practice.

CREATE Outstanding

CREATE Outstanding encompasses foundation elements of the *Goulburn Valley Health Strategic Plan 2024-26* to link GV Health's purpose, values and our Culture of Care with fundamental organisational systems and

processes. GV Health is striving to achieve CREATE Outstanding in every interaction with the people services are provided for as well as how staff work with each other.

ROLE STATEMENT:

The Medical Imaging Technologist reports directly to the Chief Medical Imaging Technologist within the Medical Imaging team. The Medical Imaging Department manages the radiology services.

As a member of a team dedicated to the provision of high-quality medical imaging services, the Grade 1 Medical Imaging Technologist is expected to:

- Provide excellent customer service.
- Take responsibility for conducting diagnostic imaging examinations and producing diagnostic images in line with the accepted policies/procedures and clinical practice guidelines of GV Health.
- Coordinate and prioritise patients in a dynamic hospital environment, in consultation with other health care providers, to optimise workload and patient flow to ensure patient-centred care.
- Constructively address conflicts to maintain a safe environment for patients, staff and visitors, escalating for advice when required.
- Demonstrate commitment to patient safety as evidenced through awareness of changes in patient condition, effective communication and use of appropriate equipment and aids.
- Adhere to the ALARA principles and modify techniques depending on patient presentation.
- Recognise confidential information and adhere to the policies, processes and legislation governing updating, correcting and sharing of that information.
- Discuss patient decisions and concerns to develop trust and comfort in the imaging setting, respecting the patients right to make decisions regarding their care.
- Respect the beliefs and cultural variances of patients and co-workers to ensure equity in access to services and foster workplace diversity
- Participate in all shifts at all sites in order to meet service requirements.
- Use personalised radiopaque set of x-ray markers with initials (where applicable).
- Assist students and Intern Medical Imaging Technologists with clinical practice, under the direction of the Tutor Medical Imaging Technologist.

KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:

- Maintain awareness of scope of practice and personal limitations, consulting with more experienced and/or senior employees when situations exceed skills.
- Be actively involved in the Medical Imaging team, working alongside and supporting other staff.
- Continuously review existing practices and discuss proposed improvements and goals with the Modality Supervisors to enhance performance.
- Comply with Medical Imaging and GV Health protocols and procedures.
- Assist in quality assurance activities and provide feedback to Modality Supervisors / Quality Officer.
- Assist with clinical supervision of students and interns within the clinical environment.
- Assist in the coordination of imaging activities and workflow in collaboration with the Tutor Medical Imaging Technologist.
- Report equipment, consumable or work practice issues to the Modality Supervisor.
- Communicate services, equipment or work practice problems to a line manager for review and participate in improvement processes
- Adhere to Workplace Health and Safety requirements and immediately alert a line manager of concerns.
- Immediate notification of malfunction or necessary maintenance to the Modality Supervisor.
- Accurate and prompt coding and completion of examinations, including transfer to Picture Archiving and Communication System.

- Maximise patient throughput by efficient use of resources through efficient management of time and resources.
- Participate in shift rosters as required across all sites (excluding night shifts and on-call).
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health.
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.

1. Provide quality and safe clinical care for consumers

- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment.
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge.
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure.
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines.
- Reply to consumer feedback and complaints in a timely and compassionate manner to ensure that issues are quickly resolved and quality, safe clinical care is provided.
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards.
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines.
- Demonstrate a patient centred approach by attending to patients as promptly as possible and responding to their concerns.
- Facilitate hospital patient flow between Medical Imaging, the wards and the Emergency Department through efficient and effective management of own time.

2. Develop and maintain collaborative relationships with all disciplines

- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Respect the decisions and actions of others
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes

- Maintain current knowledge of clinical practice
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

4. Commit to ongoing professional development of self, other employees and the profession

- Ensure maintenance of credentials and work practices that reflect the agreed scope of practice.
- Engage in ongoing professional development and skills expansion through participation in industry relevant training activities.
- Complete mandatory training as defined by GV Health.
- Seek feedback, set goals and participate in annual performance reviews to broaden clinical competency.

- Practice self-reflection to develop greater self-awareness and situational responses.
- Support the development of others by assisting students junior and new colleagues with orientation and clinical supervision.
- Participate in committees and professional groups and disseminate relevant information to other health care professionals as delegated.

QUALITY, SAFETY, RISK and IMPROVEMENT

- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce.
- Contribute to organisational quality and safety initiatives.
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public.
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements.
- Report incidents to the Modality Supervisor promptly.

OTHER REQUIREMENTS FOR ALL CLINICAL EMPLOYEES:

- Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities.
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times.
- Assist with the supervision of students where appropriate.
- Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines.
- Comply with the principles of Patient and Family Centred Care.
- Promote GV Health as a quality regional health care provider.
- Ensure tidy and professional presentation during for work at all times.

KEY PERFORMANCE INDICATORS:

- Registration/accreditation maintained in all relevant clinical disciplines in line with key selection criteria, GV Health Credentialing Framework and scope of practice.
- For staff working in MRI, attainment and retention of the ASMIRT Level One Accreditation within 12 months of commencing working in the MRI unit.
- Demonstrated participation in ongoing professional development with evidence of knowledge and skills development.
- Compliance with quality and risk management strategies including effective infection control practices.
- Compliance with core competencies and training requirements as outlined in the GV Health Education Framework.
- Compliance with the Medical Imaging protocols and procedures, including but not exclusive to clinical handover, patient identification and justification for imaging.
- Active participation in the Performance and Development review process using the discussions to reflect on professional development and to develop targets for the year ahead.
- Maintain knowledge of GV Health Radiation Management Plan and Medical Imaging Quality Manual.
- Attendance and active participation at meetings when on duty and on site.
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework.

Other Position Requirements

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required.

GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

KEY SELECTION CRITERIA:

Mandatory

- Commitment to the GV Health Values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour.
- Bachelor of Applied Science in Medical Radiations or equivalent and current registration with the Australian Health Practitioner Regulation Agency as a Medical Imaging Technologist.
- Current Victorian Department of Health Radiation Use Licence.
- Demonstrated understanding of the purpose, contents and clinical application of a Radiation Management Plan, including the three elements of the ALARA principle.
- Ability to work in a busy multi-disciplinary environment working autonomously and/or in a team to efficiently manage workloads and patient flow.
- Demonstrated willingness to work a 7-day, 24 hour rotating roster, including on-call.
- Demonstrate sound interpersonal skills with the ability to communicate with staff across disciplines and address conflicts in a cooperative manner.
- For staff working in MRI, attainment and retention of the ASMIRT Level One Accreditation within 12 months of commencing working in the unit.
- Current Australian driver's licence.
- Evidence of full immunisation against influenza
- Satisfactory National History Criminal Check prior to commencement of employment.
- Satisfactory Working with Children Check prior to commencement of employment.
- Completion of a Commonwealth of Australia Statutory Declaration prior to commencement of employment

Desirable

- Experience in CT and/or MRI.

Inherent Requirements

GV Health has a duty of care to all employees. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.

The role may require the following tasks among other things:

Consumer Care Role

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| <ul style="list-style-type: none"> ▪ manual handling (pushing, pulling equipment) ▪ general consumer handling and clinical duties ▪ sitting, standing, bending, reaching, holding ▪ pushing pulling trolleys and equipment ▪ working alone ▪ general clerical, administration work, computer work ▪ use of personal protective equipment and handling ▪ operating equipment ▪ handling general and infectious waste ▪ participating in shift work and on-call | <ul style="list-style-type: none"> ▪ Exposure to substances and hazardous materials ▪ working at other locations may be required ▪ dealing with anxious or upset consumers or members of the public ▪ driving a motor vehicle |
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Reviewed by	Chief Medical Imaging Technologist
Issued	August 2024
Reviewed	August 2025

I acknowledge:

- That I will observe child safe principles and expectations for appropriate behaviour toward and in the company of children.
- That GV Health has a zero tolerances of child abuse and all allegations and safety concerns will be treated very seriously. For more information refer to GV Health's Child Safety Standards procedure.
- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: _____ /_____/_____

(Print Name)