

POSITION DESCRIPTION

Chief Radiographer (Level 5)

Our CORE Values	Collaboration Openness Respect Empowerment	
Organisation	NSW Health	
Local Health District /Agency	Illawarra Shoalhaven Local Health District	
Position Number	TBC	
Cost Centre	TBC	
Position Classification	Chief Radiographer – Level 5 Grade 1-3	
State Award	Health Employees Medical Radiation Scientists (State) Award	
Does this role manage or supervise others?	Yes	
Vaccination Category	Category A	
Website	http://www.islhd.health.nsw.gov.au/	

PRIMARY PURPOSE (max 3,800 characters with spaces)

The Chief Radiographer is responsible for the operational, clinical and professional leadership of Medical Imaging Services at a Hospital site.

The role ensures the delivery of safe, high-quality, patient-focused and efficient diagnostic and interventional imaging services, aligned with the ISLHD district-wide governance model for Medical Imaging.

The position operates within the integrated Medical Imaging leadership structure and contributes to district objectives through effective workforce leadership, service planning, quality and safety governance, and collaboration with the Director of Operations Medical Imaging and the Clinical Director Medical Imaging.

GRADING FOR LEVEL 5

Grade 1 The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 4-7 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc.

OR At this level the MRS (Diagnostic Radiographer) is responsible for coordinating and managing a complex function for example, but not limited to: IT, PACS/RIS, CT, US etc. across a Local Health District(s).

OR Has completed a PhD in a relevant area of specialisation.

Grade 2 The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 8-14 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g. clerical, hospital assistants, etc.

Grade 3 The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 15-19 FTE MRS (Diagnostic radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc.

KEY ACCOUNTABILITIES (max 3,800 characters with spaces)

- Operational leadership of Medical Imaging Services at a Hospital site in line with district governance arrangements.
- Ensure high-quality, patient-centred imaging services across all modalities provided at site.
- Provide daily service delivery, workflow optimisation, patient flow and allocation of resources.
- Ensure compliance with ISLHD, NSW Health, legislative and accreditation requirements.
- Lead, supervise and manage Medical Imaging staff, including Senior Radiographers and multidisciplinary teams.
- Oversee recruitment, rostering, leave management, performance development and performance management processes.
- Ensure appropriate staffing levels, skill mix and professional development opportunities.
- Support education, training and continuing professional development for staff.
- Lead and support accreditation, quality improvement and audit activities including NATA, Medicare and relevant regulatory requirements.
- Promote a strong patient safety culture and participate in incident review and RCA processes.
- Ensure radiation safety compliance, monitoring and reporting in accordance with EPA and NSW Health requirements.
- Contribute to the development and implementation of operational, strategic and business plans for Medical Imaging Services.
- Support service development, redesign initiatives and change management programs consistent with the district restructure.
- Contribute to infrastructure planning, equipment procurement and commissioning activities.
- Contribute to budget management including monitoring staffing expenditure, overtime and resource utilisation.
- Ensure efficient and cost-effective use of equipment, consumables and service contracts.
- Utilise RIS/PACS and other performance data to inform service delivery and planning.
- Build and maintain effective relationships with clinical teams, hospital management and district stakeholders.
- Represent Medical Imaging services at meetings as required.
- Provide timely and accurate operational advice to the Director of Operations Medical Imaging.

SELECTION CRITERIA (max 8 selection criteria)

1. Demonstrated substantial experience in one or more radiological modalities, with demonstrated ability to effectively identify and resolve associated modality and informatics technical issues.
2. Bachelor of Medical Radiation Science - Medical Imaging, or equivalent.
3. Current Statement of Accreditation - Australian Society of Medical Imaging and Radiation Therapy (ASMIRT) or equivalent. Current and unencumbered registration with Medical Radiation Practice Board (Australian Health Practitioner Regulation Agency - AHPRA).
4. Current NSW Environmental Protection Authority (EPA licence (IA14) or equivalent, and the ability to monitor radiographic equipment for legislative compliance as required by NSW EPA.
5. Demonstrated success in leadership and management roles, including leading and managing organisational change; the ability to engage multi-disciplinary teams with the development of detailed solution design and implementation plans relating to redesign initiatives, and provide education and coaching to project teams.
6. Competence in financial management to ensure service provision is delivered in an effective and efficient manner, including use PACS/RIS to inform decisions.
7. Demonstrated abilities in high level analytical, communication and interpersonal skills.
8. Current Class C driver's licence and/or the ability to attend remote sites in a timely manner by other forms of transport.

KEY CHALLENGES (max 3 key challenges – 1,000-character limit **with spaces** in each field)

- Managing complex, multi-site Medical Imaging services while maintaining high standards of patient care and staff engagement.
- Balancing service demand, workforce capability and financial constraints.
- Leading change, service redesign and continuous improvement in a dynamic healthcare environment.
- Satisfaction, as a minimum, of all applicable ISLHD and NSW Ministry of Health performance indicators, and applicable ACHS, RANZCR, and NAT A/DIAS Medical Imaging Service accreditation obligations.

KEY RELATIONSHIPS (max 3 internal and 2 external key relationships – 200-character limit **with spaces** in each field)

WHO	WHY
Director of Operations Medical Imaging	Direct reporting line manager.
Clinical Director Medical Imaging	Direct support relationship.

JOB DEMANDS CHECKLIST

Definitions

* Denotes a critical requirement of the job

Frequency

I	Infrequent – intermittent activity exists for a brief time on a very infrequent basis	C	Constant – activity exists for more than two-thirds of the time when performing the job
O	Occasional - activity exists up to one-third of the time when performing the job	R	Repetitive – activity involves repetitive movements.
F	Frequent – activity exists between 1/3 and 2/3 of the time when performing the job	N/A	Not applicable – activity is not required to perform the job.

CRITICAL *	PHYSICAL DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sitting Remaining in a seated position to perform tasks			X			
	Standing Remaining standing without moving about to perform tasks			X			
	Walking Floor type: even/uneven/slippery, indoors/outdoors, slopes				X		
	Running Floor type: even/uneven/slippery, indoors/outdoors, slopes						X
	Bend/ Lean Forward from Waist Forward bending from the waist to perform tasks				X		
	Trunk Twisting Turning from the waist while sitting or standing to perform tasks				X		
	Kneeling Remaining in a kneeling posture to perform tasks				X		
	Squatting/ Crouching Adopting a squatting or crouching posture to perform tasks				X		
	Leg/ Foot Movement Use of leg and or foot to operate machinery				X		
	Climbing (stairs/ladders) Ascend/ descend stairs, ladders, steps, scaffolding				X		
	Lifting/ Carrying				X		
		Light lifting & carrying – 0 – 9kg				X	
		Moderate lifting & carrying – 10 – 15kg				X	
		Heavy lifting & carrying – 16kg and above				X	
	Reaching Arms fully extended forward or raised above shoulder				X		
	Pushing/ Pulling/ Restraining Using force to hold/restrain or move objects toward or away from body			X			
	Head/ Neck Postures Holding head in a position other than neutral (facing forward)			X			
	Hand & Arm Movements Repetitive movements of hands & arms				X		
	Grasping/ Fine Manipulation Gripping, holding, clasping with fingers or hands				X		
	Work at Heights Using ladders, footstools, scaffolding, or other objects to perform work						X
	Driving Operating any motor-powered vehicle						X

CRITICAL *	SENSORY DEMANDS - DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Sight Use of sight is an integral part of work performance eg viewing of X-rays, computer screen				X		
	Hearing Use of hearing is an integral part of work performance eg telephone enquiries				X		
	Smell Use of smell is an integral part of work performance eg working with chemicals						X
	Taste Use of taste is an integral part of work performance eg food preparation						X
	Touch Use of touch is an integral part of work performance						X

CRITICAL *	PSYCHOSOCIAL DEMANDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Assisting ↓						
	Distressed people eg. emergency or grief situations						X
	Aggressive & uncooperative people eg. drug/alcohol, dementia, mental illness						X
	Unpredictable people eg. dementia, mental illness, head injuries						X
	Restraining Involvement in physical containment of patients/clients						X
	Exposure to distressing situations eg child abuse, viewing dead/mutilated bodies						X

CRITICAL *	ENVIRONMENTAL HAZARDS – DESCRIPTION (comment)	FREQUENCY					
		I	O	F	C	R	N/A
	Dust Exposure to atmospheric dust						X
	Gases Working with explosive or flammable gases requiring precautionary measures						X
	Fumes Exposure to noxious or toxic fumes						X
	Liquids Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE						X
	Hazardous substances eg. dry chemicals, glues						X
	Noise Environmental/background noise necessitates people to raise their voice to be heard						X
	Inadequate lighting Risk of trips, falls or eyestrain						X
	Sunlight Risk of sunburn exists from spending more than 10 minutes per workday in sunlight						X
	Extreme temperatures Environmental temperatures are < 15°C or > 35°C						X
	Confined spaces Areas where only one egress (escape route) exists						X
	Slippery or uneven surfaces Greasy or wet floor surfaces, ramps, uneven ground						X
	Inadequate housekeeping Obstructions to walkways and work areas cause trips & falls						X
	Working at heights Ladders/stepladders/ scaffolding are required to perform tasks						X
	Biological hazards eg. exposure to body fluids, bacteria, infectious diseases						X