



Statewide Clinical Support Services (SCSS)

ROLE DESCRIPTION

Role Title:	Professional Clinician (Nuclear Medicine Technologist)
Classification Code:	AHP2
LHN/ HN/ SAAS/ DHW:	Statewide Clinical Support Services (SCSS), CALHN, SA Health
Hospital/ Service/ Cluster:	South Australia Medical Imaging
Division:	Nuclear Medicine & Medical Imaging
Department/ Section/ Unit/ Ward:	
Role reports to:	Lead Nuclear Medicine Technologist & Department Manager
Role Created/Reviewed Date:	
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

Contributes as a Professional Clinician as an Accredited Nuclear Medicine Technologist and applies advanced techniques and methodology by undertaking more complex Nuclear Medicine and Bone Densitometry procedures using specialised equipment to perform a range of clinical diagnostic medical imaging examinations. Participates in remote service provision, the Nuclear Medicine after hours on call roster, research programs and quality assurance programs and provides professional direction to Nuclear Medicine and PDY Technologists, undergraduate students and work experience students.

Direct Reports:

The Professional Clinician Nuclear Medicine Technologist is responsible to Advanced Clinical Practitioner Lead Nuclear Medicine Technologist (Leading Specialist) and the Departmental Manager (Chief Technologist). The incumbent liaises closely with, Professional Clinicians (Nuclear Medicine Technologists), Radiographers, Medical staff, Nurses, Scientists and Bone Densitometry staff and provides clinical supervision and professional support to students.

Key Relationships/ Interactions:

Internal

- > Director of Nuclear Medicine
- > Department Manager
- > Lead Technologist
- > Senior PET Technologist
- > Fellow Nuclear Medicine Technologists
- > Radiochemist / Radiopharmacist
- > Nuclear Medicine Specialists
- > Medical Physicists

External

- > Service contractors
- > Professional Organisations
- > Clinical staff within and outside SAMI

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Effective time management/multi-tasking
- > Ability to function independently with limited or no supervision
- > Ensuring high quality studies
- > Patient communication and care
- > Working in a team environment with a range of skill levels
- > Recognising equipment malfunction

Delegations:

- > N/A

Key Result Areas and Responsibilities

Key Result Areas	Major Responsibilities
<p>Contribute to the provision of a high quality imaging service for Nuclear Medicine diagnosis and clinical management by:</p>	<ul style="list-style-type: none"> > Undertaking complex activities under limited professional direction to select and apply techniques and methodologies based on professional judgment. > Preparing for the presentation of the patient to the medical imaging department, including the review of case notes, liaison with clinical unit, nuclear medicine physician and other medical officers. > Assessing the condition of the patient and modifying techniques accordingly to achieve acceptable diagnostic outcomes. > Preparing radiopharmaceuticals for patient injection or ingestion and administering under the supervision of nuclear medicine physician. > Performing complex nuclear medicine procedures using specialized equipment, requiring the selection and application of techniques and methodologies to meet individual patient requirements. > Reviewing images and making a clinical assessment as to whether additional images are required to aid diagnosis. > Ensuring all relevant patient and examination data is completed accurately recorded and entered into the Radiology Management System, including the preparation of any reports to the referring clinician. > Maintaining correct handling of radioactive materials in accordance with Regulations under the Radiation Control Act. > Performing regular quality control and calibration procedures on all gamma cameras/scanners and dose calibration equipment in the department according to the protocol. Recognising and reporting abnormalities of quality control, unusual results and equipment faults to the Advanced Clinical Practitioner (Lead Nuclear Medicine Technologist) and Department Manager.
<p>Ensure the provision of a quality Bone Densitometry Imaging Service for diagnosis and clinical management by:</p>	<ul style="list-style-type: none"> > Performing specialist and complex procedures with a high level of professional independence applying professional knowledge in selecting and adapting methods best suited. > Assessing the application of discipline standards, weighing and discussing professional approaches, determining professional solutions, verifying and validating the results. > Assessing the condition of the patient and modifying and developing techniques accordingly to achieve acceptable diagnostic outcomes. > Maintaining recording systems to accurately reflect the imaging quality and accuracy of procedures. > Providing professional advice to management, physicians, and other technologists and radiographers. > Liaising with medical officers and nursing staff to ensure effective monitoring of patient condition.
<p>Contribute to the provision of professional development</p>	<ul style="list-style-type: none"> > Providing professional support and clinical supervision to bone densitometry, nuclear medicine and PDY technologists.

activities in the department, by:	<ul style="list-style-type: none"> > Participating in Bone Densitometry, Nuclear Medicine Technologist training programs and staff professional development programs. > Identifying opportunities for improvement in professional tasks including developing and leading to ongoing quality improvement activities with other staff. > Providing professional support and supervision to work experience students and medical radiation students on clinical placement including providing feedback to the Clinical Supervisor concerning the progress and development of the students' skills. > Performing scientific presentations and journal reviews as part of continuing professional development. > Attending inter-departmental and external educational and scientific meetings and forums. > Participating in the accredited continuous professional development programs and performing in activities where necessary to obtain personal accreditation.
Contribute to continuous quality improvement programs and activities by:	<ul style="list-style-type: none"> > Recognising an ongoing commitment to quality assurance through personal accountability to standards of care and work practice. > Achieving key performance indicators for activities in accordance with the quality evaluation program. > Utilising recording systems to accurately reflect the activity of the various aspects of the department.
Contribute toward the provision of a safe and healthy work environment for self and others by:	<ul style="list-style-type: none"> > By maintaining knowledge of and adhering to the principles and standards of Equal Employment Opportunity Legislation which ensures all employees in the workplace are treated in a fair and equitable manner, free from discrimination, bullying and harassment. > Reporting all accidents, incidents and near misses. > Complying with reasonable instructions or procedures aimed at protecting the health and safety of self and others. > Carrying out responsibilities as detailed in occupational health, safety and injury management policies and procedures.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Degree or equivalent qualification in Medical Radiations which entitles registration with the Medical Radiation Practice Board of Australia (from July 2012). Prior to July 2012 eligibility for accreditation by the Australian and New Zealand Society of Nuclear Medicine. Licensed to practice under the Radiation Protection and Control Act 1982.
- > Statement of Accreditation in Nuclear Medicine from the Australian and New Zealand Society of Nuclear Medicine.
- > Must be licensed or eligible to apply for 1) License to use or handle radioactive substances, and 2) License to operate an ionising radiation apparatus (Low Dose CT), under the Radiation Protection and Control Act SA (1982).
- > Current registration with AHPRA (Australian Health Practitioner Regulation Agency)

Personal Abilities/Aptitudes/Skills:

- > Demonstrated ability to perform a complete range of specialised and complex Nuclear Medicine, PET and Bone Densitometry imaging procedures.
- > Demonstrated ability to assess and select clinical and technical examination requirements according to patient condition.
- > Demonstrate an ability to teach and clinically oversee staff effectively.
- > Demonstrated ability to work in a multidisciplinary team and interact positively with all levels of staff.
- > Demonstrated ability to communicate effectively both written and verbally.
- > Flexibility.
- > Demonstrated ability to be resourceful and innovative.

Experience

- > Experience in performing a wide range of Nuclear Medicine, SPECT/CT, PET and Bone Densitometry imaging procedures.
- > Experience in patient preparation and care for therapy procedures
- > Experience in assessment and review of quality of work performed.
- > Experience in the practical application of quality improvement protocols.
- > Demonstrated experience in quality management and accreditation processes.
- > Extensive practical experience within the field of Nuclear Medicine & Bone Densitometry

Knowledge

- > Knowledge in all areas of Nuclear Medicine Technology including Bone Densitometry, Therapeutic procedures, SPECT/CT and PET, involving laboratory, scanning and computer procedures.
- > Practical application of medico-legal responsibilities in the delivery of imaging services.
- > Knowledge of the responsibilities of the Nuclear Medicine Technologist in the safe handling and delivery of radiopharmaceuticals to the patient and protection of other personnel.
- > Knowledge of the operation of Radiology Management Systems and Picture Archiving and Communications System (PACS).
- > Knowledge of relevant legislation & codes of practice including Radiation Protection and Control Act.
- > Knowledge of relevant legislation, regulations, policies and procedures such as Health Care Acts, Registration Acts, Occupational Health and Safety, Equal Opportunity, Privacy, Confidentiality, Public sector codes of conduct.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Licensed under the Radiation Protection and Control Act SA (1982) for
 - o bone densitometry
- > Statement of Accreditation with the Australian and New Zealand Bone Mineral Society
- > Currently undertaking or have completed the Australian and New Zealand Society's continuous professional development education program

Personal Abilities/Aptitudes/Skills

- > Computer skills.
- > Commitment to high personal and professional standards.

Experience

- > Previous bone densitometry experience
- > Experience working in a public hospital environment
- > Experience participating in a research program
- > Experience developing and implementing a training program
- > Post-graduate clinical involvement in medical imaging.
- > Experience working within a trauma hospital.

Knowledge

- > Knowledge in all areas of Nuclear Medicine technology and Bone Densitometry.
- > Computer literate and basic knowledge of computer programs.
- > Appreciation of cross-cultural needs of patients.
- > Experience using GE Healthcare/Siemens/Gamma Camera systems and software.
- > Knowledge of the Radiology Management System (ESMI) and RIS PACS system.
- > Knowledge of Performance Enhancement Principles.

Special Conditions:

- > May be required to work within other locations of SA Medical Imaging and in rural locations with the Mobile Bone Densitometry Service.
- > Unrestricted drivers licence to travel
- > Some work outside of normal office hours will be required.
- > Participation in the Nuclear Medicine after hours on call roster is required.
- > Variable starting and finishing times may be required.
- > May be required to undertake a health assessment prior to commencement.
- > Job and Person Specifications are reviewed regularly as part of the ongoing Performance Development process.
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > *For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- > Royal Adelaide Hospital (RAH)
- > The Queen Elizabeth Hospital (TQEH)
- > Hampstead Rehabilitation Centre (HRC)
- > St Margaret's Rehabilitation Hospital (SMRH)
- > Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- > Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

Division / Department:

The Department of Radiology is a unit of the Royal Adelaide Hospital. The Royal Adelaide Hospital is part of the Central Adelaide Local Health Network. The Local Health Network structure became operative from 1 July 2011. The Department is part of South Australian Medical Imaging which is a State wide service. SAMI is responsible for the provision of all medical imaging services at SA Public Hospitals within country and metropolitan South Australia across SA Health.

The Department of Nuclear Medicine, is a comprehensive service incorporating general Nuclear Medicine, PET, Haematology, Therapy, Bone Densitometry and Research.

Values

Statewide Clinical Support Services Values

Within SCSS our people are at the heart of what we do. We are committed to building a strong, vibrant culture and place to work, and to providing high-quality care to our patients and consumers that demonstrates our values in action. Our five core values are Integrity, Compassion, Accountability, Respect and Excellence (ICARE):

Integrity: We are honest, consistent and act fairly. We make evidence-based decisions that are in the best interests of the South Australian community.

Compassion: Patients and consumers are front of mind in everything we do, and we approach care for others with empathy and kindness. We provide an environment that is safe and caring and we will support each other at all times.

- Accountability:** We take ownership of our responsibilities and actions. We own our mistakes and take proactive measures to find effective solutions. We demonstrate our values in our actions and behaviours
- Respect:** We foster a culture that is respectful of our consumers, patients and each other. We value diversity and everyone’s input and demonstrate trust in each other.
- Excellence:** We complete and promote work of the highest standard. We challenge the normal way of doing things to ensure continuous improvement and we seek consumer input to represent the diversity of our community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name: _____ **Role Title:** _____
Signature: _____ **Date:** _____

Role Acceptance

Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name: _____ **Signature:** _____ **Date:** _____

Version control and change history

Version	Date from	Date to	Amendment
V1	10/01/2023		Original SCSS version.