



## Statewide Clinical Support Services (SCSS)

### ROLE DESCRIPTION

<b>Role Title:</b>	Nuclear Medicine Technologist – Level 2
<b>Classification Code:</b>	AHP2
<b>LHN/ HN/ SAAS/ DHW:</b>	Statewide Clinical Support Services (SCSS), CALHN, SA Health
<b>Hospital/ Service/ Cluster:</b>	Various
<b>Division:</b>	South Australia Medical Imaging
<b>Department/ Section/ Unit/ Ward:</b>	Nuclear Medicine
<b>Role reports to:</b>	Lead Nuclear Medicine Technologist
<b>Role Created/Reviewed Date:</b>	August 2023
<b>Criminal and Relevant History Screening:</b>	<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)
<b>Immunisation Risk Category Requirements:</b>	<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:

The Nuclear Medicine Technologist – Level 2 applies advanced techniques and methodology by undertaking more complex molecular imaging and theranostic procedures using Nuclear Medicine equipment, with minimal professional direction.

The incumbent provides professional direction to other Nuclear Medicine Technologists, newly graduated Nuclear Medicine Technologists, undergraduate students on clinical placement and work experience students.

The incumbent contributes to approved research and departmental quality assurance programs, under professional direction.

#### Direct Reports:

- Accountable to the Campus Operations Manager
- Responsible on a day-to-day basis to the Lead Nuclear Medicine Technologist.

**Key Relationships/ Interactions:**Internal

- Accountable to the Campus Operations Manager
- Responsible to the Lead Nuclear Medicine Technologist
- Works closely within a multidisciplinary team including other Nuclear Medicine Technologists, Radiographers, Nuclear Medicine Physicians, scientists, nurses, technical and clerical staff.

External

- Service vendors/contractors
- Professional organisations
- Clinical staff within and outside of the LHN/Hospital

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- Providing a timely service in an environment of changing service priorities.
- Contributing to optimal health outcomes for the patient.
- Keeping up to date with professional standards of practice, while functioning in a way where personal WH&S is maintained.

**Delegations:**

**Delegated Level (financial):** NIL

**Staff supervised:** Direct - 0 Indirect - Students

**Key Result Areas and Responsibilities**

Key Result Areas	Major Responsibilities
Contribute to the provision of a high-quality imaging service for Nuclear Medicine diagnosis and clinical management by:	<ul style="list-style-type: none"> <li>• Under limited professional direction, performing more complex molecular imaging and theranostic procedures using specialised equipment, requiring the selection and application of techniques and methodologies to meet individual patient requirements.</li> <li>• Preparing for the presentation of the patient to the medical imaging department, including the review of the patients' medical record, liaison with clinical unit, nuclear medicine physician and other medical officers.</li> <li>• Review and assessment of study/imaging request to ensure appropriateness of study and procedure matching</li> <li>• Ensuring all patients are appropriately identified prior to commencement of examination.</li> <li>• Liaising with other healthcare workers including nurses, doctors and allied health staff regarding scheduling and preparation for Nuclear Medicine procedures</li> </ul>

	<ul style="list-style-type: none"> <li>• Assessing the condition of the patient and modifying techniques accordingly to achieve acceptable diagnostic and therapeutic outcomes.</li> <li>• Being aware of the patient’s situation and by observing and identifying changes in their condition, taking appropriate action to provide the support necessary.</li> <li>• Preparing radiopharmaceuticals for patient injection, inhalation or ingestion under professional direction of Radiochemists/Lead Nuclear Medicine Technologist, including quality control where required.</li> <li>• Maintaining correct handling of radioactive materials in accordance with Regulations under the Radiation Control Act.</li> <li>• Appropriate dose delivery under aseptic technique, under the direction of a Nuclear Medicine Physician</li> <li>• Reviewing images and making a clinical assessment as to whether additional images are required to aid diagnosis in consultation with the reporting specialist.</li> <li>• Performing any post processing to produce high quality images and ensure distribution as required.</li> <li>• Ensuring all relevant patient and examination data is completed and accurately recorded and entered into the Radiology Information System (RIS) and Patient Electronic Medical Record (EMR).</li> <li>• Performing mandatory quality control and calibration procedures on Nuclear Medicine equipment according to department protocol.</li> <li>• Recognising and reporting abnormalities of quality control, unusual results and equipment faults to the area lead</li> <li>• Supervising or providing professional direction for other Nuclear Medicine Technologist and health care professionals in Nuclear Medicine procedures of limited complexity.</li> <li>• Undertaking the role of ‘co-ordinating workflow’ and exercising initiative to ensure the continuance of service within guidelines as required.</li> </ul>
<p>Contribute to own professional development and maintain standards by being actively involved in Medical Imaging training programs and staff professional development programs</p>	<ul style="list-style-type: none"> <li>• Actively participate in ongoing Continuing Professional Development and perform activities where necessary to maintain professional registration.</li> <li>• Actively participate in training programs and staff professional development programs</li> <li>• Maintaining a current knowledge of literature and national /international practices</li> <li>• Providing professional support to work experience students and medical radiation students on clinical placement as an experienced Nuclear Medicine Technologist, providing feedback to the Clinical Supervisor about progress and development of the students’ skills.</li> <li>• Providing professional support to other health professionals and Nuclear Medicine Technologists, as an experienced Technologist.</li> </ul>
<p>Contribute to continuous quality improvement programs and activities that are linked to the organisations strategic and corporate directions and targets as follows:</p>	<ul style="list-style-type: none"> <li>• Recognising an ongoing commitment to quality assurance through personal accountability to standards of care and work practice</li> <li>• Achieving key performance indicators for all imaging activities in accordance with the quality evaluation program.</li> <li>• Utilising recording systems to accurately reflect the activity of the various aspects of the department, which will enable evaluation of workplace performance leading to improvement and achievement of best practice standards.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintaining the required professional standards for own work and ensuring appropriate action is taken to achieve those standards.</li> <li>• Under professional direction, contribute to approved research and departmental safety and quality improvement programs.</li> </ul>
Ensure a safe working environment at all times by	<ul style="list-style-type: none"> <li>• Maintaining effective work practices (including ALARA).</li> <li>• Adopting procedures and practices which comply with the Work Health and Safety Act 2012 (SA)</li> <li>• Making proper use of all safeguards, safety devices and personal protective equipment (as required in undertaking the duties of the position).</li> <li>• Taking reasonable care to protect the health and safety of self and others.</li> <li>• Complying with mandatory safety training programs and online modules.</li> <li>• Reporting all accidents, incidents and near misses, both verbally and via the Safety Learning System electronic reporting software.</li> <li>• Maintaining cleanliness of rooms and imaging equipment and the work environment.</li> </ul>

## Knowledge, Skills and Experience

### ESSENTIAL MINIMUM REQUIREMENTS

#### **Educational/Vocational Qualifications:**

- Appropriate Degree in Medical Radiation or its equivalent qualification, which entitles registration as a Medical Radiation Practitioner Nuclear Medicine Technologist with the Medical Radiation Practice Board of Australia (MRPB)
- Must be licensed or eligible to apply for:
  - Licence to use or handling of radioactive material pursuant to Section 23 of the Radiation Protection and Control Act, SA 2021
  - Licence to operate radiation apparatus pursuant to Section 24 of the Radiation Protection and Control Act, SA 2021 (Operation of computed tomography apparatus for the purpose of Nuclear Medicine)

#### **Personal Abilities/Aptitudes/Skills:**

Demonstrated ability to:

- Perform a wide range of Nuclear Medicine imaging procedures.
- Assess and select clinical and technical examination requirements according to patient condition.
- Use own initiative to perform a standard imaging procedure.
- Work in a multidisciplinary team and individually, with minimal supervision
- Interact positively and work with all levels of departmental and organisational staff.
- Communicate effectively, both written and verbally.
- Be flexible to departmental change and positively contribute to effect change
- Create and maintain positive working relationships within and external to the department.
- Be resourceful and innovative.
- Teach and clinically oversee staff and students effectively.

## **Experience:**

Experience in:

- Performing a wide range of more complex molecular imaging and theranostic procedures.
- Patient preparation and care for therapy procedures.
- Assessment and review of quality of work performed.
- Practical application of quality improvement protocols.

## **Knowledge:**

- Understanding of the requirements of patients and consumers.
- Understanding of cultural needs of patients.
- Demonstrated knowledge of the responsibilities of the Nuclear Medicine Technologist in the safe delivery of ionising radiation to the patient/consumers and protection of other personnel in the vicinity of the examination.
- Demonstrated knowledge of the responsibility of the Nuclear Technologist in the maintenance of safe working practices.
- Knowledge of the operation of Radiology Information Systems (RIS) and Picture Archiving and Communications System (PACS)
- Appreciation of medico-legal responsibilities in the delivery of imaging services i.e. correct patient identification, confidentiality, privacy
- Knowledge of the principles of human resource management, in particular Equal Employment Opportunity and Occupational Health, Safety and Welfare
- Knowledge of Regulations pertaining to the Radiation Protection and Control Act, S.A 2021.
- 

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications:**

- Postgraduate qualifications in specialised areas of imaging and and/or healthcare.
- Licensed or eligible to apply for
  - Licence to operate radiation apparatus pursuant to Section 24 of the Radiation Protection and Control Act, SA 2021 (Operation of X-ray Bone Densitometry apparatus)
- Completion of the Australian and New Zealand Bone Mineral Society – Clinical Densitometry course

### **Personal Abilities/Aptitudes/Skills:**

- Applications training on Nuclear Medicine Imaging equipment
- Advanced Radiopharmaceutical skills

## **Experience:**

Experience in:

- Working in a hospital environment
- Operating within an Electronic Medical Record (EMR) environment
- Coordinating a small team of medical imaging professionals
- Participating in approved research programs
- Contributing to the development and implementation of a training program

## **Knowledge:**

- Knowledge of current trends in quality assurance.

### Special Conditions:

- May be required to work in any site across SA Health in accordance with SA Medical Imaging requirements.
- Participation in after-hours / on-call will be required.
- Occasional weekend and public holiday work may be required.
- Variable start and finishing times may be necessary.
- A valid driver's licence will be required to participate in the regional bone density service operated by the Royal Adelaide Hospital, Nuclear Medicine Department.
- 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 the 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.

### Health Network/ Division/ Department:

Nuclear Medicine is part of South Australian Medical Imaging (SAMI) which is a Statewide service. SAMI is responsible for the provision of medical imaging services at SA Public Hospitals within country and metropolitan South Australia across SA Health.

Sites include:

- Royal Adelaide Hospital\*
- Queen Elizabeth Hospital\*
- Women's and Children's Hospital\*
- Flinders Medical Centre\*
- Repatriation Health Precinct
- Lyell McEwin Hospital\*
- Clare Hospital
- Murray Bridge Soldier's Memorial Hospital
- Port Pirie Regional Health Service
- Riverland General Hospital

\* sites that have Nuclear Medicine Departments

SAMI has been created to provide a comprehensive and unified medical imaging service to the public system in South Australia; to improve efficiency and provide a more cohesive, consistent, and accessible statewide service.



## 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.