

# Role Description

## Radiographer Team Leader – General X-ray

<b>Job ad reference:</b>	RBH576385		
<b>Location*:</b>	Herston	<b>Unit/Department:</b>	Department of Medical Imaging Royal Brisbane & Women's Hospital (RBWH) and Surgical Treatment and Rehabilitation Service (STARS)
<b>Status:</b>	Permanent full time	<b>Classification:</b>	HP5
<b>Total Remuneration Package*:</b>	\$160,603 - \$167,581 per annum (Inclusive of standard 17.5% leave loading and 12.75% superannuation)	<b>Closing Date:</b>	Thursday, 18 July 2024
<b>Contact name:</b>	Jacqueline Roche	<b>Contact number:</b>	(07) 3646 7235
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

\* Please note: there may be a requirement to work at other facilities located across Metro North Health.

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

\*\*\*Applications from third parties will not be accepted.

### Purpose of the role

- Lead a multidisciplinary team to deliver a specialist level Medical Imaging General X-ray and Digital Fluoroscopy (DF) service.
- Provide professional leadership in Radiography for the RBWH, STARS and Metro North if required.
- This position has both clinical, operational, and managerial components, and requires a specialised level of clinical knowledge, skills, problem solving abilities and expertise in X-ray and DF. The position is accountable for the delivery of specialised medical imaging services, and the management and professional competence of subordinate staff, whilst providing an advanced leadership role in the multi-disciplinary team.
- This role will be required to have knowledge of, be proficient in and provide operational management in Operating Theatre, Orthopaedic, General and Emergency Imaging and DF service. This role will have key partnerships with other Radiographer Team Leaders of Angiography, General, Theatre and Emergency Imaging.
- Daily, this role works directly with other radiographer team leaders, radiographers / sonographers, nursing, medical and administration staff within medical imaging.

### Context

- This role reports directly to reports directly to the Radiographer Assistant Director, and professionally reports to the Director of Medical Imaging Services RBWH and STARS.  
This position will be required to work late shifts and weekend Radiographer Team Leader shifts.
- Daily, 3-10 staff, HP3 and HP4 radiographers, will operationally report to this position.
- This position does not have HR or financial delegations.

### Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown below in this role description:

## **Clinical Expertise**

- Demonstrate specialist level skill, knowledge and expertise in orthopaedic, general, DF, theatre and Emergency X-ray service.
- Demonstrate ability to provide a tertiary level x-ray imaging service, which may include evidence-based clinical and technical advice and problem-solving.
- Demonstrate high level clinical knowledge, skills and expertise and deliver specialist level of medical imaging services and provide professional leadership in all aspects of plain x-ray radiography.
- Provide high level advice to professional and operational supervisors and other relevant service managers regarding professional standards.
- Actively lead the initiation, development and implementation of quality and service improvement activities image quality and quality assurance, that enhance the delivery of imaging services within the Medical Imaging Department and RBWH while also developing new standards that may be implemented across the district.
- Provide management of the Orthopaedic, General X-ray, DF and Emergency Imaging especially in the areas of operational management, departmental workflow, and resource allocation, and undertake managerial tasks as delegated by the Department of Medical Imaging Management team.
- Provide clinical supervision of less experienced staff and students to facilitate staff development, including performance appraisal.
- Support the training programs within medical imaging and provide clinical practice supervision, including a role in competence training and skill development to less experienced practitioners.
- Provide high level advice relating to plain x-ray radiography to referring clinicians, patients and other relevant service providers and operational supervision for less experienced Medical Imaging staff, and support Medical Officers and students.
- Utilise evidence-based practice to apply knowledge and skills, obtained through significant professional development activities and post graduate education that facilitate novel and complex decision-making skills in the multidisciplinary team.
- Develop and implement imaging protocols, practice and workplace instructions in accordance with Queensland Health and professional organisation standards.
- Ensure patient care is paramount and any issues are managed, and documented according to hospital procedures, this may include liaising with other clinicians, departments and/or the patient.

## **Leadership and Management**

- Lead the General X-ray and DF service in accordance with:
  - Prescribed professional and ethical standards including the Queensland Health's core values and code of conduct.
  - Department of Medical Imaging protocols, policies, procedures, and work-place instructions
  - Relevant legislation
- Provide strong management and leadership skills in the areas of operational management and resource allocation.
- Responsible for the day-to-day management of the General X-ray team, including responsibility for management of conflict resolution, performance appraisal and staff development.
- Use established change management processes to identify, investigate, and implement opportunities for quality and service improvement.
- Assist in the development of strategic plans for General X-ray and DF services and ensure continuous service improvement is in line with departmental and hospital goals.
- Act as a conduit between departmental management and the clinical team to support and meet team goals and operational requirements.

## **Communication, Teamwork and Professional Behaviours**

- Lead high performance and teamwork in all aspects of the General X-ray and DF service, including facilitating training and education of all staff and stakeholders, and all quality and safety requirements.
- Commitment to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.

- Demonstrate high level professional communications (both written and verbal) with the management team and peers to provide management assistance and strategic direction to the General X-Ray and DF service.
- Engage with external stakeholders and service users to maintain and improve service delivery.
- Demonstrate an ability to manage a multidisciplinary team, including a conflict management and interpersonal skills. Manage people, challenges and change calmly and effectively.

### How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

### Key Values and Skills Requirements

#### Respect –

- Communicates effectively in a multidisciplinary team by providing verbal and written professional advice that balances the needs of all stakeholders, including the patient, with the utmost of respect to all people at all times.
- Demonstrates the ability to proactively develop relationships, build and maintain interpersonal relationships and adjust communication styles to meet the needs of the diverse stakeholders.
- Demonstrates a level of diplomacy and tact to manage conflict, finds common ground and drives consensus, ensuring all stakeholders feel heard.
- Uses high level communication skills to advocate for and promote the service and influence the culture of the team towards a common vision and direction.

#### Teamwork –

- Works cooperatively and collaborates effectively within the multidisciplinary team for the effective provision of patient care.
- Models collaboration across the department and district and balances the interests and values of all stakeholders to deliver healthcare goals.
- Promotes a team environment, that values and encourages and supports differences with respect to the individual, the team, and the General X-ray service.
- Develops clinical practice, knowledge and expertise of oneself and team. Promotes a team environment that values and encourages others, whilst recognising and leveraging the strengths of those involved. This can be achieved through involvement in education, training, and other professional development activities such as postgraduate study, seminars, conferences, and in-service presentations, mentoring and feedback.

#### Compassion –

- Demonstrates an ability to lead a team to provide a patient focussed service that genuinely cares about the patient and their entire healthcare journey.
- Ensures patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Uses patient and stakeholder needs and insights to drive and guide the development of the future General X-ray service and goals in line with Metro Norths Vision
- Is regarded as a source of confidence in high stress and pressured environments and remains safe in the face of uncertainty. Effectively handles risk and deals comfortably with difficult and challenging situations promptly.
- Demonstrates self-awareness to ensure that all feedback and reflection on all aspects of performance are valued as professional development activities and maintains a positive attitude despite diversity.

## High performance –

- Provides advanced level leadership and management of a large sized General X-ray team in a medical imaging clinical service, which includes:
  - Operational management, HR and resource allocation,
  - Medical imaging equipment and asset management,
  - Maintaining high standards of self, team and service
- Manages the quality of clinical practice within the specific interventional medical imaging areas and plays an active leadership role, which contributes to the professional competence of the entire medical imaging team.
- Demonstrates the ability to inspire and communicate team and service goals and visions with a sense of purpose.
- Demonstrates persistence and drive when facing setbacks and challenges, demonstrates initiative in tough situations and is decisive when required.
- Creates an environment that cultivates innovation to deliver care through a high-quality medical imaging service and actively moves these innovations and improvements into implementation.

## Integrity –

- Actively seeks out information but also has the ability to make high quality decisions in the absence of information or in the presence of conflicting information.
- Respected by others for displaying superior professional judgment in the evaluation of the risks and benefits of decisions, and for delivering fair and timely solution options.
- Collaborates with senior management to ensure effective cooperation within and across work unit/s and departments to enhance service delivery, quality outcomes and/or patient services.
- Works with all stakeholders to establish explicit performance standards and accountability.
- Tackles difficult issues and situations with courage, optimism, and confidence.
- Leads and manages staff by fostering and a commitment to patient safety and quality in the delivery of health care.

## Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration or membership with the AHPRA Medical Radiation Practice Board. Certified copies of the required information must be provided to the appropriate supervisor/ manager prior to the commencement of clinical duties.
- Additional higher education in healthcare management or “Masters” or above although not mandatory would be seen as favourable.
- Radiographers will also require licensing with the Radiation Health Division.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - Measles, mumps, rubella (MMR)
  - Varicella (chicken pox)
  - Pertussis (whooping cough)
  - Hepatitis B
  - Tuberculosis

## How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”

**AND**

2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

## Instructions on how to apply

- Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

## About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value-based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women’s and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients’ needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

## Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health;






supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

## Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> <li>• Interpersonal savvy</li> <li>• Manages conflict</li> <li>• Communicates effectively</li> <li>• Balances stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborates</li> <li>• Develops talent</li> <li>• Values differences</li> <li>• Builds effective teams</li> </ul>	<ul style="list-style-type: none"> <li>• Customer / patient focus</li> <li>• Demonstrates self-awareness</li> <li>• Manages ambiguity</li> <li>• Being resilient</li> </ul>	<ul style="list-style-type: none"> <li>• Cultivates innovation</li> <li>• Action oriented</li> <li>• Drives results</li> <li>• Drives vision and purpose</li> </ul>	<ul style="list-style-type: none"> <li>• Decision quality</li> <li>• Ensures accountability</li> <li>• Courage</li> <li>• Manages complexity</li> </ul>

## RBWH Medical Imaging Department

The Department of Medical Imaging provides 24x7 medical imaging services to the Royal Brisbane and Women's Hospital. The service provides quaternary imaging for the tertiary trauma service, acute and outpatient services and interventional radiology referrals from across the state, performing over 200,000 examinations per annum.

A multidisciplinary team of over 275 staff are employed, including radiographic, administrative, operational, nursing and medical officers.

The department is equipped with state of the art, contemporary medical imaging technology and continually adapts to emerging technologies and current research practices. The department operates in an integrated, district-wide RIS/PACS environment and provides the following clinical services:

- General imaging in X-ray, Operating Theatre and Emergency settings (DR, mobile radiography and mobile fluoroscopy services)
- Angiography (diagnostic and interventional including neuro and clot retrieval)
- Fluoroscopy procedures
- Cardiac angiography (diagnostic and interventional)
- CT (emergency, diagnostic and interventional)
- MRI (full range of examinations including specialised cardiac, fetal, breast, neuro and gastro examinations)
- Women's imaging (obstetric & gynaecological and breast imaging)
- General ultrasound (including vascular and emergency imaging)
- Informatics (RIS and PACS administration)

## STARS Surgical Treatment and Rehabilitation Service

STARS is a new 182-bed specialist public health facility that couples complex rehabilitation and specialist elective surgical services and procedures in a planned procedure environment to provide patients with greater access to care in clinically recommended timeframes.

The STARS Medical Imaging service will operate as a satellite service of the RBWH and will provide imaging services to:

- General and specialist rehabilitation services including a Brain Injury Unit and services for major trauma and complex rehabilitation patients
- Planned day and short stay surgical and endoscopic procedures
- Geriatric Evaluation and Management Service
- Outpatient examinations referred from STARS and RBWH

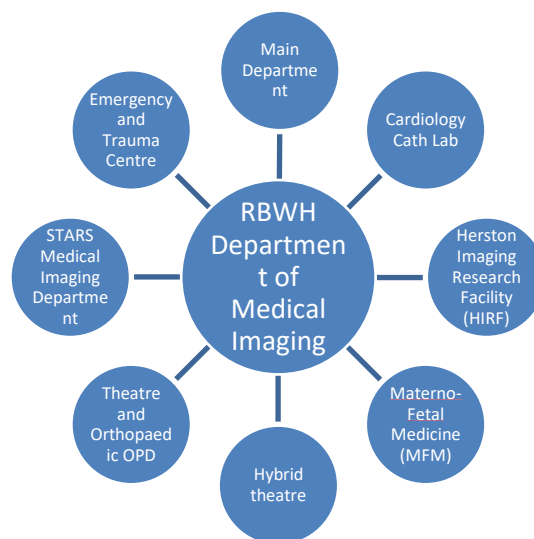
The STARS department is equipped with some of the most advanced imaging technology to support STARS and RBWH requirements. The department operates in a complete RIS/PACS environment and provides the following clinical services:

- General Imaging (DR, mobile radiography and mobile fluoroscopy services)
- CT
- MRI
- US

RBWH Medical Imaging Department provides management and resources to:

- Main Department: X-ray, MRI, CT, US, Mammography, Mobile X-ray, Radiology Reporting
- Emergency and Trauma Centre: X-ray, CT, US, Mobile X-ray, Radiology Reporting
- STARS: X-ray, MRI, CT, US, Mobile X-ray, Radiology Reporting
- Theatre and Orthopaedic Outpatient: II Imaging and X-ray

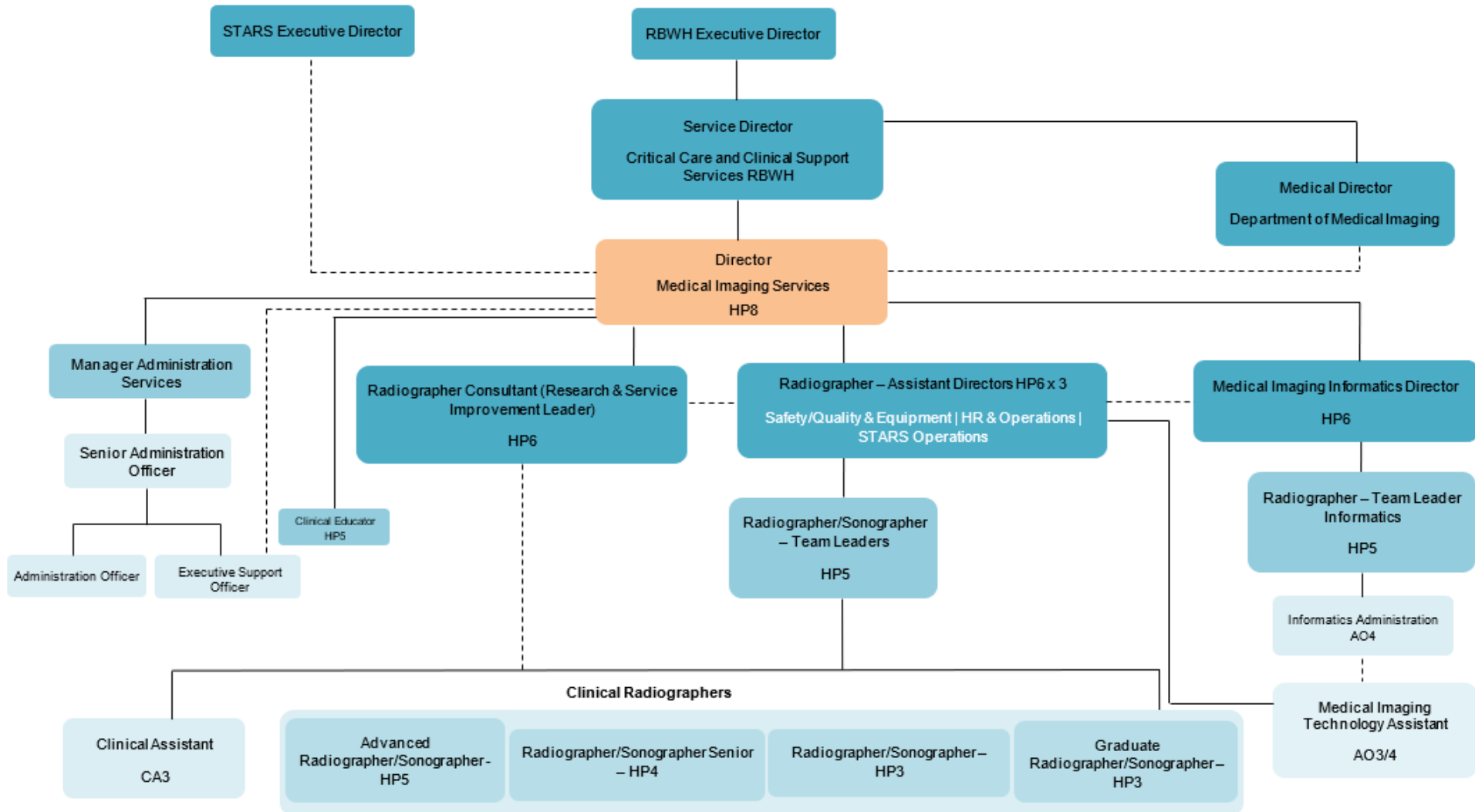
RBWH Medical Imaging Department provide staffing resources only to other areas (Hybrid, cardiology Cath Lab, HIRF, MFM).





# Team Structure

## RBWH & STARS Department of Medical Imaging Organisational Chart:





### Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

### Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

### Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2<sup>nd</sup> Edition and the Australian Council on Healthcare Standards (ACHS).

### Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

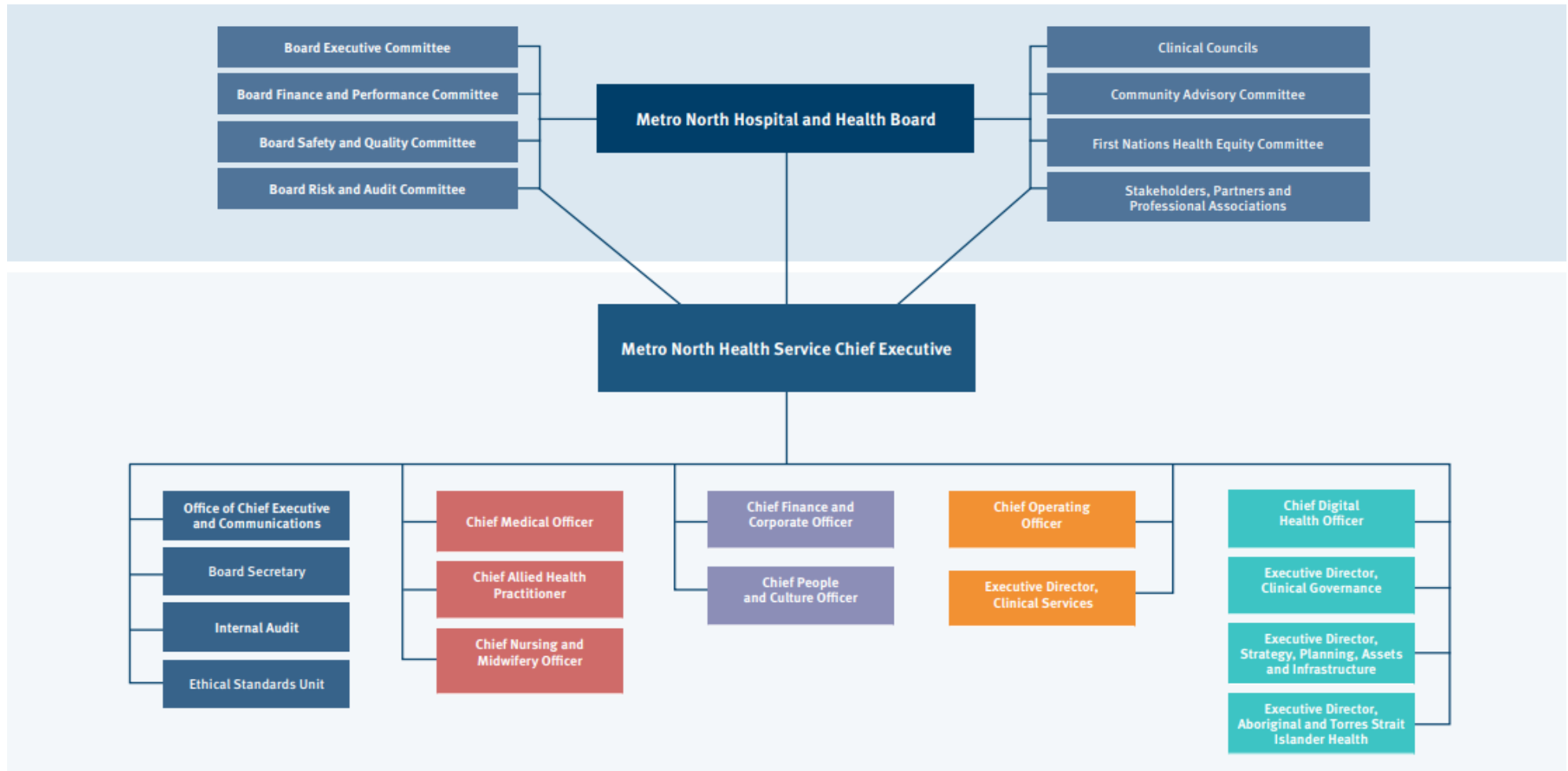
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:  
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

# Metro North Health Executive Structure



EFFECTIVE DATE: 08/2023