



**The Royal  
Melbourne  
Hospital**

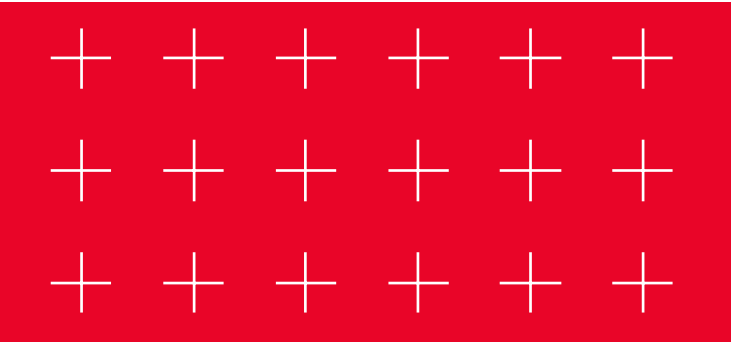
# Advancing health for everyone, everyday.

**Could this be you?**

**Join The Royal  
Melbourne  
Hospital Team**



**Grade 4 Sonographer**





## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria’s first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we’ve moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We’re here when it matters most, and we’ll continue to be the first to speak out for our diverse community’s wellbeing.

## OUR VISION

**Advancing health for everyone, every day.**

## THE MELBOURNE WAY

At The RMH we’re inspired by our vision of Advancing health for everyone, every day. While we’re each going about our different roles, we’re united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

## OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- Be a great place to work and a great place to receive care
- Grow our Home First approach
- Realise the potential of the Melbourne Biomedical Precinct
- Become a digital health service
- Strive for sustainability





## KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

## KEY ACCOUNTABILITIES POSITION SPECIFIC

- Assist the Ultrasound Manager with management of ultrasound services and service delivery
- Assist the Ultrasound Manager in equipment purchase tender creation and evaluation when requested
- Assist the Ultrasound Manager in Recruitment processes when requested
- Clinical training delivery in collaboration with Tutor Sonographers
- Contribute to creating a team environment, which promotes a positive culture, opportunity for learning and development, safety and welfare of employees and fosters innovation in practice that results in an elevated level of staff satisfaction, high staff retention rates and low absenteeism
- Actively participates in interdisciplinary committees and working parties locally and organisation wide as required
- Always ensure all Sonographers working in Ultrasound operate within their scope of practice, and current level of competence.
- Demonstrate an advanced level of clinical knowledge in the field of Ultrasound.
- Identify areas requiring improvement and assist in the implementation of strategies to improve them.
- Attendance at monthly ultrasound meeting Participates in departmental team meetings and research as required
- Supports Ultrasound Manager to implement quality, safety, and service change initiatives for Ultrasound Services
- Involvement in accreditation requirements and policy advice for ultrasound
- Perform assessments and tasks for junior and student Sonographers as requested by Tutor Sonographer.
- Participate in the department rotating roster
- Attendance and presentations at relevant education meetings, seminars, and conferences, both internal and external to Melbourne Health additional role specific accountability
- Any other duties requested by the Chief or Deputy Chief Radiographer, or Ultrasound Manager
- An elevated level of productivity through efficient patient worklist management.



---

## KEY RELATIONSHIPS

### Internal

- Director/Deputy Director of Imaging
- Imaging Operations Manager
- Chief/Deputy Chief Radiographer
- Ultrasound Manager
- Sonographer workforce
- Modality Leads/Lead Clinical Educator
- Radiologists
- Nursing Staff
- Nuclear Medicine Staff
- Imaging Staff

### External

- Referrers
  - Regulatory authorities
  - Accreditation bodies
-



---

## KEY SELECTION CRITERIA

### Formal Qualifications:

- Post Graduate Qualification or bachelor's degree in medical Ultrasound
- ASAR certified and registered

### Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Minimum 2 years' experience as a Sonographer
- Ability to meet flexible roster requirements, including participation in weekend / public holiday/on-call roster
- Strong work ethic
- Elevated level of responsibility and accountability
- Excellent interpersonal skills with ability to relate well to staff, patients and referring practitioners at all levels
- Excellent communication skills both written and verbal
- Ability to promote a high-performance patient focused culture
- Ability to participate in and build teams
- High level prioritisation and time management skills
- Digital Literacy

---

## KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
  - Achievement of portfolio specific KPI targets
  - Participation in and satisfactory feedback through the annual performance review process
  - Ability to maintain a safe working environment and ensure compliance with legislative requirements
-



---

### AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

### OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
  - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
  - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
  - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
  - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
  - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

---

### ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

---

Employee Signature

---

Employee Name (please print)

---

Date

---