

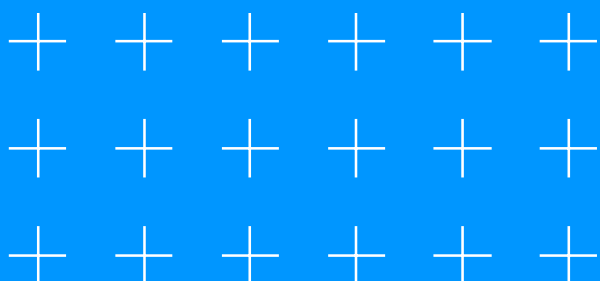


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, everyday.

**Could this be you?**

**Join The Royal  
Melbourne  
Hospital Team**



**Position Description**

**Mechanical Plant Operator**

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.

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

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

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

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.

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:

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

|                                    |                                                                                 |
|------------------------------------|---------------------------------------------------------------------------------|
| <b>Position Title:</b>             | Mechanical Plant Operator                                                       |
| <b>Service:</b>                    | Facilities Management - Engineering Services                                    |
| <b>Location:</b>                   | City Campus                                                                     |
| <b>Reports To:</b>                 | Operations Coordinator                                                          |
| <b>Enterprise Agreement:</b>       | Victorian Public Health Sector (Maintenance) Multi-Employer Agreement 2023–2027 |
| <b>Classification:</b>             | OB41                                                                            |
| <b>Employment Status:</b>          | Full Time                                                                       |
| <b>Immunisation Risk Category:</b> | Category A                                                                      |
| <b>Date of Review:</b>             | July 2026                                                                       |

The Engineering Services Mechanical Plant Operator at the Royal Melbourne Hospital (RMH) is accountable to the Operations Coordinator for the maintenance of Melbourne Health Plant Equipment.

The Mechanical Plant Operator is responsible for the operation, inspection, maintenance and optimisation of critical mechanical plant and infrastructure supporting The Royal Melbourne Hospital. The position ensures the safe, reliable and compliant operation of HVAC, steam, heating hot water, chilled water, medical air, vacuum and associated building services systems across the hospital campuses. The role contributes to patient care by maintaining critical facilities infrastructure, responding to plant faults, supporting emergency responses, and delivering maintenance activities in accordance with legislative, safety and healthcare operational requirements.

- **Supporting Patient Care:** Delivering high-quality maintenance and engineering services to support hospital operations.
- **Critical Mechanical Plant Reliability:** Monitor and maintain critical hospital infrastructure through the Building Management System (BMS).
- **Use of CAFM System:** Utilizing the Computer-Aided Facilities Management (CAFM) system for efficient handling of work requests.
- **Ensuring Safety:** Maintaining compliance with safety and operational standards.
- **Stakeholder Collaboration:** Working closely with internal stakeholders, contractors, and external service providers.



## General

- Work within 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 discussions.
- 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 training needs are 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.
- Ensure compliance with relevant legislation, hospital policies, and Australian building codes and standards
- Take reasonable care for your safety and wellbeing and that of others.
- Contribute to organisation-wide and service/division initiatives and planning activities.

Internal

- ## External

- ## KEY SELECTION CRITERIA

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment
- Extensive customer service skills with the ability to provide accurate and timely advice to customers in a pleasant and helpful manner.
- Trade qualification in Mechanical Fitting, Refrigeration and Air Conditioning or equivalent engineering trade.
- Demonstrated experience maintaining large commercial or industrial mechanical plant.
- Experience operating mechanical plant within a critical environment.
- Working knowledge of:
  - HVAC systems
  - Chilled water systems
  - Heating hot water systems
  - Steam systems
  - BMS platforms
- Ability to interpret technical drawings, schematics and operational manuals.
- Strong problem-solving skills to diagnose maintenance issues and the ability to manage competing priorities in a fast-paced environment.
- Demonstrated understanding of safe work practices and safe access / permit systems.
- Sound written and oral communication skills and numeracy skills.
- Valid Drivers License

- Experience working in a hospital or healthcare environment.
- White Card: Certificate 1 in Construction
- Have a working knowledge of the computerised maintenance system and be able to complete work order details and maintain asset histories.
- A Mechanical Fitter or Refrigeration Mechanic with 5+ years experience operating and maintaining central plant HVAC infrastructure in hospitals, universities, pharmaceutical facilities, data centres or large commercial buildings.

- 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 \_\_\_\_\_