

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub and,
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Internal Locum Cardiologist - Echocardiologist
Business Unit/Division:	Cardiology, Division of Emergency Services
Award Agreement:	Medical Specialists (Victorian Public Health Sector) AMA Victoria/ASMOF (Single Interest Employers) Enterprise Agreement 2022 - 2026
Classification:	HN18 – HN58
Employment Type:	Casual
Reports to:	Head of Echocardiography Director Cardiology Divisional Director Emergency Services Chief Medical Officer
Date Prepared/Updated:	July 2026

ROLE STATEMENT

General Role Statement:

The Echocardiologist is responsible for providing high-quality specialist cardiology services with a focus on echocardiography and cardiac imaging. The role delivers comprehensive diagnostic, consultative and therapeutic care to inpatients and outpatients, ensuring safe, timely and evidence-based clinical practice. The role will encompass Ward Consultant, Specialist Clinic participation, and echocardiography services. The Echocardiologist contributes to the delivery and development of cardiac imaging services, clinical governance, quality improvement, teaching, research and multidisciplinary care. The position supports the organisation's strategic objectives through leadership, collaboration and a commitment to excellence in patient-centred care.

Key responsibilities include:

- Deliver high-quality specialist cardiology services with a focus on echocardiography and cardiac imaging across inpatient and outpatient settings.
- Provide expert clinical leadership in the assessment, diagnosis and management of patients with cardiovascular disease.
- Support the delivery, governance and continuous improvement of the Cardiology and Echocardiography services.
- Participate in consultant on-call services and provide specialist advice for urgent and complex clinical presentations.
- Contribute to multidisciplinary care, clinical governance, quality improvement and patient safety initiatives.
- Support the education, supervision and professional development of medical, nursing and allied health staff.
- Participate in research, service development and innovation to improve patient outcomes and service delivery.
- Contribute to the strategic objectives, professional activities and organisational priorities of Northern Health.

- Other duties as directed by the Director of Cardiology and/or the Divisional Director of Emergency Services.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk, and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Clinical Service Delivery

- Provide high-quality, evidence-based specialist cardiology care with a focus on echocardiography and cardiac imaging.
- Perform, interpret and report transthoracic echocardiography (TTE), transoesophageal echocardiography (TOE/TEE), stress echocardiography and other imaging studies within scope of practice.
- Participate in inpatient and outpatient cardiology services, including multidisciplinary management of patients with cardiovascular disease.
- Provide timely clinical advice and consultation to referring clinicians.

Cardiac Imaging Service

- Ensure the delivery of safe, accurate and timely echocardiography services.
- Contribute to protocol development, standardisation and optimisation of cardiac imaging services.
- Support appropriate utilisation of cardiac imaging investigations in accordance with contemporary guidelines.
- Participate in quality assurance and peer review of echocardiography reporting.

Clinical Governance and Quality Improvement

- Participate in clinical governance, morbidity and mortality meetings, audit and quality improvement initiatives.
- Contribute to accreditation activities and compliance with relevant professional standards.
- Identify opportunities to improve patient outcomes, service efficiency and patient experience.
- Maintain accurate and timely clinical documentation.

Education and Training

- Supervise and teach cardiology advanced trainees, junior medical staff, sonographers and medical students.
- Contribute to departmental education programs, case reviews and multidisciplinary meetings.
- Identify training and development needs for staff across the Cardiology Unit and promote education through training seminars, tutorials and simulations
- Promote a culture of continuous learning and professional development.

Research and Innovation

- Participate in clinical research, audit and service evaluation activities.
- Support implementation of evidence-based practice and innovation in cardiac imaging.
- Contribute to presentations and publications where appropriate.

Leadership and Collaboration

- Work collaboratively with cardiologists, cardiac sonographers, nursing, allied health and other specialties.
- Provide clinical leadership within the echocardiography service.
- Foster a respectful, inclusive and patient-centred workplace culture.
- Support service planning and strategic development of cardiac imaging services.
- Participate in and conduct annual performance appraisals for relevant staff as per Northern Health policies and procedures

Professional Practice

- Maintain specialist registration, professional standards and continuing professional development requirements.
- Comply with organisational policies, legislative requirements and relevant professional codes of conduct.
- Participate in the consultant on-call roster and other departmental responsibilities as required.
- Promote patient safety, cultural safety and equitable access to care.

Organisation-Wide Contribution

- Work in line with the Northern Values of Safe, Kind, Together ensuring professional and respectful communication with inpatient teams
- Participate in any organisational-wide efforts contributing to the health and safety of staff and community

Diversity and Inclusion

- Actively promote a diverse, inclusive and equitable workplace that reflects the diversity of the communities that we serve
- Deliver high-quality, culturally sensitive care to all patients respecting differences in race, religion, sexual identity and beliefs
- Cultivate a collaborative team environment where every patient and colleague feel respected, valued and supported

SELECTION CRITERIA**Qualifications and Registrations:**

- A primary medical qualification (MBBS or equivalent) is essential
- Specialist Medical Registration in Cardiology with the Australian Health Practitioner Regulation Agency (AHPRA).

- Fellowship of the Royal Australasian College of Physicians (FRACP) with specialist recognition in Cardiology.
- Accreditation (or eligibility for accreditation) in echocardiography through a recognised professional body (e.g. Evidence of formal post-RACP fellowship in Echocardiography and/or certification, such as American Board of Echocardiography or its equivalent).).
- Evidence of continuing professional development and commitment to maintaining contemporary knowledge and skills in echocardiography and cardiovascular medicine.

Experience:

- Demonstrated expertise in transthoracic echocardiography (TTE), including independent performance, interpretation and reporting of comprehensive echocardiographic studies.
- Demonstrated expertise in transoesophageal echocardiography (TOE/TEE), stress echocardiography and other advanced echocardiographic modalities.
- Experience in supervising and teaching cardiology trainees, sonographers, junior medical staff and other health professionals.
- Demonstrated participation in quality improvement, clinical governance, audit and accreditation activities relevant to cardiac imaging services.

Knowledge, Skills and Behaviours:

- Demonstrated commitment to delivering high-quality, patient-centred care within a multidisciplinary team.
- Clinically sound disposition decision making with a focus on patient safety
- Ability to take on new knowledge and adapt to developments in the department including the Electronic Medical Record (EMR), policy changes and any new changes both within the department and the hospital
- Promote resilience, inclusion and performance through emotional intelligence and effective leadership
- Well-developed communication, interpersonal and leadership skills, with the ability to work collaboratively across multidisciplinary teams.
- Demonstrated commitment to research, innovation or service development in cardiovascular imaging

Employee Declaration

I have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: