

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:	Cardiac Sonographer Grade 3
Business Unit/Division:	Emergency Services
Award Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021–2026
Classification:	Cardiac Sonographer Grade 3 (SO57 – SO60)
Employment Type:	Permanent Full Time/Part Time
Reports to:	Operational – Director of Operations, Emergency Services Professional – Chief Allied health Officer
Date Prepared/Updated:	June 2026

ROLE STATEMENT

General Role Statement:

The Grade 3 Cardiac Sonographer is an experienced and highly skilled cardiac imaging professional responsible for delivering advanced echocardiography services across Northern Health. The role provides expert clinical assessment and diagnostic cardiac echocardiography services for both inpatient and outpatient populations while supporting service excellence, education, quality improvement and innovation.

The Grade 3 Cardiac Sonographer provides clinical leadership within the Echocardiography Service and acts as a senior resource for sonographers, trainees, medical staff and multidisciplinary team members. The position contributes to strategic service development, clinical governance, workforce capability and research initiatives while ensuring the delivery of safe, evidence-based and patient-centred care.

This position is responsible for:

- Performing advanced transthoracic echocardiography examinations to a high professional standard.
- Performing and supporting specialised echocardiographic procedures including stress echocardiography, contrast echocardiography and transoesophageal echocardiography (where credentialed).
- Providing expert interpretation support and escalation of clinically significant findings.
- Acting as a senior clinical resource and mentor within the echocardiography team.
- Supporting clinical supervision, education and competency assessment of sonographers and students.
- Leading quality assurance, accreditation and service improvement activities.
- Participating in departmental research, audit and innovation projects.
- Supporting implementation of new technologies, protocols and models of care.
- Contributing to strategic planning and service development within Cardiology 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

Advanced Clinical Practice:

- Independently perform complex and advanced echocardiographic examinations across a broad range of cardiac conditions.
- Perform and support specialised procedures including Stress echocardiography, Contrast echocardiography, and Transoesophageal echocardiograph (where credentialed).
- Recognise and escalate critical findings requiring urgent clinical intervention.
- Ensure accurate acquisition, measurement, documentation and reporting of echocardiographic studies.
- Maintain high standards of patient care, dignity, privacy and cultural safety.
- Support service delivery across multiple Northern Health campuses as required.
- Participate in after-hours on call roster.
- Liaise with Cardiology Registrar (Echo) for inpatient triaging and workflow planning.

Leadership:

- Provide day-to-day clinical leadership and guidance within the echocardiography service.
- Act as a senior clinical expert and professional role model.
- Support workforce development through mentoring, coaching and supervision.
- Assist the Director of Operations in managing operational priorities and workflow.
- Promote a positive, collaborative and high-performing team culture.
- Support orientation, competency assessment and professional development activities.

Strategic and Project Management Leadership:

- Lead and participate in service improvement initiatives.
- Contribute to strategic planning and future service development.
- Assist in development, review and implementation of departmental policies, procedures and clinical protocols.
- Support accreditation requirements and quality management systems.
- Participate in equipment evaluation, procurement and implementation projects.
- Monitor and contribute to service performance indicators and operational targets.
- Contribute to incident review, risk management and patient safety initiatives.
- Support continuous improvement and evidence-based practice activities.

- Ensure safe and effective use of equipment and clinical resources.

Organisation-Wide Contribution:

- Contribute to the achievement of Northern Health's strategic directions.
- Participate in multidisciplinary meetings, clinical case reviews and service planning activities.
- Foster collaborative relationships with medical, nursing, allied health and administrative teams.
- Support organisational initiatives that improve patient outcomes and service delivery.
- Participate in education, research and innovation programs across Northern Health.

Diversity and Inclusion:

- Deliver culturally safe and inclusive care to all patients and families.
- Support Northern Health's commitment to diversity, equity and inclusion.
- Foster an environment of respect, collaboration and psychological safety.
- Promote culturally responsive practice across the service.

Innovation and Culture Change:

- Champion innovation, continuous improvement and service excellence.
- Lead implementation of evidence-based practice improvements.
- Support adoption of emerging cardiac imaging technologies.
- Encourage staff engagement in quality improvement and research activities.
- Promote a culture of accountability, learning and professional excellence.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Bachelor's degree in Medical Imaging, Applied Science, Health Science or equivalent.
- Post Graduate qualification in Cardiac Sonography.
- Current registration with the Australian Sonographers Accreditation Registry (ASAR).
- Commitment to ongoing professional development.
- Current National Police Check and Working with Children Check.
- Compliance with Northern Health immunisation requirements.

Experience:

- Post-qualification experience in cardiac sonography.
- Proven record in teaching and leadership with the ability to impart knowledge to staff at all levels and across services, as well as members of the wider community.
- Experience participating in quality improvement, clinical governance and service development activities.

Knowledge, Skills and Behaviours:

- Advanced knowledge of cardiac haemodynamics, cardiac anatomy and physiology.
- Echocardiographic assessment skills.
- Appreciation of clinical indications.
- Knowledge of pharmacologic protocols.
- Knowledge of Infection Control policies and procedures.
- Demonstrated leadership, communication and interpersonal skills.
- Ability to manage complex workloads and work effectively within a multidisciplinary team.
- Commitment to patient-centred care, continuous improvement and evidence-based practice.
- Demonstrated alignment with Northern Health's values of Safe, Kind and Together.

- Ability to manage a demanding workload and effectively prioritise tasks.
- Advanced clinical reasoning and decision-making skills.
- Ability to supervise, mentor and support professional development of staff and students.
- Ability to work independently and provide clinical leadership within a multidisciplinary environment.

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: