

Position Description

Radiation Therapy Technician (Grade 1)

Classification:	Radiation Therapist Technologists
Business unit/department:	Radiation Oncology – ONJ Centre (Heidelberg Campus) Austin Health
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
	Choose an item.
	Choose an item.
Employment type:	Casual
Hours per week:	As required
Reports to:	RT Manager
Direct reports:	TBA
Financial management:	Budget: N/A
Date:	July 2026

Position purpose

Working under the direction of the Senior Radiation Therapist, the Grade 1 RT is responsible for the delivery of radiotherapy planning and treatment according to all protocols, policies and standards detailed by the centre. Grade 1 RT's will strive to maintain effective communication with all clients and care for the needs of these clients as they undergo the planning and treatment processes. The Grade 1 RT is a vital part of a multidisciplinary team and is expected to participate in all care activities.

The Grade 1 RT maintains and updates skills through active participation in project groups and professional development. Grade 1 RTs are required to be adaptive to change, fast to learn and contribute, as required, to the development and implementation of new techniques and technologies which enhance the care we provide to clients during times of busy clinical requirements. The Grade 1 RT will contribute to the ongoing research and development activities of the department.

Austin Radiation Oncology

Austin Health Radiation Oncology at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) is committed to providing a service that embraces new technology, new techniques and new ways of treating each patient so that the best outcome can be achieved. The ONJ Centre and the

Ballarat Austin Radiation Oncology Centre (BAROC) partner to provide radiotherapy services across the northeastern Melbourne and Grampians regions with a holistic approach to cancer and supportive care. Austin Health also provide remote consultations and a superficial skin treatment service at the newly opened Stawell Austin Radiation Oncology Service (SAROS). The ONJ Centre has state of the art equipment and facilities including Siemens CT Simulator with Vision RT 4DCT, 3 Elekta Linacs (2 x Versa HD), 6 DOF couches, ABC breath hold, Body Fix stabilisation and Brainlab Exactrac imaging. Mosaic is used for the record and verify medical record and programs such as MIM Maestro and Mobius FX & 3D to support our work. The Gynaecological brachytherapy service is supported by a Flexitron HDR treatment unit and Oncentra planning with MRI simulation. Superficial XRay Treatment is provided with a WoMED superficial machine. ONJ Centre leads the Victorian MRI Program which is supported by the Elekta Unity MR Linac and 1.5T Philips Ingenia Ambition MRI for RT Simulation supporting a full MRI workflow for radiotherapy patients.

We're a team of technologically driven health professionals encompassing radiation oncologists, radiation therapists, radiation oncology medical physicists underpinned by allied health, nursing and administrative support services to ensure we deliver the best care available; efficiently and focused on the needs of each individual patient. Our team constantly working with referrers, researchers and consumers to improve patient outcomes through evidence-based processes and new and innovative technologies.

Position responsibilities

Role Specific:

- Is responsible for the planning and/or delivery of radiation therapy for patients.
- Is responsible for the correct administration of all radiation therapy processes and procedures and actively contributes towards daily service delivery.
- Is responsible for monitoring and assessing the condition of all patients.
- Ensures established patient care standards are maintained.
- Follows established radiation safety practices.
- Demonstrates the ability to work positively within the team.
- Ensures that all documentation is accurate and completed in a professional and timely manner.
- Continually develops both personally & professionally to meet the changing needs of the profession and the centre
- Grade 1 RT will be rotated between treatment and planning including CT SIM and may be requested to work overtime

Selection criteria

Essential Knowledge and skills:

Values and Personal Qualities

- A commitment to Austin Health values: Our actions show we care, We bring our best, Together we achieve, We shape the future.
- Demonstrated professional reliability, motivation, initiative and flexibility.

Qualification and Experience

- Qualified Radiation Therapist with current registration through AHPRA and a Victorian radiation use license.



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- Expertise in all aspects of modern radiation therapy planning and treatment delivery.
- Demonstrated skill above that expected of Grade 1 RT (specify in which area)

Communication and Teamwork

- Demonstrate appropriate decision-making skills.
- Able to work independently and as part of a team, maintaining excellent open communication to promote a fair and positive environment.
- Demonstrated willingness to adapt to a changing environment, is flexible and self-motivated.

Patient Care and Professional Development

- Ability to establish and maintain a professional rapport with patients and staff to facilitate the provision high quality, safe and ethical patient care.
- Demonstrated commitment to personal and professional development and demonstrated willingness to participate in project groups on quality improvement or technology development initiatives.

Quality and Education

- Willingness to engage with all centre policies, procedures and documentation requirements.
- Contributes to the review of incidents and nonconformities including development of agreed changes to practice ensuring a safe work environment.
- Assists in the orientation of new staff and supervision of students, interns and other learners.

Desirable but not essential:

- Demonstrated interest and eagerness to participate in research activities, promoting the department through presentations and/or publications.
- Experience in working at more than one centre locally, interstate or overseas.
- Willingness and potential to contribute to promotion of the department through presentation, publication or other activities.

Professional qualifications and registration requirements

- AHPRA registration – Medical Radiation Sciences – Radiation Therapy
- Victorian Radiation User Licence

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.



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- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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