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PART H - CLASSIFICATION STRUCTURES

SCHEDULE 1 - NUCLEAR MEDICINE

LEVEL 1	NUCLEAR MEDICINE
LEVEL 1 Student	Employees at this Level hold student registration with AHPRA and are in their final year of study of a qualification that will on its completion permit general registration as a Nuclear Medicine Technologist / Scientist with AHPRA. They perform basic routine tasks only under direct supervision of a Nuclear Medicine Technologist / Scientist Level 2 or higher. Level 1 Interns can only be engaged on a casual basis. Such employment and hours worked are expressly not to replace or substitute those hours required of the Level 1 Intern to complete their final year of clinical placement.
LEVEL 1 SPP	Employees at this Level hold either provisional or limited registration with AHPRA to permit the completion of a supervised practice program or to undertake postgraduate training that requires a clinical component. The successful completion of either is to enable general registration as a Nuclear Medicine Technologist / Scientist to be obtained from AHPRA. Employees at this Level will only work under direct supervision of a Nuclear Medicine Technologist / Scientist Level 2 or higher, to ensure patient safety and professional development of the following capacities: • Application of professional knowledge, skills, and professional judgement; and • Solve routine professional issues related to patient care, radiation safety, work health and safety, manual handling, and / or quality assurance; and • Working and contributing to a multi-disciplinary team environment. It will also be a requirement to hold a provisional NSW EPA radiation license to perform assigned duties. Progression to Level 2 is automatic for a Level 1 SPP employee upon obtaining general registration from AHPRA as a Nuclear Medicine Technologist / Scientist and retrospective to the date of completing the supervised practice or training.

LEVEL 2	NUCLEAR MEDICINE
LEVEL 2 **Years 1-8**	Employees at Level 2 have general registration as a Nuclear Medicine Technologist / Scientist with AHPRA. It will also be a requirement to hold a full NSW EPA radiation license to perform assigned duties. Employees with demonstrated prior service as a Nuclear Medicine Technologist / Scientist will have such service recognised for the purpose of determining their commencing year of service / increment date within Level 2. Those employed in NSW Health at Level 1, who subsequently obtain general registration, will progress to Level 2 Year 1. Employees at this Level may perform the following functions commensurate with years of experience: • Demonstrate increasing independence and professional knowledge for application in routine clinical tasks that are within scope of practice. • Perform complex clinical tasks and duties commensurate with experience. • Participate in multi-disciplinary teams and gain experience working in complex modalities of the department with professional supervision available but decreasing commensurate with experience, including but not limited to: - Quality improvement / assurance programs; and - Work health and safety issues (such as manual handling and infection control); and - Radiation Safety. • Provide student supervision, subject to being deemed competent in the work area(s) where supervision is being provided. • Demonstrate ongoing commitment to continuing professional education and development, including participation in undergraduate student education and departmental education / training. Progression through Level 2 is automatic and occurs annually on: (i) the employee's date of AHPRA registration (if the employee progressed from Level 1 with the employer); or

	(ii) the date of employment if the employee commenced with AHPRA registration but with no prior experience as a Nuclear Medicine Technologist / Scientist; or (iii) the employee's anniversary date for incremental progression that has been determined through the recognition of prior service as a Nuclear Medicine Technologist / Scientist.
LEVEL 3	**NUCLEAR MEDICINE**
LEVEL 3 Grade 1 Years 1-4	***Nuclear Medicine Technologist / Scientist (Personal Regrade-Work Value)*** A Nuclear Medicine Technologist / Scientist (Level 2) may apply for a personal regrading to Level 3 Grade 1 after completing not less than ~~five~~ four years post registration. Progression will occur by demonstrating consistent proficiency in Nuclear Medicine principles and practices, and they must meet a minimum of ~~3~~ 2 of the 5 criteria below: • Demonstrated high standard of practice within the profession, through the active involvement in areas such as conferences, lectures, seminars, continuing education, or professional development. • Contributes to the establishment of clinical protocols and development of techniques. • Involved in department quality management activities, including audits, accreditation, and QA compliance. • Involved in research performed in the department that may include multicentre clinical trials, internal department-initiated trials, or external department trials. • Develop a high level of competency within area/s of specialty with a minimum of 12 months experience. Areas of specialty may include but are not limited to: • MRI; • Radionuclide therapy; • QA / QI; • WHS coordinator; • Radiation Safety Officer; • RIS / PACs; or • Radiopharmacy.

	• Research performed in the department that may include multicentre clinical trials, internal department trials, or external department trials • Modality specialised development Progression to Level 3 Grade 1 will be via Clause 18 Grading Committee. The Nuclear Medicine Technologist / Scientist will also notify their Chief (Nuclear Medicine) when making such an application. Progression through Level 3 Grade 1 is automatic and occurs on the Nuclear Medicine Technologist / Scientist's anniversary date of obtaining the regrade or the date of their appointment to the position.
LEVEL 3 Grade 2 Years 1-4	***Nuclear Medicine Technologist / Scientist (Personal Regrade- Work Value Advanced)*** A Nuclear Medicine Technologist / Scientist (Level 3 Grade 1) may apply for a personal regrade to Level 3 Grade 2 after not less than ~~two years~~ 12 months at Level 3 Grade 1. Progression will occur by demonstrating consistent proficiency in Nuclear Medicine principles and practices by meeting a minimum of ~~5~~ 4 of the 7 criteria below: • Consistently demonstrate high standards of practice within the profession and actively contribute to continuing education and professional development internally and/or externally. • Actively participates in ongoing clinical and procedural reviews that may include but is not limited to protocol updates, assessment of compliance with best practice, departmental policy reviews. • Actively participate in department quality management activities including but not limited to manual handling / infection control audits and compliance hospital accreditation requirements under the supervision of a Chief of Nuclear Medicine Department. • Active participation in research undertaken in the department including but not limited to oversight of multicentre clinical trials, sub-investigator for internal department-initiated and/or external department trials. • Demonstrates an ability to consistently fulfil duties of a Level 5 Senior Nuclear Medicine Technologist / Scientist with a minimum of 12 months experience (not necessarily continuous).

	• Participation in relevant professional workplace committees. Examples of these include but are not limited to Radiation safety, WHS or National Quality committees. • Expansion of the role, skills, and competency in the area/s of specialty demonstrated in the criteria of a Level 3 Grade 1. Areas of specialty may include but not be limited to: MRI; Radionuclide therapy; QA / QI; WHS coordinator; Radiation Safety Officer; RIS / PACs; Radiopharmacy. Progression to Level 3 Grade 2 will be via Clause 18 Grading Committee. The Nuclear Medicine Technologist / Scientist will also notify their Chief (Nuclear Medicine) when making such an application. Progression through Level 3 Grade 2 is automatic and occurs on the Nuclear Medicine Technologist / Scientist's anniversary date of obtaining the regrade or the date of their appointment to the position.
LEVEL 3 **Grade 3** **Years 1-3**	***Accredited (Nuclear Medicine) Sonographer*** The Nuclear Medicine Technologist / Scientist at this Level has full registration with AHPRA in nuclear medicine technology (or holds a Bachelor of Medical Radiation Science qualification without current AHPRA registration) and has accreditation as a Medical Sonographer with ASAR. They must be working in a department that offers Ultrasound services. Sonographers at Level 3 Grade 3 undertake duties within their scope of practice and commensurate with experience and perform tasks of increasing complexity under the supervision of more Senior Sonographers. They may also provide student supervision and teaching generally but must not be the authorised clinical practice supervisor for a student Sonographer. Progression through Level 3 Grade 3 is automatic and occurs on the Accredited (Nuclear Medicine) Sonographer's anniversary date. Or **Nuclear Medicine Technologist/Scientist** This level in this award only applies to a Nuclear Medicine Technologist/Scientist who was employed as a Level 3 Grade 3 on the Health employees Medical Radiation Scientists (State) Award 2023 Progression through Level 3 Grade 3 is automatic and occurs on the anniversary date.
LEVEL 4	**NUCLEAR MEDICINE**
LEVEL 4	***Advanced Practice (Nuclear Medicine) Sonographer***

Grade 1 **Years 1-5**	An Accredited (Nuclear Medicine) Sonographer (Level 3 Grade 3) may apply for a regrade to Level 4 Grade 1 after a minimum of three years at Level 3 Grade 3. They must be working in a department that offers Ultrasound services. They will meet all required Level 3 Grade 3 responsibilities and, in addition, satisfy at least 2 of the 6 following criteria: • Present and participates in departmental educational meetings. • Conducted a Protocol Review for the department. • Participates in the education and supervision of students within the department. • Presented at conferences. • Has published papers and / or research. • Has demonstrated advanced/specialised skills in a technical / clinical area of sonography practice within their department such as but not limited to; - Advanced obstetrics / gynaecology; or - Transplant imaging (renal/liver); or - Neonatal Imaging or Musculoskeletal Imaging Progression to Level 4 Grade 1 as a personal regrade will be via Clause 18 Grading Committee. The Accredited (Nuclear Medicine) Sonographer will also notify their Chief (Nuclear Medicine) when making such an application. Progression through Level 4 Grade 1 is automatic and occurs on the Advanced Practice (Nuclear Medicine) Sonographer's anniversary date of obtaining the regrade or the date of their appointment to the position.
LEVEL 4 **Grade 2** **Years 1-4**	***Clinical Specialist Nuclear Medicine Technologist / Scientist*** A Nuclear Medicine Technologist / Scientist at this Level is considered a specialist or advanced practitioner with demonstrated advanced clinical or specialist skills with the majority of their duties performed within their specialist area. Indicators of demonstrated advanced clinical or specialist skills or competencies would include but not be limited to:

	• expertise in the area of speciality such that they provide clinical leadership across their work group. • performing highly complex, novel, or critical discipline specific clinical work with a high degree of autonomy. • perform innovative clinical work within boundaries of broad guidelines to achieve organisational goals. Roles / positions at this Level may include but are not limited to: ***Clinical Educator*** This position would be responsible for the identification, provision, and delivery of continuing education to all Nuclear Medicine members within the department, including clinical, non-clinical and mandatory training components. In addition, they are responsible for the co-ordination and oversight of the department student clinical placement program and liaising with the university program coordinators. ***Clinical Trials/Research Co-ordinator*** This position is responsible for the co-ordination and development of research projects within the department. They are required to liaise with related groups such as clinical departments, university faculties or private companies. ***IT Specialist and / or RIS / PACS Administrator*** The Nuclear Medicine Technologist / Scientist in this position has an expertise in image processing including quantitation, dosimetry and high level image analysis skills. They will be primarily responsible for overseeing the department imaging integrated software packages and tools as well as being the advanced user for all nuclear medicine and / or PET medical imaging and processing equipment. ***Theranostics Specialist*** This position must be within a department that offers a variety of Theranostics services that may include but not limited to imaging, dosimetry, image processing and Radiopharmacy. The Nuclear Medicine Technologist / Scientist is responsible for but not limited to the development of policy/procedures relevant to the Theranostics service, scheduling, purchasing of the radioisotopes and liaison with other multi-disciplinary teams involved with providing the service. ***Expert (Nuclear Medicine) Sonographer***

	An Advanced Practice (Nuclear Medicine) Sonographer (Level 4 Grade 1) may apply for a personal regrade to an ***Expert (Nuclear Medicine) Sonographer*** Level 4 Grade 2 after a minimum of five years at Level 4 Grade 1. At this Level, the Expert Sonographer will be able to demonstrate an expansion of the role, skills, and competency within the criteria for a Level 4 Grade 1, and satisfy 4 of the 6 following criteria: • Present and participates in departmental educational meetings. • Conducted a Protocol Review for the department. • Participates in the education and supervision of students within the department. • Presented at conferences. • Has published papers and / or research. • Has demonstrated advanced / specialised skills in a technical/clinical area of sonography practice within their department such as but not limited to: - Advanced obstetrics / gynaecology ; or - Transplant imaging (renal / liver); or - Neonatal Imaging or Musculoskeletal Imaging. Progression through Level 4 Grade 2 is automatic and occurs on the Expert (Nuclear Medicine) Technologist's/Sonographer ~~Sonographer's~~ anniversary of their appointment to the position.
LEVEL 5	**NUCLEAR MEDICINE**
LEVEL 5 Grade 1 Years 1-4	A ***Senior Nuclear Medicine Technologist / Scientist*** / ***Nuclear Medicine Sonographer*** at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE. They must possess excellent leadership, communication, and interpersonal skills. They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload.

	Progression through Level 5 Grade 1 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.
LEVEL 5 Grade 2 Years 1-4	A ***Senior Nuclear Medicine Technologist / Scientist*** / ***Nuclear Medicine Sonographer*** at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising >5 FTE. They must possess excellent leadership, communication, and interpersonal skills. They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload. Progression through Level 5 Grade 2 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.
LEVEL 5 Grade 3 Years 1-4	A ***Senior Nuclear Medicine Technologist / Scientist*** / ***Nuclear Medicine Sonographer*** at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE. They must possess excellent leadership, communication, and interpersonal skills. They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload. Progression through Level 5 Grade 3 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.
LEVEL 5 Grade 4 Years 1-4	A ***Senior Nuclear Medicine Technologist / Scientist*** / ***Nuclear Medicine Sonographer*** at this Level would manage the operations of a section or functional unit within a Nuclear Medicine Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising >5 FTE. They must possess excellent leadership, communication, and interpersonal skills. They perform clinical duties and some associated administrative duties such as policy and procedure development, supervising the

	section or functional unit under the direction of the Deputy Chief or Chief (Nuclear Medicine), which may include rostering, organising leave relief and organising workload. Progression through Level 5 Grade 4 is automatic and occurs on the Senior Nuclear Medicine Technologist / Scientist's anniversary date.
LEVEL 6	**NUCLEAR MEDICINE**
LEVEL 6 Grade 1 Years 1-4	A ***Deputy Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE. At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff. They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements. Progression through Level 6 Grade 1 is automatic and occurs on the Deputy Chief's anniversary date.
LEVEL 6 Grade 2 Years 1-4	A ***Deputy Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising >5 FTE. At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff. They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements. Progression through Level 6 Grade 2 is automatic and occurs on the Deputy Chief's anniversary date.

LEVEL 6 Grade 3 Years 1-4	A ***Deputy Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE. At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education;

	recruitment; and assist with providing feedback and performance appraisals of Department staff. They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements. Progression through Level 6 Grade 3 is automatic and occurs on the Deputy Chief's anniversary date.
LEVEL 6 Grade 4 Years 1-4	A ***Deputy Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising >5 FTE. At this Level they perform a combination of both clinical and administrative duties under the directions of the Chief (Nuclear Medicine), which includes but are not limited to: policy/procedure development and implementation; developing and maintaining rosters; assisting with schedule development; continuing education; recruitment; and assist with providing feedback and performance appraisals of Department staff. They will also develop an understanding of hospital and department administration and a working knowledge of purchasing requirements. Progression through Level 6 Grade 4 is automatic and occurs on the Deputy Chief's anniversary date.
LEVEL 7	**NUCLEAR MEDICINE**
LEVEL 7 Grade 1 Years 1-4	A ***Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising 1-5 FTE. At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to: • HR Management including recruitment and selection of staff. • complaint handling. • departmental accreditation. • QA compliance. • financial, expenditure and resource management. • development and implementation of policies / procedures and strategic business plans.

	Progression through Level 7 Grade 1 is automatic and occurs on the Chief's anniversary date.
LEVEL 7 Grade 2 Years 1-4	A ***Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) or PET comprising >5 FTE. At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to: • HR Management including recruitment and selection of staff. • complaint handling. • departmental accreditation. • QA compliance. • financial, expenditure and resource management. • development and implementation of policies / procedures and strategic business plans. Progression through Level 7 Grade 2 is automatic and occurs on the Chief's anniversary date.
LEVEL 7 Grade 3 Years 1-4	A ***Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising 2-5 FTE. At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to: • HR Management including recruitment and selection of staff. • complaint handling. • departmental accreditation. • QA compliance. • financial, expenditure and resource management. • development and implementation of policies / procedures and strategic business plans.

	Progression through Level 7 Grade 3 is automatic and occurs on the Chief's anniversary date.
LEVEL 7 Grade 4 Years 1-4	A ***Chief (Nuclear Medicine)*** in a Department with General Nuclear Medicine (+/- Ultrasound) and PET comprising >5 FTE. At this Level, they will have responsibility for service standards, patient throughput, continuing education, research, training of Nuclear Medicine staff and students as well as liaison with appropriate universities and other relevant bodies. Duties include but are not limited to: • HR Management including recruitment and selection of staff. • complaint handling. • departmental accreditation. • QA compliance. • financial, expenditure and resource management. • development and implementation of policies / procedures and strategic business plans. Progression through Level 7 Grade 4 is automatic and occurs on the Chief's anniversary date.
LEVEL 7 Grade 5 Years 1-4	The ***Chief (Nuclear Medicine)*** at Level 7 Grade 5 manages the operations of two or more Medical Imaging / Nuclear Medicine Departments within an LHD with the combined Nuclear Medicine FTE from all Departments being 3-10 FTE. Progression through Level 7 Grade 5 is automatic and occurs on the Chief's anniversary date.
LEVEL 7 Grade 6 Years 1-4	The ***Chief (Nuclear Medicine)*** at Level 7 Grade 6 manages the operations of two or more Medical Imaging / Nuclear Medicine Departments within an LHD with the combined Nuclear Medicine FTE from all Departments being >10 FTE. Progression through Level 7 Grade 6 is automatic and occurs on the Chief's anniversary date.
LEVEL 8	**NUCLEAR MEDICINE**
Level 8 Years 1-4	A Nuclear Medicine Technologist / Scientist at Level 8 is a ***Chief (Nuclear Medicine)*** responsible for nuclear medicine services across

	a LHD and / or providing advice and leadership for nuclear medicine services at a LHD Executive level. Progression through Level 8 is automatic and occurs on the Chief's anniversary date.