



**Swan Hill
District Health**
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Sonographer Casual Pool

Swan Hill District Health is building a casual pool of qualified Sonographers to support our Medical Imaging Department. This is a genuine opportunity for experienced sonographers seeking flexible, meaningful work in a progressive rural health service. Whether you are looking to supplement your regular work or are available for extended engagements, we want to hear from you.

For casual engagements of one week or more, the department can provide hospital accommodation to offset travel costs. Our goal is to develop a reliable casual pool that reduces the department's reliance on agency locum costs, while offering sonographers competitive casual rates and a welcoming team environment.

The Position

The Sonographer will provide high-quality diagnostic medical sonography across a range of clinical situations, applying current sonographic safety standards and best practice protocols in accordance with the Australasian Society for Ultrasound in Medicine (ASUM) and Australian Sonographer Accreditation Registry (ASAR) standards.

- Typical work hours are: 8.24am – 5pm, Monday – Friday for a full time 38-hour work week with rostered break times.
- Work in a supportive team with a high focus on skills and training.
- Competitive remuneration with relocation allowances and salary packaging available.
- Variety in work and a sense of achievement.
- Work with supportive and approachable Radiologists.
- Workload consisting of in-patient and out-patient work with provisions for urgent scans throughout the day.
- Patient bookings to your skills list with no patient throughput KPIs.
- High quality industry leading ultrasound machines with current planning for new department redevelopment.
- Work/life balance with flexible work arrangement options and no current expectations of sonography weekend work, overtime or on call work.

Classification (Grade 2–4) will be determined in accordance with the applicable Allied Health Professionals (Victorian Public Sector) Enterprise Agreement, commensurate with qualifications and experience.

You Bring

Essential

- Completion of an ASAR-accredited postgraduate qualification in Medical Ultrasound, or an equivalent qualification recognised by the Australian Sonographer Accreditation Registry (ASAR)
- Current, unencumbered accreditation with the Australian Sonographer Accreditation Registry (ASAR)
- Demonstrated experience performing a broad range of ultrasound examinations, including abdomen, superficial parts, musculoskeletal, obstetrics, gynaecology and vascular structures
- Current compliance with ASAR Continuing Professional Development (CPD) requirements (minimum 60 points per triennium)
- Ability to deliver outstanding customer service to both internal and external consumers of our health care service, including patients, staff and referring practitioners
- Possess a personal approach that is positive, enthusiastic and friendly, with a strong work ethic towards all tasks
- Demonstrated computer literacy and familiarity with RIS/PACS
- Ability to work independently, manage workflow effectively, and exercise sound clinical judgement
- Excellent written and verbal communication skills, with the ability to interact respectfully with patients and colleagues at all levels
- Commitment to quality improvement and Continuing Professional Development (CPD)

Desirable

- Current, unencumbered registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Medical Radiation Practitioner (relevant for dual-qualified Radiographer/Sonographers only)
- A current, unencumbered Radiation Use License issued by the Victorian Department of Health
- Experience in CT and/or Mammography
- Previous experience supervising or mentoring trainee sonographers

Mandatory requirements (remove or add as per position description)

- Current National Police Check & Working with Children's Check
- Evidence of immunisation status as required under the Health Services Act 1988 (Vic) and relevant Secretary Directions. Annual influenza vaccination is mandatory for healthcare workers with patient contact under section 105A of the Health Services Act 1988 (Vic). COVID-19 vaccination is strongly recommended in accordance with ATAGI guidelines and the Australian Immunisation Handbook (the Secretary Directions requiring mandatory COVID-19 vaccination were revoked in October 2024). Applicants must provide serology evidence of immunisation status as per SHDH policy

Salary & Classification

This position is remunerated in accordance with the Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021–2026. A replacement Enterprise Agreement is currently being negotiated; the 2021–2026 agreement continues to operate until formally replaced.

Casual employees receive a 25% loading on base weekly rates, in lieu of annual leave, personal leave, and other entitlements.

About Swan Hill: Swan Hill is situated in North-West Victoria, approximately 4 hours by road from Melbourne CBD. Located on the beautiful banks of the Murray River, Swan Hill offers a vibrant lifestyle with multiple tourist attractions, outdoor activities, and a strong community spirit. The region is well known for the Murray River, Pioneer Settlement, fresh produce, and a range of sporting and community events throughout the year.

About Swan Hill District Health: Swan Hill District Health (SHDH) is a 143-bed (including Aged Care), fully integrated rural public health facility serving a greater community of around 35,000 people. Our vision is to provide connected care and the best experience for our community. SHDH is a compassionate, family-friendly employer where every employee is a valued team member, supported to achieve work–life balance and professional growth.

Our Medical Imaging Department provides a comprehensive range of services including general X-ray, computed tomography, mammography, fluoroscopy, theatre imaging, and ultrasound to a diverse patient demographic. We are committed to delivering high-quality diagnostic services to our community and to supporting the professional development of our imaging staff.

SHDH is a compassionate, family friendly employer where every employee is a valued team member. Whilst encouraging and supporting work/life balance, SHDH also provides:

- ®A dynamic workplace
- ®Discounted Corporate gym memberships
- ®Salary Sacrifice/Packaging
- ®Professional Development opportunities
- ®Employee Assistance Program

Attract Connect Stay; our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life.

To apply for this position please email your Cover letter responding to the Key Selection Criteria and up-to-date CV, to employment@shdh.org.au.

You will find the position description on our website – [Vacant positions](#)

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting employment@shdh.org.au

Applications close: 30th September 2026

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.

Position:	Sonographer
Classification:	Classification pending qualifications/experience – Grade 2 to 4
Department:	Swan Hill District Health Medical Imaging Department
Reports to:	Radiology Manager (Chief Medical Imaging Technologist)
Position Summary:	The purpose of this position is to provide high quality diagnostic medical diagnosis across a range of clinical situations using current sonographic safety standards. The focus of the successful applicant will be: • To provide high level technical skills and customer service to facilitate the delivery of a high-quality radiology service to the community and referring clinicians. • Carry out designated tasks in a timely and respectful manner in response to organizational requirements as per the Grade and Qualifications of the incumbent. • Contribute to an environment of multidisciplinary team work, working cooperatively, sharing roles and responsibilities to meet the needs to Swan Hill District Health Medical Imaging Department • To provide a high-quality ultrasound service that is patient focused, in accordance with the vision and values of Swan Hill District Health. • The role requires the employee to demonstrate extensive knowledge of ultrasound imaging including, but not limited to the abdomen, superficial parts, musculoskeletal, obstetrics, gynaecology and vascular structures. The sonographer will exercise clinical excellence, to ensure clinical and operational efficiency. They will ensure patient safety using best practice, following established professional standards of Australasian Society for Ultrasound in Medicine (ASUM). Trainee Sonographer Grade 2 An employee who has successfully completed at least half of a qualification recognised by the ASAR, and has completed 12 calendar months clinical experience. To be classified as a senior Sonographer (Grade 3 – 4) the successful applicant will: • Work directly under the Radiology Manager, providing a high level of clinical and operational support to ensure that targets, outcomes and goals are achieved • Provide clinical leadership and development of qualified and trainee sonographers • Provide operational support of the ultrasound service The Radiology Department has to operate effectively as a 24/7 operation. In addition to standard business hours, Employees appointed to this position may be required to undertake a reasonable amount of Weekend duty, On-Call duty and / or Overtime duty. This Position Description will be modified and will evolve as the role of a trainee Sonographer evolves. This Position Description may be modified by, but not limited to: • Changes to applicable industrial agreements • Changes in policies, procedures or protocols of Swan Hill District Health and the Radiology Department • Any changes implemented by an existing or future registration or licensing body responsible for professional practice and / or standards.

Responsibilities:	Grade 3 The Employee in this position is personally accountable for their work and professional conduct and shall adhere to the Guidelines for Professional Conduct for Radiographers and Radiation Therapists and Sonographers as issued by governing bodies. <u>Ultrasound Responsibilities</u> • Perform ultrasound examinations in accordance with Medical Imaging Department protocols, or in the alternative those protocols published by the Australian Society for Ultrasound in Medicine (ASUM) • Perform examinations of the highest possible quality to answer the clinical question, showing due consideration to the needs, abilities and limitations of the patient. • Provide a high-quality service to all internal and external consumers that aligns with the organisational values and is in line with best practice and ensures a level of patient care so that the patient's comfort, dignity and safety are maintained at all times. • Operate within the scope of practice determined by the requirements of this role, professional qualifications, experience and credentialing • Work with the Radiology Manager and Medical Imaging staff to coordinate and prioritise bookings to maximize the efficiency of resources, ensure safe work practices and optimal patient flow to enable the best patient experience of both inpatients and outpatients. • Foster an environment of excellence and team work • Ensure that each examination is completed properly and that results and all findings are recorded with detail and accuracy on Ultrasound examination report worksheets, scanned into PACS and transmitted to Radiologist for reporting in a timely manner complying with professional and legal requirements. • Adhere to the organisational patient identification policies and protocols. • Comply with professional body and organisational Codes of Conduct. • Ensure that imaging equipment is used in an appropriate manner at all times. • Participate in shift and on call rosters if operationally required. • Punctuality during rostered hours and accountability for claimed recall radiology reports and medical images. • events and overtime. • Provide positive leadership to other imaging staff in terms of workflow management, and ensure that meal /tea breaks are taken appropriately. • Continually upgrade knowledge for personal and professional development. Keep up-to-date with modern trends, techniques and practices in the field of Sonographic imaging. • It is each employee's own responsibility to meet the Continual Professional Development (CPD) requirements set by governing, regulatory and professional bodies. • When requested, assist other hospital staff on matters relating to radiology reports and medical images. • Participate and assist in departmental on-going education programmes and presenting to staff from within the department and other Health Service staff. • Attend schedules staff meetings and perform any other relevant duties as requested by the Radiology Manager or his/her appointee. • The Employee must follow all Infection Control Guidelines issued by Swan Hill District Health (SHDH) and ensure that SHDH Guidelines reflect current ASUM guidelines for infection control of ultrasound equipment and ultrasound procedures.
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	Grade 4 In addition to undertaking or having the ability to undertake the Grade 3 responsibilities a Grade 4 sonographer will: • Facilitate, manage and coordinate the supervision of trainee sonographers in consultation with the Radiology Manager. • In consultation with the Radiology Manager, coordinate the clinical teaching and education for staff, both qualified and trainees. • Provide positive mentoring of qualified and trainee sonographers, assisting with the management of workflow and examinations as necessary. <u>Radiography Responsibilities</u> <u>(if dual qualified Radiographer/Sonographer)</u> • Undertake radiological imaging examinations including general x-ray, and other modality imaging as requested by the Radiology Manager, their deputy or shift supervisor. • Perform examinations in accordance with standard radiographic practice, departmental policy and the Guidelines for Professional Conduct for Radiographers of the Australian Society of Medical Imaging and Radiation Therapy and/or MRPB Victoria and/or AHPRA. • Consistent with examination requirements, afford radiation protection to patients by all appropriate means. • Ensure that imaging equipment is used in an appropriate manner at all times. • Provide a positive role model and ensure that rooms and equipment and kept neat, tidy and clean complying with the Health Service's Infection Control Policy and Protocol.
Key Selection Criteria:	<i>Essential:</i> • Completion of an Australian Sonographer Accreditation Registry accredited post graduate degree in Medical Ultrasound (or equivalent). • Unencumbered Registration with the Australian Sonographer Accreditation Registry (ASAR) • Demonstrated experience as a sonographer with extensive knowledge of techniques and protocols in examinations including, but not limited to the abdomen, superficial parts, musculoskeletal system, obstetrics, gynecology and vascular structures. • Demonstrated excellent communications skills, both written and oral, with proven ability to interact and communicate with a diverse range of people at all levels • Driver's License • Excellent verbal and written communication skills • Ability to work independently as well as in a team environment • Demonstrated computer literacy and familiarity with RIS/PACS <i>Desirable:</i> • A completed degree or award in Medical Imaging Science (or equivalent) • Current, unencumbered Registration with the Australian Health Practitioner Regulation Agency • A current, unencumbered, Radiation Use License issued by the Victorian Department of Health • Previous Sonography tutoring experience • CT and or Mammography experience • Excellent verbal and written communication skills

	• Ability to work independently as well as in a team environment • Demonstrated computer skills and familiarity with RIS/PACS • Understanding of OH&S and Infection Control • A commitment to Continuing Professional Development (CPD) and other Quality Assurance (QA) activities. • Possess a positive attitude and sound work ethic towards the daily tasks required. • Promotes a culture of co-operation and teamwork within the Radiology Department, and between other departments. • Basic Life Support (BLS) qualification
Salary/Award:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement.
First Nations:	Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.
Continuous Quality Improvement:	• Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
Person Centered Care:	The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care. We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered.
Child Safety:	All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them. SHDH have zero tolerance to child abuse. Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.
Our Purpose	Connected Care / Best Experience SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing

	high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	RESPONSIBILITIES: It is the responsibility of every staff member to: • Take reasonable care for your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates:	August 2025
Current:	
Managers Name:	Sudha Lohat
Managers Signature:	
Employees Name:	
Employees Signature:	