



Position Description

Position title:	Instrument Technician Grade 4
Department:	Sterile Processing Service
Classification:	Instrument Technician Grade 4 (IN4)
Agreement:	Health and Allied Services, Managers and Administrative Workers Single Interest Enterprise Agreement 2021 – 2025
Reporting to:	Manager of Sterile Processing Service

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation. The Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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About the department/unit

The Sterile Processing Services (SPS) department provides comprehensive decontamination, sterilisation, and reprocessing services for reusable medical and surgical equipment used throughout the Women's Hospital and by external customers.

Our primary responsibility is to ensure that all medical and surgical instruments and equipment are safely cleaned, inspected, assembled, packaged, sterilised, and distributed to support patient care across all clinical areas. SPS works closely with nursing, medical, and paramedical staff to ensure that all required materials and apparatus are processed, maintained, and dispensed efficiently and accurately for patient diagnosis, treatment, and care.

The department is committed to maintaining the highest standards of practice in cleaning, disinfecting, and sterilising reusable medical and surgical instruments and associated equipment. All procedures and techniques are conducted in accordance with AS/NZS 5369: Cleaning, disinfecting and sterilising reusable medical and surgical instruments and equipment, and maintenance of associated environments in health care facilities.

Our aim is to consistently provide safe, high-quality sterile equipment that contributes to improved patient outcomes and supports effective infection prevention and control throughout the hospital.

Position purpose

The Grade 4 Instrument Technician is a person who is able to work in all areas of the unit with a high degree of autonomy and accountability.

Key responsibilities

The Grade 4 Instrument Technician is responsible for:

- The efficient processing of all reusable medical services within the policy and guidelines of the Sterile Processing Service (SPS) and the Australian Standards.
- Assisting in the implementation of continuous and quality improvements within the SPS.
- Supporting and assisting the Grade 5 Instrument Technician and SPS Manager in achieving specific KPI's as developed for the SPS.
- Being part of the multi-disciplinary SPS team.
- In this role they are accountable for performing all assigned tasks providing both excellence in patient care and ensuring that the role is performed to facilitate effective functioning of the SPS.

Professional practice

- Perform all reprocessing functions across the department with a high level of technical competence and autonomy.
- Apply advanced knowledge of sterilisation and infection control principles in daily practice.
- Ensure all work is carried out in accordance with AS/NZS 5369 and hospital policy.
- Take responsibility for maintaining workflow efficiency and quality within assigned areas.
- Participate in validation, quality assurance, and compliance activities, identifying areas for improvement.
- Contribute to the development and review of departmental procedures and work instructions.

Communication and teamwork

- Demonstrate effective communication and collaboration across all staff levels and clinical departments.
- Assist in the training, mentoring, and competency assessment of junior technicians.
- Foster a positive team culture based on mutual respect, cooperation, and professional integrity.
- Communicate effectively with senior staff and management regarding operational issues or improvement opportunities.
- Support a culture of shared learning and continuous improvement within the team.

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Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key Selection Criteria

Experience/qualifications/attributes

Essential:

- Certificate IV in Sterilisation Services (HLT47015) or equivalent qualification recognised by the employer.
- Greater than three (3) years' full-time equivalent experience as an Instrument Technician Grade 3.
- Demonstrated ability to work across all areas of the department with a high degree of autonomy and accountability.
- Advanced knowledge of sterilisation principles, infection prevention, and compliance with AS/NZS 5369 standards.
- Proven ability to prioritise workload, meet deadlines, and maintain quality in a high-pressure clinical environment.
- Strong communication and interpersonal skills with the ability to liaise effectively with nursing, medical, and support staff.
- Commitment to continuous improvement and maintaining best practice standards within sterilisation services.

Desirable:

- Experience mentoring and supporting junior team members.
- Participation in quality improvement, auditing, or validation activities.
- Demonstrated initiative in problem-solving and process improvement.
- Willingness to participate in leadership, management, or advanced technical training.

Internal relationships

- Peri operative staff and medical teams.
- Allied health care team members.
- Other department staff members.

External relationships

- Other health care providers.
- Company representatives

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Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Prolonged
Sitting – remaining in a seated position to complete tasks	Rare
Standing – remaining standing without moving about to perform tasks	Prolonged
Walking – floor type even, vinyl, carpet,	Frequent
Lean forward/forward flexion from waist to complete tasks	Frequent
Trunk twisting – turning from the waist to complete tasks	Frequent
Kneeling – remaining in a kneeling position to complete tasks	Occasional
Squatting/crouching – adopting these postures to complete tasks	Occasional
Leg/foot movement to operate equipment	Rare
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Rare
Lifting/carrying – light lifting and carrying less than 5 kilos	Frequent
– Moderate lifting and carrying 5 – 10 kilos	Frequent
– Heavy lifting and carrying – 10 – 20 kilos.	Rare
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Frequent
– moderate push / pull forces 10 – 20 kg	Frequent
– heavy push / pull forces over 20 kg	Frequent
Reaching – arm fully extended forward or raised above shoulder	Frequent
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	N/A
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged
Hearing – use of hearing is an integral part of work performance	Prolonged
Touch – use of touch is integral to most tasks completed each shift	Prolonged
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Prolonged
Problem solving issues associated with clinical and non-clinical care	Prolonged
Working with distressed people and families	N/A
Dealing with aggressive and uncooperative people	N/A
Dealing with unpredictable behaviour	N/A
Job demands – high workload, tight deadlines, and competing priorities	Occasional
Exposure to traumatic or distressing content or situations – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events.	N/A
Role specific considerations Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager.	N/A
Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position

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Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.
- We are committed to the safety, wellbeing and empowerment of all children and young people. We prioritise an environment where children are protected and heard. We commit to safeguarding the social and emotional wellbeing of First Nations children, understanding that their connection to country, culture, kin and community is critical to their safety.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically, I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: 13/05/26

Developed by: Vivien Wight

Date of next review: (12 months from now)
