



Australian Government



## POSITION DESCRIPTION

<b>Position Title:</b>	Nuclear Safety Technician
<b>Cluster / Business Unit / Division</b>	High Reliability
<b>Section or Unit:</b>	Various
<b>Classification:</b>	Linked Band 2/Band 3
<b>Position Description Number:</b>	PD-2147
<b>Work Contract Type:</b>	Professional/Technical
<b>STEMM/NON-STEMM:</b>	STEMM

### POSITION DESCRIPTION

The Nuclear Safety Technician Development Program is a development program focused on providing training, professional development opportunities and hands-on experience to produce qualified Nuclear Safety Technicians. Features of the program include rotations through Health Physics, Work Health and Safety (WHS) and Occupational Hygiene, with accredited training, including a Certificate IV in WHS. Additional shorter rotations and associated training through other areas of High Reliability such as the Radiation Protection Services Commercial and Regulatory team, Emergency Response and Safety Engineering will also occur throughout the program.

### WHAT IS ANSTO?

ANSTO uses great science to deliver big outcomes. We partner with scientists and engineers and apply new technologies to provide real-world benefits. Our work improves human health, saves lives, builds our industries, and protects the environment. ANSTO is the home of Australia’s most significant landmark and national infrastructure for research. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year.

### PROGRAM STRUCTURE

This program consists of four years of training and work experience through which the Technicians will gain expertise and qualifications. This program covers four key areas:



The general requirements of this program are:

- Completion of all required training courses to the appropriate level of competence and application of learned skills on the job.
- Demonstrating competence against the learning outcomes/ objectives described in their work plan for each rotation. These will be measured at the end of each rotation and/or project.
- Translation of training, qualifications, and competencies into their role as a Nuclear Safety Technician.

## Health Physics

During this rotation technicians will:

- Complete a Health Physics Accreditation program.
- Develop measurement interpretation and radiation safety advisory skills based on radiation detection, identification, and monitoring.
- Develop specific skills for radiation monitoring within different areas across ANSTO.
- Develop skills and knowledge in the use of radiation monitoring instruments.

## Work, Health and Safety

During this rotation technicians will:

- Gain an awareness of the foundation principles of safety.
- Complete a Certificate IV in WHS while undertaking day to day responsibilities.
- Gain knowledge and understanding of international and national legislation, standards, codes of practice and best practice to address WHS and licensing requirements.
- Learn to provide WHS advice in a timely manner to meet the operational requirements of the business.

## Occupational Hygiene

During this rotation technicians will:

- Complete the Basic Principles of Occupational Hygiene Course.
- Learn about how to identify and assess workplace health exposures.
- Learn to prioritise occupational health risks using a risk-based approach.
- Learn how to advise workers and managers on suitable control measures for chemical, biological and physical hazards in the workplace.

## Practical Application

Further work experience will occur through other areas of the High Reliability team including:

- **Emergency Response:** work with ANSTO's Emergency Response Team to understand how to respond to emergency situations that could occur on site
- **Commercial and Regulatory:** work with the ANSTO Radiation Services team who provide training in radiation to people outside ANSTO
- **Safety Engineering:** work with the Engineering team to understand how risks and hazards are applied by engineers on site and how risk assessments are made and used

## Key Accountabilities

The key accountabilities of the position are:-

- To acquire foundational experience which can be applied to assessing, monitoring, and managing safety situations on site in collaboration with other team members
- To effectively time manage training requirements with day to day work duties
- To assist supervisors and other staff in each rotation with their work to add support and gain skills
- Assist with routine radiation monitoring, WHS services and occupational hygiene including reviewing documentation, monitoring hazards, calibrating equipment, and contributing to audits, compliance, and training
- Assist with larger projects that are supervised by more senior staff, developing relationships with stakeholders.

### **Additional accountabilities at higher band**

- Complete all the required training and competency assessments to an adequate level to become an accredited Health Physics Surveyor, WHS Advisor and Occupational Hygiene Technician.
- Provide advice to different levels of personnel on radiation protection measures, radiation safety procedures, WHS compliance.
- Take ownership and work more independently on smaller, less complex projects, liaising independently with stakeholders across ANSTO.
- Be a flexible resource for the High Reliability team to be deployed onto tasks and projects as needed.
- Promote teamwork, productivity, high quality work and service, staff development and improvement to work methods and techniques.
- Behave in accordance with the Code of Conduct and ANSTO values at all times.

### **Decision Making**

- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the position works under supervision and direction.
- The levels of authority delegated to this position are those approved and issued by the Chief Executive Officer. All delegations will be in line with the ANSTO Delegation Manual AS-1682 (as amended or replaced).

### **Key Challenges**

- Progress through the training and opportunities for practical application
- Adapting to workplace expectations and timeframes or communication styles.

### **Additional challenges at higher band**

- Working with professional subject matter experts across the High Reliability team to provide balanced advice to stakeholders across ANSTO.
- Managing assessment of increasingly complex hazards in a Nuclear Safety Environment.

## **TRAINING AND DEVELOPMENT**

Nuclear Safety Technician will be given continuous training and support throughout the program and can expect:

- To get many training opportunities and should actively participate in them and take the opportunity to learn new skills to facilitate their personal and organisational growth.
- To have constant support and mentoring throughout the program, including having a program manager, host supervisors, an Indigenous mentor and connection to other young staff members.
- To have a welcoming environment in which extra support or help can be asked for at any time, and any cultural needs can be discussed and accommodated.
- To join in with activities at ANSTO (such as Indigenous events, Discovery centre events, career fairs, recruitment activities) to get to know the organisation, meet other staff and promote the workplace.

## **MANAGEMENT**

Technicians will have a program manager and host supervisors in each of their areas that they report

## KEY RELATIONSHIPS

Who	Purpose
<b>Internal</b>	
Manager/Executive	<ul style="list-style-type: none"> <li>• Receive guidance and direction</li> <li>• Provide expert, authoritative and evidence based advice</li> <li>• Staff engagement and quality recruitment</li> <li>• Recommend and gain endorsement for plans and goals and other initiatives</li> </ul>
Work area team members	<ul style="list-style-type: none"> <li>• Contribute to group decision making processes, planning and goals</li> </ul>

## POSITION DIMENSIONS

<b>Staff Data</b>	
Reporting Line	Reports to the Leader WHS Systems
Direct Reports	Nil
Indirect Reports	Nil
<b>Special / Physical Requirements</b>	
Location:	Lucas Heights Working in different areas of designated site/campus as needed
Travel:	May be required travel to ANSTO sites from time to time Field work in remote locations
Physical:	<p>Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer)</p> <p>Labour intensive physical requirements (sitting, standing, frequent manual handling)</p> <p>Standing for long periods</p> <p>Frequent movements (climbing, stooping, kneeling, crouching, crawling)</p> <p>Working in a loud environment</p> <p>Public speaking</p> <p>Industrial facility physical requirements (lifting, standing for long periods, operating machinery, equipment and manipulators)</p> <p>Wearing personal protective equipment for the handling of hazardous and/or radioactive materials</p> <p>Working in confined space environment including wearing respiratory equipment</p>
Radiation areas:	<p>Required to work in radiation areas under tightly regulated conditions</p> <p>Perform duties in an area where radioactive materials are handled under tightly controlled safety conditions</p> <p>Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions</p>
Hours:	<p>Willingness to work extended and varied hours based on operational requirements</p> <p>Shift work</p> <p>After hours work will be required on a regular basis</p> <p>After hours work may be required for short and infrequent periods</p> <p>Required to participate on an on-call roster 24x7x365</p>
Clearance requirements:	<p>Satisfy ANSTO Security and Medical clearance requirements</p> <p>Obtain and maintain appropriate federal government clearance</p>

**Workplace Health & Safety**

Specific role/s as specified in AP- 2362 All Workers  
 of the ANSTO WHS  
 Management System

**Knowledge, Skills and Experience**

Lower band	Higher band
Completion of Higher School Certificate or equivalent (Essential)	Certificate IV in WHS
Understanding of general science concepts and skills equivalent to HSC General Mathematics	Achieve at least 1 of the following qualifications and working towards completion of the other: <ul style="list-style-type: none"> <li>• Health Physics Accreditation program</li> <li>• Basic Principles of Occupational Hygiene Course</li> </ul>
Dedication, initiative, and problem-solving skills	Practical experience working in nuclear safety environment.
Good, written and verbal, communication skills	Experience providing advice to stakeholders on a range of safety issues.
Ability to complete training and apply learned skills to real-life environments	Experience calibrating equipment and monitoring hazards.
Ability to follow policies and procedures	Experience reviewing policies and procedures and suggesting and implementing changes.
Has a driver's licence (P plates or full licence) or is on track to obtain one	Has a driver's licence (P plates or full licence)

**VERIFICATION**

This section verifies that the line manager and appropriate senior manager/executive confirm that this is a true and accurate reflection of the position.

Line Manager		Delegated Authority	
Name:	Laura Dascolias	Name:	Karen Wolfe
Title:	Resourcing Projects Coordinator	Title:	GM High Reliability
Signature:		Signature:	
Date:		Date:	