



POSITION DESCRIPTION

Position Title:	Nuclear Safety Technician
Cluster / Business Unit / Division	High Reliability
Section or Unit:	Various
Classification:	Linked Band 3 / 4
Job Family:	Operations
Position Description Number:	PD-2527
Work Contract Type:	Professional/Technical
STEMM/NON-STEMM:	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 as Health Physics Surveyor, 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.

Nuclear Safety, Security and Stewardship incorporates High Reliability (Safety), Nuclear Security and Safeguards and the Nuclear Stewardship science and technology platform. The Group provides critical enabling functions for ANSTO ensuring operational compliance for a range of regulators as well providing mandated services to federal and state government departments and agencies.

ANSTO is committed to delivering excellence in safety performance based on ANSTO’s core values. The High Reliability team is comprised of professionals that provide WHS, Radiation Protection, Occupational Health and Hygiene and Emergency subject matter expertise and services to the organisation and our external stakeholders. This includes supporting the Visiting Ships Panel (Nuclear) and working with the Department of Defence in its program to acquire a nuclear-powered submarine capability. Continuous improvement to best practice standard across the organisation is embedded at the local level through the programs put in place by High Reliability support functions.

PROGRAM STRUCTURE

This program consists of three 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 and become fully accredited as a Health Physics Surveyor.
- Develop measurement interpretation and radiation safety advisory skills based on radiation detection, identification, and monitoring.
- Develop specific skills and knowledge in the use of radiation monitoring instruments within different areas across ANSTO.

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

ACCOUNTABILITIES & RESPONSIBILITIES

Key Accountabilities Band x

The key accountabilities of the position are:

- 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.

- Assist with larger projects that are supervised by more senior staff, liaise with clients and work more independently on smaller, less complex projects.
- Monitor and measure radiation levels and advise on radiological hazards, provide ventilation safety advice, log information to ensure QA compliance.
- Assist with risk assessments to identify and control/eliminate hazards to continually promote and improve safety culture and practices.
- Provide advice on radiation safety procedures and WHS compliance and safety at work to be incorporated into divisional documents, including assisting in the preparation of these work instructions while following safety standards, procedures and instructions.

Key Accountabilities Band x

- Manage day-to-day HPS activities in an allocated area of ANSTO operations through scheduling, prioritising and allocation of tasks to ensure efficient and effective radiation protection services are delivered.
- Acquire Accreditation as Health Physics Surveyor to be qualified to attend to on-call for the Radiation Protection Services emergency arrangements.
- Coach, train and mentor other members of the team and other health physics trainees.
- Provide timely information, advice and support to management through the delivery of relevant WHS issue reports and WHS alerts.
- Contribute to planning meetings to ensure all radiation protection issues are considered in the planning stage of new projects.
- Review and implement QA procedures and instructions, including systematic updating and review of documents to maintain accreditation and ensure compliance with ISO 9001 and ISO 45001.

Decision Making

- The position works within a framework of legislation, policies, professional standards and resource parameters. Within this framework the position has some independence in determining how to achieve objectives of the unit as overseen by the Leader, Health Physics Surveyors and Radiation Protection Adviser.
- The ANSTO values, organisational corporate plan, business plan, operational excellence program, the Radiation Protection strategy, RPS strategic operational objectives, and RPS Business Management System provide the context for the position.
- The position is fully accountable for the accuracy, integrity and quality of the content of advice provided to clients, and is required to ensure that decisions are based on sound evidence, but at times may be required to make effective judgements under pressure or in the absence of complete information or expert advice.
- The position exercises sound judgement in providing advice on the suspension of work on safety grounds until further measurement and/or advice is sought from a Radiation Protection Adviser, Work Health and Safety Adviser or Incident Controller (as required) to ensure the safety of ANSTO workers, contractors and visitors.
- The position liaises and collaborates with Radiation Protection Advisers to ensure the appropriate level of radiation monitoring is carried out to support client operations, and that timely and accurate results are provided.
- 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

- Managing competing priorities for service demands from a wide range of clients, and finite resources.
- Ensure the successful completion of training modules whilst managing the opportunities for practical application and conflicting priorities and deadlines.

- Maintaining current and accurate knowledge and understanding of international and national, legislation, standards, codes of practice and best practice.
- 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.

KEY RELATIONSHIPS

Who	Purpose
Internal	
Manager/Executive	<ul style="list-style-type: none"> • Receive guidance and direction • Provide expert, authoritative and evidence-based advice • Staff engagement and quality recruitment • Recommend and gain endorsement for plans and goals and other initiatives
Work area team members	<ul style="list-style-type: none"> • Contribute to group decision making processes, planning and goals • Provide advice and analysis on all radiation protection matters and staff issues. • Encourage and contribute to group decision making processes, planning and goals • Collaborate and share accountability and resources, • Negotiate and resolve conflicts

POSITION DIMENSIONS

Staff Data	
Reporting Line	Reports to the Resourcing Projects Coordinator Technicians will have a program manager and host supervisors in each of their areas that they report.
Direct Reports	Nil
Indirect Reports	Nil
Special / Physical Requirements	
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:	Office based physical requirements (sitting, standing, minimal manual handling, movement around office and site, extended hours working at computer) Labour intensive physical requirements (sitting, standing, frequent manual handling) Standing for long periods Frequent movements (climbing, stooping, kneeling, crouching, crawling) Working in a loud environment Public speaking Industrial facility physical requirements (lifting, standing for long periods, operating machinery, equipment and manipulators) Wearing personal protective equipment for the handling of hazardous and/or radioactive materials Working in confined space environment including wearing respiratory equipment
Radiation areas:	Required to work in radiation areas under tightly regulated conditions Perform duties in an area where radioactive materials are handled under tightly controlled safety conditions Perform duties with and in an area where hazardous chemicals or materials are handled under tightly controlled safety conditions
Hours:	Willingness to work extended and varied hours based on operational requirements Shift work After hours work will be required on a regular basis After hours work may be required for short and infrequent periods Required to participate on an on-call roster 24x7x365
Clearance requirements:	Satisfy ANSTO Security and Medical clearance requirements Obtain and maintain appropriate federal government clearance
Linked Role:	The Transition from Band X to Band X is not automatic and requires a full written submission, in addition to the attached checklist, to demonstrate how the employee meets the requirements. Transition will only occur following approvals from the Safety Assurance Group Leader and General Manager GM High Reliability

Workplace Health & Safety

Specific role/s as specified in [AP-2362](#) of the ANSTO WHS Management System All Workers

ORGANISATIONAL CHART

Refer to published Organisational Chart

KNOWLEDGE, SKILLS AND EXPERIENCE

Band 3	Band 4
Higher school certificate, tertiary qualifications in relevant engineering or science discipline or relevant equivalent experience.	Accreditation as Health Physics Surveyor, Certificate IV in WHS and Basic Principles of Occupational Hygiene Course completed.
Comprehensive understanding of mathematical and scientific concepts and competencies	Practical experience working in nuclear safety environment.
Dedication, initiative, and problem-solving skills	Demonstrated capability to carry out tasks/projects with little supervision.
Communication skills and the ability to establish and maintain effective working relationships with clients and staff.	Strong written and verbal communication skills and the ability to interact with people of various backgrounds.

Show initiative and willingness to expand work skills by learning and training in all aspects of the work being carried out.	Experience calibrating equipment and monitoring hazards.
Experience in and willingness to follow policy, procedures & guidelines.	Experience reviewing policies and procedures and suggesting and implementing changes.
Organisational skills and meticulous approach to work with the ability to plan and organise tasks effectively for self.	Strong project and time management skills.
Pro-active and reliable in following through with actions.	Ability to promote, establish and maintain effective workplace relationships with clients and staff.
Has a driver's licence (P plates or full licence) or is on track to obtain one	Current Drivers licence required to travel to and from client sites and other locations as required for training

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:	

**[Nuclear Safety Technician] (PD-2527)
Band 3 to Band 4 Transition Checklist**

Name:	
Band 4 Commencement Date:	
Assessment Date:	

Written submission demonstrating and justifying how the employee meets requirements must also be attached.

Requirements for transition	Met Criteria
a) Minimum 2 years working as [Nuclear Safety Technician] (Band 3)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Accreditation as Health Physics Surveyor, Certificate IV in WHS or equivalent	<input type="checkbox"/> Yes <input type="checkbox"/> No
Experience working in Health Physics and Work Health and Safety and demonstrate meeting all below requirements	<input type="checkbox"/> Yes <input type="checkbox"/> No

Demonstrated ability to independently and responsibly perform Band 3 accountabilities and apply required knowledge, skills and experience for the band 4 position including:	
Undertake band 3 and 4 accountabilities at a technical level and independently without supervision or guidance	<input type="checkbox"/> Yes <input type="checkbox"/> No
Practical experience working in nuclear safety environment.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Demonstrated capability to carry out tasks/ projects with little supervision.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Strong written and verbal communication skills and the ability to interact with people of various backgrounds.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Experience calibrating equipment and monitoring hazards.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Experience reviewing policies and procedures and suggesting and implementing changes.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Strong project and time management skills.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Ability to promote, establish and maintain effective workplace relationships with clients and staff.	<input type="checkbox"/> Yes <input type="checkbox"/> No

Attach written submission demonstrating and justifying how the employee meets each of the above requirements.

Manager Recommendation

I have reviewed the employee's competence in accordance with Linked Role PD-2527 and certify that the employee meets all requirements for transition and recommend transition from Band 3 to Band 4 be endorsed as demonstrated in the attached written submission detailing how the employee meets each of the requirements.

Name & Title:			
Signature:		Date:	

Senior Manager

I have reviewed all information and approve transition from Band 3 to Band 4.

Name & Title:			
Signature:		Date:	
Effective date of transition:			

Appendix 1

ANSTO Job Families
Accounting & Finance
Administration
Communications & Marketing
Compliance & Regulation
Engineering and Technical
Human Resources
ICT & Digital Solutions
Information & Knowledge Management
Legal
Manufacturing
Monitoring & Audit
Operations
Organisational Leadership
Project & Program
Research
Science
Security & Intelligence
Senior Executive
Service Delivery
Strategic Policy
Trades & Labour