



POSITION DESCRIPTION

Team	Radiology
Position Title	MRI Medical Imaging Technologist
Reports to	Clinical Manager Radiology
Role Summary	This position works principally within the department or service specified above, however all employees at Whanganui District Health Board may be required to undertake duties in other areas of the organisation which promote the efficient and effective operation of Whanganui District Health Board which reasonably fall within the general parameters of this position
Purpose of the Position	<ul style="list-style-type: none"> To aid the Head of Department and Radiology Clinical Manager in provision of a quality and effective Radiology service. The position encompasses effective teamwork, evidence based professional standards, quality patient care and efficient use of resources
Direct Reports	<ul style="list-style-type: none"> Nil
Delegated Authorities	<p>Financial</p> <ul style="list-style-type: none"> Nil <p>Staff</p> <ul style="list-style-type: none"> Nil
Registration/ Scope of Practice	You must be able to demonstrate that you are registered with the New Zealand Medical Radiation Technologists Board and that your scope of practice enables you to undertake the duties of this position



Ngā Moemoeā Me Ngā Tino Whāinga **Our Vision and Mission**

Our Vision

He Hapori Ora – Thriving Communities

People in the Whanganui District rohe live their healthiest lives possible in thriving communities

Our mission

Kia tāea e te whānau me te hapori i tōna ake tino rangatiratanga

Together we build resilient communities, empowering whānau and individuals to determine their own wellbeing

Ngā Uaratanga Our Values



Aroha

The value of love, respect and empathy, demonstrating compassionate and non-judgemental relationships

Closely interlinked with:

Rangimārie

Humility, maintaining composure, peace, accountability and responsibility

Mauri

Life's essence and balance

Kotahitanga

The value of unity and vision sharing where we demonstrate trust and collaboration

Closely interlinked with:

Whanaungatanga

Spiritual wellness, relationships, beliefs, knowing who you are and what to do

Mana tangata

Dignity, respect, protections, safety and acceptance.

Manaakitanga

The value of respect, support and caring where we demonstrate doing our very best for others

Closely interlinked with:

Kaitiakitanga

Protection, maintaining values and taking care of people and things

Tikanga Māori

Guiding protocols and principles for how we do things

Tino Rangatiratanga

The value of self-determination where we empower individual/whānau choice

Closely interlinked with:

Wairuatanga

Spiritual wellness, relationships and beliefs

Whakapapa

Whānau-centred approach which achieves equity in health outcomes for Māori

Radiology Culture Statement

As a Radiology team WE are committed to

Being accountable and responsible by

- Caring and having respect for each other and ourselves
- Ensuring a no blame culture by talking about problems, not people and being solution focused
- Taking responsibility for our own actions
- Remaining teachable
- Following through on our commitments

Being a cohesive and effective team by

- Helping and supporting each other
- Giving praise, acknowledgement and showing appreciation
- Being flexible and using our initiative
- Collaboration and sharing knowledge

Communication in a constructive manner that promotes a positive work environment by

- Thinking before we speak
- Responding rather than reacting
- Being receptive to giving and receiving constructive feedback
- Communicating in an honest, clear and concise manner

Conducting ourselves ethically in a manner that upholds professional and WDHB standards

ORGANISATION ACCOUNTABILITIES

Key Area of Responsibility	Expected Outcomes	
Te Tiriti O Waitangi	<p>Te Whatu Ora - Whanganui is committed to honouring our obligations and responsibilities under Te Tiriti o Waitangi.</p> <p>The following principles provide the guidance for how we set out to achieve Māori health improvement and equity.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ Tino rangatiratanga: Provide for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services. ▪ Equity: Commit to achieving equitable health outcomes for Māori. ▪ Active protection: Act to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity. ▪ Options: Provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care. ▪ Partnership: Work in partnership with Māori in the governance, design, delivery and monitoring of health and disability services. 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to demonstrate an understanding of Te Tiriti o Waitangi ▪ are committed to Te Tiriti O Waitangi principles ▪ are committed to delivering effective and equitable healthcare to support Māori individuals and their whānau to meet their needs and aspirations. ▪ are committed to working in partnership and supporting initiatives that meet the health needs and aspirations of Māori individuals and whānau. ▪ will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with Māori, individuals, whānau, and colleagues. ▪ will ensure that where there is an inherent power imbalance it is not exacerbated by overlaying your own cultural values and practices on Māori, individuals, whānau, and colleagues.
Pro-Equity	<p>Te Whatu Ora - Whanganui is committed to achieving equity of health outcomes, across all population groups, with a view of eliminating disparity, particularly for Māori.</p> <p>We are going beyond the language of 'equity', to be 'pro-equity'.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ have an organisation and 	<ul style="list-style-type: none"> ▪ ensure equity is considered and demonstrated in activities,

	<p>region-wide goal of health equity</p> <ul style="list-style-type: none"> ▪ are putting systems and processes in place to support our health equity goal ▪ work across the wider determinants of health ▪ have a robust understanding of the drivers of inequities ▪ work in partnership with Iwi and Iwi health provider organisations across the district, starting with the Iwi Partnership Board. ▪ actively grow the Māori workforce and strengthen and enable Māori leadership in health 	<p>in planning, in processes, in professional development and in outcomes.</p> <ul style="list-style-type: none"> ▪ are committed to continuous quality improvement processes that focus on achieving health equity.
Whānau Ora	<p>Te Whatu Ora - Whanganui is committed to whānau ora as a fundamental philosophy for creating strong, healthy and empowered whānau.</p> <p>We ensure our health care and approaches place people and their whānau at the centre of everything we do with and for them.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ support and empower individuals and whānau to determine their own wellbeing ▪ are committed to working in authentic partnership with other health care providers, iwi, government, social and community agencies to build strong, resilient, connected people and whānau. 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to articulate whānau ora in practice, specific to your position ▪ are able to demonstrate an understanding and awareness of Māori culture, practices and protocols ▪ have the ability to incorporate Māori models of health, values-based patient and whānau-centred models of care, and mātauranga Māori (Māori Knowledge) to support empowerment and health outcomes for individuals and whānau

ROLE ACCOUNTABILITIES

Medical Imaging Technologist	<p>This role is primarily accountable for:</p> <ul style="list-style-type: none"> Working within the Radiology Team to provide a quality and effective, patient-centred service. <p>A set of performance objectives will be agreed annually between your manager and you reflecting applicable strategic and operational ambitions.</p>	
Key Area of Responsibility	Expected Outcomes	
Key Accountabilities (Key areas of your focus)	Tasks (How you achieve)	Performance Indicators (How you will be measured)
To Participate in all areas of MRI and General Radiology	<ul style="list-style-type: none"> Able to perform examinations in an accurate timely manner. Provide high quality images for the Radiologist and referring physician Can confidently perform required QA tasks Participate in the on-call and shift roster. 	<ul style="list-style-type: none"> Rostered through all areas. Participate on call roster Is able to identify what images are required from clinical information provided Is able to adapt techniques to gain appropriate images QA is completed as required
As required: train as CT MIT	<ul style="list-style-type: none"> Rostered through CT Participate in the CT on-call and shift roster 	<ul style="list-style-type: none"> Competent in CT Is able to identify what images are required from clinical information provided Is able to adapt techniques to gain appropriate images Can work solo out of hours
Clinical duties	<ul style="list-style-type: none"> Ensures clinical practice and conduct meets the standards of the professional, ethical and relevant legislated requirements. Demonstrates the ability to apply the principles of the treaty of Te Tiriti O Waitangi to clinical practice Promotes an environment that enables patient and staff safety Practices in a manner that patients determine as being culturally safe Proactively maintains health and safety for patients, staff and others Promotes a quality practice environment that encourages learning and evidence-based practice 	<ul style="list-style-type: none"> Promotes quality clinical care through evidence-based practice Undertakes clinical debriefs with charge MRT's, to promote critical thinking and reflective practice Attends relevant educations and training as per WDHB requirements Meets the MRTB professional CPD annual requirements

	<ul style="list-style-type: none"> • Participates in professional activities to keep abreast of current trends and issues 	
Professional Responsibility	<ul style="list-style-type: none"> • Maintain adequate stock of consumables required • Maintain, clean and ensure optimal performance of equipment at all times • Report any malfunctions. • Participate and apply Quality Management principles and practices as directed. • Complete administration tasks, protocols and policies up to date and amended as required. • Demonstrate the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to staff. 	<ul style="list-style-type: none"> • Rooms are left for other team members to use. • Error log documentation completed. • Appropriate staff advised if further action required. • Evidence of the principles applied in work practices. •
Interpersonal relationships	<ul style="list-style-type: none"> • Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing and counselling skills and establishing rapport and trust • Communicate effectively with member of the healthcare team, clients/patients and their family/Whanau • Recognises and values the roles and skills of all members of the healthcare team in the delivery of care 	<ul style="list-style-type: none"> • Annual performance review demonstrates effective therapeutic relationships • • Demonstrates the ability to work effectively with the healthcare team • Engages with clients/patients and family members and is aware of the risk and plans of care
Wellbeing, Health and Safety	<ul style="list-style-type: none"> • Proactively comply with all safe works procedures, policies and proactively encourage staff to participate in health and safety management and systems • Report all reported incidents and injuries to the Clinical Manager and assist in analysis and management as delegated from them • Work with health and safety adviser to implement planned rehabilitation and return to work programs for staff within service 	<ul style="list-style-type: none"> • Complete the Te Whatu Ora Whanganui health and safety orientation course and updates • Ensure the effective orientation of new employees and visitors to the workplace • Report all incidents, hazards and injuries into C-Gov and to the AHM • Assist in maintenance of hazard register

ROLE CAPABILITY & QUALITIES

<p>My Capability & Personal Qualities</p>	<p>To be effective and succeed in this role it is expected that you will have the following proven capabilities:</p> <ul style="list-style-type: none"> ▪ an appropriate tertiary qualification ▪ computer literacy and experience working with/understanding of MS Word, Excel, Outlook and relevant tools ▪ pragmatic sound judgement, and curious nature ▪ proactively investigates new perspectives, approaches, and behaviors, and takes steps to evaluate and improve performance ▪ outstanding people and relationship skills ▪ commitment to the development of a customer service culture ▪ uses verbal and written communication skills effectively, listens actively and shares relevant information ▪ builds a logical approach to address problems or opportunities or manage the situation at hand by drawing on own knowledge and experience base and calling on other references and resources as necessary ▪ makes the best use of time available, allocating the right time to the right activities, assigning priorities to tasks based on an understanding of importance and urgency requirements ▪ accepts full responsibility for self and contribution as a team member; displays honesty and truthfulness; confronts problems quickly; displays a strong commitment to organisational success ▪ uses initiative to identify what needs to be done and takes action to achieve standards of excellence beyond job expectations ▪ works effectively in partnership with others, maintaining a positive open and objective attitude towards others in achieving objectives ▪ demonstrates an open-minded approach to understanding people regardless of their gender, age, race, national origin, religion, ethnicity, disability status, or other characteristics; treats all people fairly and consistently; effectively works with people from diverse backgrounds by treating them with dignity and respect
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ROLE RELATIONSHIPS

My Relationships to nurture	It is the responsibility of each Te Whatu Ora employee to establish and maintain positive, healthy, collaborative and constructive partnerships with leaders, managers, clinicians, support staff and administrators and relevant external networks; stay abreast of, and contribute to local, regional and national health care activities and initiatives.	
	Internal	External
	<ul style="list-style-type: none"> ▪ Clinical Director and HOD Radiology ▪ Charge CT MIT ▪ Charge MRI MIT ▪ Charge general MIT ▪ Sonographers 	<ul style="list-style-type: none"> ▪ Patients, clients and whānau ▪ Other Te Whatu Ora Radiology Teams ▪ External agencies (e.g. Pacific Radiology Group)

ROLE WELLBEING, HEALTH & SAFETY

My Wellbeing, Health & Safety	<p>Safety starts with each of us:</p> <ul style="list-style-type: none"> ▪ No business objective will take priority over health and safety ▪ Most incidents are preventable ▪ While management have ultimate accountability, each of us is responsible for our own health & safety as well as that of our colleagues, patients, visitors and contractors ▪ Every individual should feel safe in their workplace ▪ It is everyone's responsibility to work safely. This requires us to be proactive, flexible and resilient; anticipate hazards and events and: <ul style="list-style-type: none"> ▪ resolve risks and hazards yourself if that's the right thing to do ▪ speak up so that we can resolve this as a team ▪ report all health and safety concerns ▪ if you're not sure what to do refer to the relevant policy and procedure ▪ Our people prevent incidents and determine whether we work safely. Our people therefore are the solution to ensure as many things as possible go right, that we learn from events and adjust the way we work for the conditions. Staying safe only succeeds because individuals and teams adjust to and meet the conditions at work ▪ Each of us is responsible to take care of ourselves and each other so we can take care of others.
Physical Attributes	<p>We will make all reasonable efforts to provide a safe and healthy workplace for all, including persons with disability.</p> <ul style="list-style-type: none"> ▪ The physical attributes for most occupational groupings can be found under People and Performance's recruitment forms under physical attributes. All you need to do is cut and paste

	the appropriate physical attributes for your position into this box.
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Approved:

Manager		Date	
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Accepted:

Employee		Date	
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