Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
Health New Zealand | Te Whatu Ora

Title	Staff Medical Imaging Technologist			
Reports to	Operations Lead through the Grade MIT's			
Location	Palmerston North Hospital			
Department	Medical Imaging			
Direct Reports			**Total FTE**	1.0
Budget Size	**Opex**		**Capex**	
Delegated Authority	**HR**		**Finance**	
Date	20/8/26			
Job band (indicative)	Steps 1-6 APEX Technologists Scale			

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

To perform and provide radiological studies and quality diagnostic images through:
Having a key focus on improving delivery of patient care.
Delivery of a high-quality diagnostic service.

PERFORMANCE APPRAISAL:
This will occur three months following commencement in the position, and then annually, against position specific competencies.

POSITION HOLDER'S NAME: _____

POSITION HOLDER'S SIGNATURE: _____DATE: _____

SUPERVISOR'S NAME: _____

SUPERVISOR'S SIGNATURE: _____DATE: _____

ACCOUNTABILITY/ RESPONSIBILITY	**PERFORMANCE MEASURE - GENERIC** (refer to competencies attached for Clinical Competency Pathway Level specific performance criteria)
Communication	Relates to staff and patients in a manner that is open, appropriate, effective and professional.
Professional Responsibility	Consistently practises in accordance with and educates others in relevant legislation, codes, regulations, established MidCentral Policy, procedures, guidelines and Scopes of Practice.
Professional Judgement	Makes professional judgements that promote and role model excellence in patient care and provision of clinical standards. Seeks professional assistance and takes appropriate action as required.
Health and Safety	Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation.
Quality Improvement	Recognises opportunities to improve service delivery and practises consistently in a way that promotes optimal patient care, technical excellence and clinical safety.
Management of the environment	Promotes an environment which maximises patient safety and utilises resources appropriately.
Cultural Safety Skills	Consistently applies the principles of cultural safety in own practice, implements MidCentral cultural safety Policies by

ACCOUNTABILITY/ RESPONSIBILITY	PERFORMANCE MEASURE - GENERIC (refer to competencies attached for Clinical Competency Pathway Level specific performance criteria)
	being proactive in ensuring provision of a culturally safe environment for patients and colleagues.
Professional Development	Undertakes responsibility for own professional development and contributes to the development and recognition of professional practice through evaluation and maintenance of ongoing professional growth, post registration. Participates actively in set and self-directed professional development activities.
Interprofessional Skills	Understands the complexity of the multi-disciplinary environment and particularly the importance of effective team relationships.

Key Competencies

Competencies are the skills, knowledge and attributes required to be fully competent in this position. There will be a programme available for appointees to meet competencies where a need for continued development is identified.

For the purposes of selection essential competencies have been identified, and decisions will be made based on the ability of applicants to meet these:

Essential Competencies:

- Evidence of attainment of stated competencies at the relevant Level (as per the attached)
- Basic keyboard/computer skills
- Ability to work effectively within a busy environment with competing demands
- Excellent interpersonal skills
- Demonstrated problem solving skills
- Positive and enthusiastic approach to work
- Demonstrated initiative, innovation and flexibility in practice
- Professional demeanour
- Meets the statutory and organisational requirements for working with children, as per the Vulnerable Children Act 2014 and MidCentral District Health Board policy, including a satisfactory police check and other safety checking processes

Essential Qualifications:

- Registered Medical Imaging Technologist with current practising certificate.

Position/ Specialty-specific Competencies:

- Core Skills (at time of organisational orientation)

GENERIC COMPETENCY REQUIREMENTS: PERFORMANCE MEASURES FOR LEVELS OF PRACTICE

Competency	Behaviour	Performance Measure
Communication	Relates to staff and patients in a manner that is open, appropriate, effective and professional.	• Demonstrates, in a professional manner, respect for all others in clinical and professional situations and interactions. • Complies with all legislation, particularly in relation to Confidentiality and Privacy. • Communicates information upwards effectively providing feedback and advice on clinical information issues within the team that are impacting on effectiveness of the service. • Represents the team as required and liaises with external agencies, and other service lines and departments within MidCentral. • Uses appropriate interactions with patients, public, and peers in a range of clinical settings and situations. • Communicates with individuals and groups in a role which facilitates understanding and learning. • Attends meetings as appropriate, represents staff, feeds back and facilitates staff involvement in initiatives. • Demonstrates good listening skills, accurately interprets meaning and takes action that reflects complete understanding of the message communicated. • Patients and referrers are afforded prompt, courteous attention with due regard to their dignity and in a manner that gives them confidence in the service provided

Competency	Behaviour	Performance Measure
Professional Responsibility	Consistently practices in accordance with and educates others in relevant legislation, codes, regulations, established MidCentral's Policy, procedures, guidelines and Scopes of Practice.	• Demonstrates knowledge and understanding of the Service. • Complies with agreed clerical, technical and clinical quality standards, policies, procedures and guidelines. • Ensures that complaints received are immediately forwarded to the Operations Lead. • Assists when appropriate with responses to complaints. • Complies with legislation and codes of safe practice in all aspects of work. • Complies with the professional Code of Ethics in practice. • Demonstrates commitment to professional responsibility and accountability. • Understands MidCentral Code of Patient's Rights Policy and assures service provision is in accordance • Consistently obtains informed consent prior to commencing an examination, in accordance with MidCentral & Medical Imaging Policy. • Practices within the Scope of Practice as prescribed by the MRTB. • Is enrolled actively with a recognized CPD programme. • Has an understanding of public health care trends and Medical Imaging's role within current health care initiatives.

Competency	Behaviour	Performance Measure
Professional Judgment	Makes professional judgments that promote and role model excellence in patient care and provision of clinical standards. Seeks professional assistance and takes appropriate action as required.	• Responds appropriately to an assessment of a patient's physical and psycho-social condition. • Demonstrates an ability to carry out basic patient care skills. • Reacts appropriately in an emergency situation • Makes decisions, appropriate to level of competence and experience, based on clinical knowledge with due regard for patient care and safety. • Demonstrates the ability to reprioritise or adapt work practice according to sudden/unexpected team need/demand • Assists with prioritising and allocation of workflow so that patient appointments are adhered to and receive attention, within appropriate timeframes. • Demonstrates the ability to make decisions and accepts accountability for these decisions accordingly • Shows judgement as to when to seek advice and/or assistance
Health and Safety	Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation.	• Is familiar with all policies and procedures as they affect the work environment. • Ensure that safe working procedures are practised and no person is endangered through action or inaction. • Is aware of and can identify hazards and take action accordingly, including preventing or minimising the adverse affects of hazards. • Is able to apply MidCentral's emergency procedures, including use of safety equipment and materials. • Ensure that all incidents including near misses are reported within the required timeframe using MidCentral's incident reporting system. • Actively participate in MidCentral's health and safety programmes, through input into meetings and feedback through committee structures.
Quality Improvement	Recognises opportunities to improve service	• Identifies and consistently works towards and/or assists with input into achievement

Competency	Behaviour	Performance Measure
	delivery and practices consistently in a way that promotes optimal patient care, technical excellence and clinical safety.	of organisational and team Vision, Goals & Objectives. • Consistently incorporates quality improvement principles into practice, ensuring that changes to clinical, clerical and technical practice are based on: o quality improvement activity reports o customer feedback o contractual/legislative changes o accepted procedural changes o valid research findings o accreditation audits o peer review • Is aware of and works towards the 'Shared Approach to Work Principles". • Recognises opportunities for service improvement and recommends these at appropriate forums. • Understands the requirements of accreditation and assists where appropriate to maintain accreditation status.
Management of the environment	Promotes an environment which maximises patient safety and utilises resources appropriately.	• Is aware of and applies preparation procedures for a range of examinations. • Selects and demonstrates effective and safe use of all equipment. • Demonstrates the safe and effective use of processing equipment including processors, films, chemicals and chemical mixers. • Utilises MCH Information Systems network appropriately and effectively. • Utilises MI Radiology Information System (RIS) effectively. • Demonstrates recognition of equipment faults and responds appropriately.
Te Tiriti o Waitangi		Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees

Competency	Behaviour	Performance Measure
Professional Development	Undertakes responsibility for own professional development and contributes to the development and recognition of professional practice through evaluation and maintenance of ongoing professional growth, post registration. Participates actively in set and self-directed professional development activities.	• Maintains own professional development and updates knowledge. • Articulates values, beliefs and assumptions that underpin own practice. • Recognises own level of competence, evaluates own practice and identifies direction for ongoing professional development, seeking support from colleagues in developing own practice. • Maintains a CPD folder and/or portfolio • Participates in programmes and processes that develop both individuals and the team professionally including staff meetings, film reviews, education sessions and clinical meetings. • Is aware of and uses relevant literature to enhance personal practice. • Competencies and training assessment tools are completed and up to date.
Interprofessional Skills	Understands the complexity of the multi-disciplinary environment and particularly the importance of effective team relationships.	• Forms effective links and positive working relationships with the relevant staff external to the department. • Participates in evaluation of students both UCOL/UNITEC and/or postgraduate. • Participates in cross-functional linkages with other patient / service lines to enable improved patient outcomes to be achieved. • Actively participates as a member of the team in team development and other relevant activities • Demonstrates commitment to being responsive and accessible to senior staff. • Has an understanding of the various roles of health professionals within the service and in other lines which support the continuum of patient care.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

[1] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[1] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.

Medical Radiation Technologist – Scope of Practice

(under the Health Practitioners Competence Assurance Act 2003)

1. Diagnostic Imaging - General
Qualification: Medical radiation technologists registered in diagnostic imaging have a minimum of an MRTB approved undergraduate degree in medical diagnostic imaging

2. Radiation Therapy
Qualification: Medical radiation technologists registered in radiation therapy have a minimum of an MRTB approved undergraduate degree in radiation therapy

3. Diagnostic Imaging - Nuclear Medicine
Qualification: Medical radiation technologists registered in nuclear medicine have a minimum of an MRTB approved undergraduate degree in medical diagnostic imaging and an MRTB recognised postgraduate diploma in nuclear medicine

4. Diagnostic Imaging - Ultrasound
Qualification: Practitioners who undertake ultrasound examinations will have a minimum of an MRTB approved undergraduate degree and an MRTB recognised postgraduate qualification in ultrasound

5. Diagnostic Imaging - Magnetic Resonance Imaging
Qualification: Medical radiation technologists registered in magnetic resonance imaging have a minimum of an MRTB approved undergraduate degree in medical diagnostic imaging and an MRTB recognised postgraduate qualification in magnetic
resonance imaging