

Position Description

Employment Agreement:	APEX/DHBs Medical Imaging Technologist Collective Agreement
Position Title:	Medical Imaging Technologist
Service & Directorate:	Chief Allied Health Scientific and Technical Officer
Location:	Southland
Reports to:	Radiology Manager, Southland Hospital (Operationally) Charge Medical Imaging Technologist (Professionally)
Date:	April 2021

Our Vision

Better Health, Better Lives, Whānau Ora

We work in partnership with people and communities to achieve their optimum health and wellbeing
We seek excellence through a culture of learning, enquiry, service and caring

Our Shared Values and Behaviours

Kind <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
Looking after our people: We respect and support each other. Our hospitality and kindness foster better care.	Being sincere: We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	Best action: We are thoughtful, bring a positive attitude and are always looking to do things better.	As family: We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our statutory purpose

To improve, promote and protect the health of our population

- Promote the integration of health services across primary and secondary care services
- Seek the optimum arrangement for the most effective and efficient delivery of health services
- Promote effective care or support for those in need of personal health or disability support services
- Promote the inclusion and participation in society and the independence of people with disabilities
- Reduce health disparities by improving health outcomes for Māori and other population groups
- Foster community participation in health improvement and in planning for the provision of and changes to the provision of services
- Uphold the ethical and quality standards expected of use and to exhibit a sense of social and environmental responsibility

PURPOSE OF ROLE

Allied Health, Scientific and Technical (AHS&T) professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

To ensure safe, appropriate and timely delivery of contemporary services to patients offered by the Radiology Department. This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the SDHB in a way that is consistent with the Organisation's vision and values. This way of working will ultimately benefit all our patients and communities.

Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

Organisational Competencies

Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Drive For Results	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.

Role Specific Competencies

Interpersonal Savvy	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
Motivating Others	Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each person and use that knowledge to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.
Organisational Agility	Knowledgeable about how organisations work; knows how to get things done both through formal channels and the informal network; understands the origin and reasoning behind key policies, practices, and procedures; understands the cultures of organisations.

KEY RELATIONSHIPS

Within Southern DHB	External to Southern DHB
<ul style="list-style-type: none">Directors of Allied Health, Scientific & Technical	<ul style="list-style-type: none">Patients, families and Whanau
<ul style="list-style-type: none">AHST Professional Leaders (PLs)	<ul style="list-style-type: none">Unions
<ul style="list-style-type: none">Allied Health Professional Development Facilitator	<ul style="list-style-type: none">Tertiary training institutions (Polytechnic and Universities)

<ul style="list-style-type: none"> AHST Staff 	<ul style="list-style-type: none"> Relevant Allied Health Professional Associations and Registration bodies
<ul style="list-style-type: none"> Operational Managers 	<ul style="list-style-type: none"> Other service Provider (DHBs, NGOs, PHOs)
<ul style="list-style-type: none"> Administration Staff 	

PERSON SPECIFICATION
Professional Leader

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning – (membership, registration)	<ul style="list-style-type: none"> Must be a New Zealand registered Medical Radiation Technologist with the NZ Medical Imaging Technologist Board Must hold a current Annual Practising Certificate Practitioners Competence Assurance Act (2003) and the ESR CSPA. Current registration and participation in an accredited CPD programme 	<ul style="list-style-type: none"> Evidence of ongoing personal educational development e.g. undertaking further tertiary level education
Experience, knowledge and Skills	<ul style="list-style-type: none"> Broad understanding of profession specific practice areas Commitment to the ideals of research, evaluation methods and evidence-based best practice and procedures A sound knowledge of IT systems and applications 	
Personal Qualities	<ul style="list-style-type: none"> Outstanding interpersonal and communication skills. Ability to network, develop key relationships and partnership Innovative, proactive, enthusiastic, and flexible Ability to problem solve Demonstrable peer credibility and respect 	

KEY RESULT AREAS:

Key Accountabilities	Example of successful delivery of duties and responsibilities
Clinical Practice	
<ul style="list-style-type: none"> Practise in accordance with relevant legislation, codes, policies etc and upholds consumer rights Uphold professional code of ethics Undertake accurate and comprehensive assessments and evaluations 	<ul style="list-style-type: none"> Adheres to professional and legislative standards of practice Works according to the scope of Annual Practising Certificate Interventions and examinations are realistic and based on best practice

<ul style="list-style-type: none"> • Plan and implement appropriate interventions • Provide relevant education - including any relevant alternative options - in a format that can be clearly understood • Collaborate with patients to set realistic, patient-centred outcomes • Maintain confidentiality of patient information and documentation • Adhere to SDHB's documentation standards • Practise in a culturally safe manner 	<ul style="list-style-type: none"> • Uses standard measurement tools and equipment as set down by departmental or professional protocols • Documentation is timely, clear, concise and accurate • Assists patients to gain appropriate support and representation which reflects their cultural needs and preferences
Professional Responsibilities	
<ul style="list-style-type: none"> • Contribute to the support and education of colleagues and students to enhance development of the profession • Overseeing other staff and students as necessary • Participate in and contribute to the functioning of the team • Establish and maintain an effective working relationship with other staff • Consistently refer to and relate practice to literature and research • Critique, discuss and disseminate evidence based best practice • Reflect on and evaluate the effectiveness of own practice 	<ul style="list-style-type: none"> • Formal and informal systems in place for supporting colleagues • Supervision records for students • Participate as a team member to ensure the best outcomes for patients/ people • Implementation of evidence-based best practice procedures and guidelines • Updates knowledge related to best practice guidelines and area of practice • Professional portfolio or participation in an approved CPD programme (as per professional requirements)
Time management	
<ul style="list-style-type: none"> • Manage own time adopting a disciplined approach to establishing and following identified role-related priorities 	<ul style="list-style-type: none"> • Tasks are scheduled and completed in a timely manner
Professional Competencies	
<ul style="list-style-type: none"> • Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession • Develop and maintain professional competency • Appraisal, peer review, observed practice or other professional audits as applicable • Develop both personally and professionally to meet the changing needs of your career and profession 	<ul style="list-style-type: none"> • You maintain your professional registration • You have an up-to-date professional development plan
Other Duties	
<p>Undertake duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p>	<ul style="list-style-type: none"> • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with SDHB processes and reflects best practice. • Research undertaken is robust and well considered. • Live and support the DHB values in everything you do.
Professional Development – self	
<p>Identify areas for personal and professional development.</p>	<ul style="list-style-type: none"> • Training and development goals are identified/agreed with your manager.

	<ul style="list-style-type: none"> • Performance objectives reviewed annually with your manager. • You actively seek feedback and accept constructive criticism.
Health, Safety and Wellbeing	
Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Southern DHB's Health, Safety and Wellbeing policies, procedures and systems.	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures. • You actively encourage and challenge your peers to work in a safe manner. • Effort is made to strive for best practice in Health and Safety at all times.
Treaty of Waitangi	
Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your interaction with others on a day to day basis.	<ul style="list-style-type: none"> • <i>Partnership</i> – You interact in good faith and in the nature of a partnership. There is a sense of shared enterprise and mutual benefit where each partner takes account of the needs and interests of the other. • <i>Participation</i> – You work in partnership with our treaty partners to enable our organisation to prosper. You are mindful of the varying socio-economic conditions that face our people and work hard to remove barriers of access to health and education. • <i>Protection</i> – You work proactively to protect the rights and interests of Māori, including the need to proactively build the capacity and capability of Māori.

Note: the above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date