

## Position Description

<b>Position</b>	<b>Cardiac Physiology Technician</b>
<b>Team / Service</b>	Cardiology
<b>Directorate</b>	Sub Specialty Medicine
<b>District</b>	Capital, Coast and Hutt Valley
<b>Responsible to</b>	Section Head, Catheter Lab & Non-Invasive
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work from Wellington Regional Hospital

## Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

## Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

[TeWhatuOra.govt.nz](https://www.tewhatuora.govt.nz)

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*MHAIDS is the mental health, addiction and intellectual disability service  
for the Capital, Coast, Hutt Valley and Wairarapa districts*

**Te Kāwanatanga o Aotearoa**  
New Zealand Government

- provide secondary and tertiary, medical, surgery and mental health and intellectual disability hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district localities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

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Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

**Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.

**Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.

<b>Mana tāngata</b>	Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
<b>Mana Māori</b>	Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge). We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## The Vision, Mission and Values from our District

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We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

### Hutt Valley

<b>Vision:</b>	Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another
<b>Mission:</b>	Working together for health and wellbeing
<b>Ō mātou uara - Values:</b>	Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

### Capital and Coast:

<b>Vision:</b>	Keeping our community healthy and well
<b>Mission:</b>	Together, Improve the Health and Independence of the People of the District
<b>Values:</b>	Manaakitanga – Respect, caring, kindness Kotahitanga – Connection, unity, equity Rangatiratanga – Autonomy, integrity, excellence

## District Responsibility

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The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for

achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Unit Perspective

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The Cardiology Service provides secondary and tertiary care for patients with cardiac health problems. Patients treated by the department on a secondary level are domiciled in the Wellington Region, Porirua basin and Kapiti Coast.

Tertiary referrals are accepted from the Hutt Valley, Palmerston North, Mid Central, Wairarapa, Whanganui, Hawkes Bay and Nelson-Marlborough districts. All modern cardiac services are represented – except cardiac transplantation and complex paediatric procedures.

The Cardiology department includes, outpatient clinics, including specialist outpatient clinics at Wellington, Hutt Valley, Kenepuru, Kapiti and Whanganui hospitals, a rehabilitation service and a range of diagnostic monitoring services at Wellington and a Cardiac Care Unit for acute cardiac assessment and management.

Day cases are managed in the Interventional Recovery Ward, adjacent to the cardiac catheter suite.

The cardiac procedure suite comprises of three catheter laboratories where a range of diagnostic and therapeutic activities are performed including:

- Cardiac catheterisation
- Coronary angiography and angioplasty
- OCI, IVUS, FFR
- Complex PCI/CTO
- Temporary and permanent pacemakers
- ICD and CRT implantation
- Interventional Electrophysiology
- Structural Heart Disease interventions including TAVI, PFO, ASD and LAAC

We also offer a broad range of diagnostic imaging including:

- Echocardiography including contract, 3D and stress echocardiography
- Transoesophageal echocardiography
- Cardiac MRI (1.5 and 3.0T)
- Cardiac CT

The cardiology department has strong associations with the on-site Wellington School of Medicine/University of Otago.

## Purpose of the role

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### Role Perspective

Cardiac Physiology Diagnostic Service is a team of Cardiac Physiology Technicians and Cardiac Physiologists who work closely with physicians, administration and support staff to provide a high quality, efficient and patient-focused service for both inpatients and outpatients.

The role of a Cardiac Physiology Technician is to perform cardiac diagnostic tests within their scope of practice. These tests include electrocardiography, ambulatory monitor fitting and removal and exercise stress testing. Inherent in the practice of this role is being patient focused and maintaining professional standards. Ongoing education and training is essential to gain and maintain a level of knowledge, training and expertise to meet the required competency standards.

### **Purpose of the role**

The Cardiac Physiology Technician should perform all cardiac diagnostic tests to a high standard ensuring the needs of the patients accessing the Cardiology Service are met.

The Cardiac Physiology Technician achieves an in-depth knowledge and understanding of all technical and support tasks and participates in training as required. They may need to perform other duties as required to meet operational needs, such as administrative support work and providing cardiac diagnostic services to any of the CCDHB sites.

### **Key Accountabilities**

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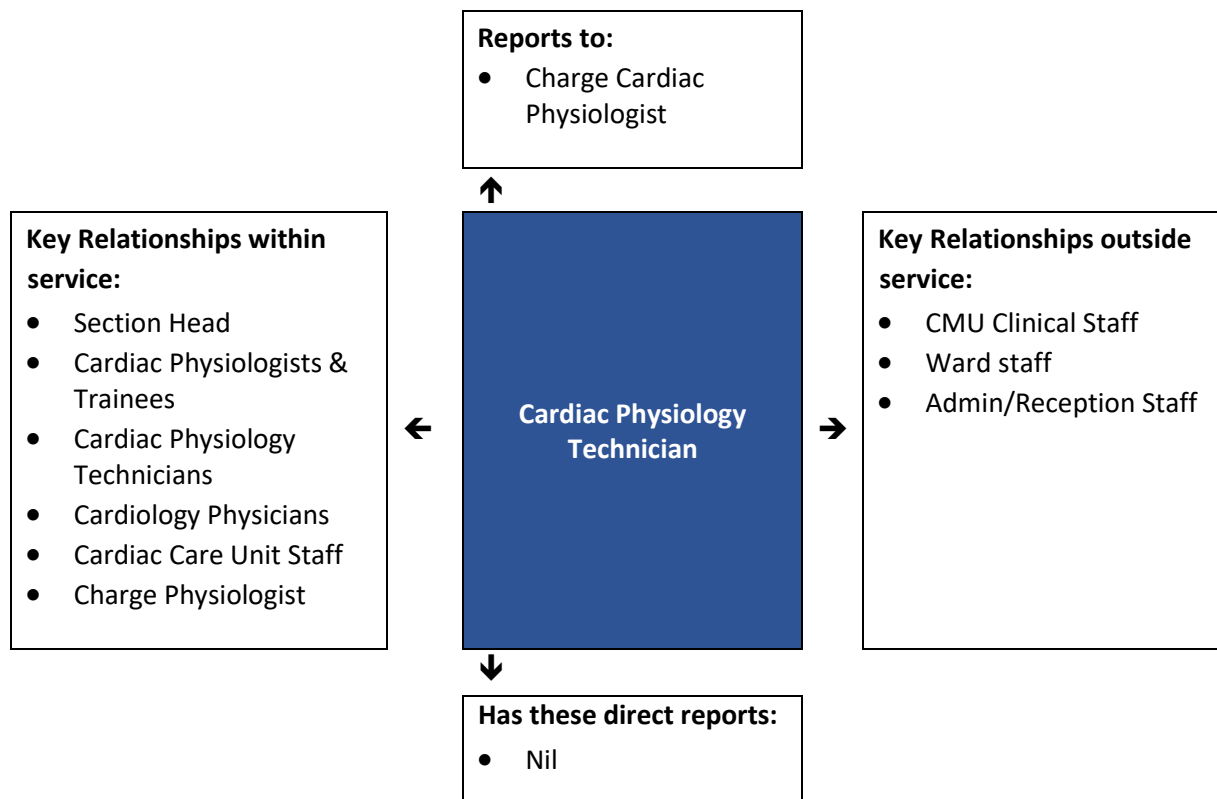
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

<b>Key accountabilities</b>	<b>Deliverable/Outcomes</b>
<b>1. Patient Care</b>	<ul style="list-style-type: none"><li>• Complies with CCDHB policy and procedures, including Code of Conduct</li><li>• Demonstrates respect for patients' rights , comfort and confidentiality</li><li>• Ensures informed consent is adhered to where appropriate</li><li>• Encourages patient participation in procedures as appropriate</li><li>• Demonstrates cultural sensitivity in dealings with patients and their families/ significant others</li><li>• Promotes customer satisfaction</li></ul>
<b>2. High Quality Diagnostic Testing</b>	<ul style="list-style-type: none"><li>• Consistently meet SCT competency standard for competencies within scope of practice</li><li>• Follows all internal processes and guidelines for practice</li><li>• Efficient service delivery</li><li>• Patient focused</li></ul>
<b>3. Maintaining Equipment &amp; Supplies &amp; Service</b>	<ul style="list-style-type: none"><li>• Equipment, supplies and testing rooms and team areas are maintained and stocked</li><li>• Maintains current knowledge of correct technical operation of equipment, working within written operational guidelines/procedures</li><li>• Contributes positively to equipment maintenance &amp; cleaning programmes</li><li>• Ensures equipment is maintained in good working order</li></ul>

<b>4. Communication</b>	<ul style="list-style-type: none"> <li>• Effective &amp; professional communication with all staff, patients, families and others regarding clinical care, in accordance with policies and procedures</li> <li>• Attends and participates in regular team meetings</li> <li>• Recognises and uses communication systems appropriately, e.g. paper processes, interpreter services</li> <li>• Ensures information given to others is accurate, up-to-date and recognises ethical, cultural, professional and statutory requirements</li> <li>• Seeks clarification from appropriate others if uncertain of intent of meaning of communications</li> <li>• Written and oral work-related communications are clear, with essential information conveyed</li> </ul>
<b>5. Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Actively participates in quality improvement activities</li> <li>• Understands and uses Reportable Event system</li> <li>• Participates in audit activities when required</li> </ul>
<b>6. Hazard &amp; Risk Management / Minimisation</b>	<ul style="list-style-type: none"> <li>• Complies with responsibilities under the Health &amp; Safety in Employment Act 1992</li> <li>• Actively contributes to risk minimisation activities within the service</li> <li>• Actively participates in hazard identification and management processes</li> <li>• Actively supports and complies with health and safety policy and procedures</li> <li>• Proactively reports and remedies any unsafe work conditions, accidents &amp; injury</li> </ul>
<b>7. Education</b>	<ul style="list-style-type: none"> <li>• Completes the Certification in Physiological Measurement (CPM), if not already achieved.</li> <li>• Maintains the education standard of a Clinical Physiology Technician</li> <li>• Participates in ongoing professional development</li> <li>• Maintains CPR Core Skills</li> <li>• Active involvement in departmental &amp; relevant external education and equipment training sessions</li> <li>• Provides clinical supervision to junior colleagues</li> </ul>

A temporary change of location to another base may be required in order to meet client and service requirements.

## Key Relationships & Authorities



## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
<b>Composure</b>	<i>Stays calm in spite of difficulties</i> <ul style="list-style-type: none"><li>• Is cool under pressure</li><li>• Does not become defensive or irritated when times are tough</li><li>• Is considered mature</li><li>• Can handle stressful situations</li></ul>
<b>Customer Focus</b>	<i>Demonstrates commitment to understanding and providing what customers want.</i> <ul style="list-style-type: none"><li>• Is dedicated to meeting the expectations and requirements of internal and external customers</li><li>• Acts with service users in mind</li></ul>

	<ul style="list-style-type: none"> <li>Establishes and maintains effective relationships with customers and gains their trust and respect</li> </ul>
<b>Integrity &amp; Trust</b>	<p><i>Is seen as a direct, truthful individual.</i></p> <ul style="list-style-type: none"> <li>Is widely trusted</li> <li>Is seen as a direct, truthful individual</li> <li>Can present the unvarnished truth in an appropriate and helpful manner</li> <li>Keeps confidences</li> <li>Admits mistakes</li> <li>Doesn't misrepresent her/himself for personal gain</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>Develops constructive working relationships with other team members.</li> <li>Has a friendly manner and a positive sense of humour.</li> <li>Works cooperatively - willingly sharing knowledge and expertise with colleagues.</li> <li>Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments.</li> </ul>
<b>Quality and Innovation</b>	<ul style="list-style-type: none"> <li>Provides quality service to those who rely on one's work</li> <li>Looks for ways to improve work processes - suggests new ideas and approaches</li> <li>Explores and trials ideas and suggestions for improvement made by others</li> <li>Shows commitment to continuous learning and performance development</li> </ul>
<b>Taking Responsibility</b>	<ul style="list-style-type: none"> <li>Is results focussed and committed to making a difference</li> <li>Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected.</li> <li>Adjusts work style and approach to fit in with requirements</li> <li>Perseveres with tasks and achieves objectives despite obstacles</li> <li>Is reliable - does what one says one will</li> <li>Consistently performs tasks correctly - following set procedures and protocols</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Practises active and attentive listening</li> <li>Willingly answers questions and concerns raised by others</li> <li>Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged</li> <li>Is confident and appropriately assertive in dealing with others</li> <li>Deals effectively with conflict</li> <li>Explains information and gives instructions in clear and simple terms</li> </ul>
<b>Partnership with Maori</b>	<ul style="list-style-type: none"> <li>Understands the principles of Te Tiriti o Waitangi and how these apply within the context of health service provision;</li> <li>Applies the notion of partnership and participation with Maori within the workplace and the wider community;</li> <li>Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved;</li> <li>Implements strategies that are responsive to the health needs of Maori.</li> </ul>

## Experience and Capability

### A. Knowledge, Skills & Experience:

- Work experience in a healthcare environment



- Certification in Physiological Measurement (CPM) via the Society of Cardiopulmonary Technology
- Certificate in Medical Technology (MTEx 701 and 702) via Otago University

**B. Essential Professional Qualifications / Accreditations / Registrations:**

- NCEA Level 2 including a science subject.
- Eligible to register with the Clinical Physiologist Registration Board (CPRB) as a Physiology Technician with Cardiac Scope and upon successful employment and maintains an APC

**C. Someone well-suited to the role will place a high value on the following:**

- Working within a team for good outcomes for patients who access the Cardiology Diagnostic service.

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**Ma tini, ma mano, ka rapa te whai**  
**By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.