

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Specialist Vascular Sonographer
Reports to	Unit Charge Ultrasound
Location	Wellington & Porirua
Department	Radiology Services
Date	25-07-2026
Salary band (indicative)ⁱ	ĀPEX Sonographer MECA
Children's Worker roleⁱⁱ	Yes

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 provide efficient, high quality, patient-focussed vascular ultrasound imaging for CCHV Radiology, and to autonomously report vascular ultrasound examinations within an accredited scope of practice.

The Specialist Vascular Sonographer acts as the primary responsible practitioner for the examinations they perform and the reports they finalise, with radiologist support remaining available for complex or uncertain cases. The role enables timely, accurate reporting of vascular ultrasound examinations by suitably trained and accredited reporting sonographers, as described under the ĀPEX Sonographers' Collective Agreement, improving patient access and outcomes and formally recognising specialist vascular sonographers as authorised reporting practitioners.

Radiology Services provide a wide range of diagnostic and interventional imaging for CCHV and adjacent regions, including Angiography, CT, Fluoroscopy, Mammography, MRI, Nuclear Medicine, Ultrasound and General Radiography. The service is multi-disciplinary, employing Radiologists, Nurses, Administration Support Staff, Medical Radiation Technologists (MRTs) and Sonographers. The Radiology department is a training institution for Radiology Registrars, MRTs and Sonographers.

Vascular reporting is undertaken at Wellington, Kenepuru and Hutt Hospitals. This position description must be read in conjunction with the CCHV Specialist Vascular Sonographer Reporting policy and the National Clinical Governance Group Clinician

Only Reporting Policy. Where there is any conflict, the Clinician Only Reporting Policy takes precedence.

Key Result Area	Expected Outcomes / Performance Indicators
Vascular ultrasound imaging and examination	• Performs vascular ultrasound examinations in accordance with local vascular protocols, which are aligned with national and international vascular guidelines. • Produces diagnostic imaging of acceptable quality and performs imaging in a timely fashion. • Undertakes examinations within the accredited scope, including vascular surveillance scans (AAA, aortic and peripheral vascular graft surveillance such as EVAR, aorto-femoral, femoro-femoral and axillo-femoral, upper and lower limb bypass graft surveillance, and mesenteric artery surveillance), upper and lower limb arterial ultrasound, lower limb venous insufficiency ultrasound, fistula ultrasound, and upper and lower limb vein mapping. • Assists clinicians to perform interventional procedures with ultrasound guidance. • Assists with maintaining equipment and supplies required within the service, follows the equipment fault reporting process, and participates in equipment quality assurance activities. • Records required procedural information in the Radiology Information System.
Autonomous reporting and scope of practice	• Acts as the primary responsible practitioner for the examination and the report, autonomously completing and finalising clinical sonography reports within the accredited scope. • Prepares a diagrammatic (Genesis) worksheet report, uploads it to PACS so that it is accessible through Single Clinical Portal, and completes sign 3 in RIS using the approved pre-prepared statement. • Reports only referrals within the currently approved referral scope, recognising that scope may be extended to additional services following formal review. • Works strictly within the approved scope of work, and does not report carotid, DVT or renal transplant examinations, or any examination covered by the Clinician Only Reporting Policy. • Seeks advice from the supervising radiologist whenever there is clinical uncertainty, and escalates complex cases or incidental findings for radiologist review.
Communication of findings and clinical liaison	• Communicates non-urgent abnormal outpatient vascular surveillance findings by email to the referring vascular SMO and relevant RMOs, and ensures receipt is confirmed. • Communicates urgent abnormal findings verbally and without delay, to the vascular RMO on the on-call phone for surveillance and inpatient examinations, and to the renal CNS or vascular RMO on call for fistula ultrasound. • Records communication of results to the relevant medical team on the diagrammatic report.

	• Participates in vascular MDT meetings, at which cases and outcomes are reviewed as a quality activity. • Communicates with CCHV staff in accordance with the Code of Conduct, and maintains effective liaison between clinical teams, Radiology staff, the Ultrasound team and Radiology administration.
Quality assurance, audit and accreditation	• Maintains accreditation as a reporting sonographer through the vascular reporting governance group, and completes the three-month probationary period on appointment during which all examinations are reported by a radiologist. • Submits a minimum of 5% of ultrasound activity to monthly audit, assessing image quality, adherence to protocols, accuracy of reporting, and adherence to RANZCR reporting standards. • Ensures audit samples are representative, spanning upper and lower limb arterial, lower limb venous insufficiency, fistula, and upper and lower limb vein mapping examinations. • Participates in peer review and peer-to-peer audit, and implements corrective actions promptly where discrepancies are identified. • Participates in the reportable event process, in service quality improvement initiatives and in service audits.
Professional practice, development and patient care	• Ensures the ultrasound service delivers care to the patient that meets the standards required by the Health and Disability Code of Consumers' Rights and other relevant legislation. • Complies with responsibilities under the Health Practitioners Competency Assurance Act 2003, the MRTB Code of Ethics, and all governing legislation. • Maintains a comprehensive insurance policy providing professional indemnity, public liability and product liability cover. • Is enrolled in an approved CME programme, attends vascular CME events, and completes an annual performance review including professional development planning. • Supports student sonographer training, ensures appropriate supervision of students, and provides clinical teaching and mentoring to colleagues.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.

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.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Any examination or finding that falls outside the accredited vascular reporting scope, or that is covered by the Clinician Only Reporting Policy.
- Clinical uncertainty about imaging findings, diagnosis or management recommendations where radiologist input is required.
- Audit results that do not meet the required criteria, and any adverse outcome, discrepancy or reportable event.
- Any change to MRTB registration, scope of practice, practising certificate or professional indemnity, public liability or product liability cover.
- Proposals to extend the scope of work to additional referring services or examination types.

Relationships

External	Internal
• Medical Staff • Nursing Staff • Laboratory • Orderlies • Equipment service contractors	• Radiology Service/Team/Clinical Leaders • Clinical Lead Radiologist (day-to-day clinical oversight) • Unit Charge • Vascular reporting governance group

	• Vascular and Renal clinical teams, including vascular SMOs and RMOs and the renal CNS • Ultrasound team and Student Sonographers • Medical staff, Nurses and Nurse Educators • Technical Staff and Radiographic Assistants • Administration Staff
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About you – to succeed in this role

You will have

Essential:

- A specific vascular ultrasound qualification, or an MRTB-accredited postgraduate vascular ultrasound qualification held alongside general sonographer registration.
- A nationally recognised postgraduate qualification in medical ultrasound.
- Registration with the New Zealand Medical Radiation Technologists Board under the Vascular Sonographer scope of practice; or registration under the Sonographer scope of practice together with a successfully completed MRTB-accredited postgraduate vascular ultrasound qualification.
- Current Annual Practising Certificate.
- A comprehensive insurance policy providing professional indemnity, public liability and product liability cover.
- Accreditation as a reporting sonographer by the vascular reporting governance group. New appointees complete a three-month probationary period during which all examinations are reported by a radiologist.
- Satisfactory Children's Act 2014 safety check, including Police vetting, prior to commencing and every three years thereafter.
- More than five years' post-graduate experience performing specialist vascular ultrasound examinations.
- Ability to demonstrate satisfactory audit outcomes of reporting practice.
- Experience across vascular surveillance, arterial, venous insufficiency, fistula and vein mapping ultrasound.
- Maintains clinical standards and uses evidence-based literature to influence the care given through best practice.
- Participates in the development of best practice based on theory and research.
- Actively seeks debriefing following challenging situations, and provides a forum for the exploration, discussion and resolution of ethical issues arising in practice.
- Commitment to the principles of Te Tiriti o Waitangi.

Desired:

- Experience acting as an auditor, or in peer-to-peer audit, of vascular ultrasound reporting.
- Experience supervising or mentoring student sonographers or colleagues undertaking vascular training.
- Experience in implementing Te Tiriti o Waitangi in action.

You will be able to Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Work autonomously as the primary responsible practitioner for vascular ultrasound examinations and reports, while recognising the limits of the accredited scope of practice.
- Recognise clinical uncertainty and escalate promptly to the supervising radiologist rather than proceeding.
- Communicate urgent abnormal findings verbally and without delay to the right clinician, and document that communication.
- Sustain performance under regular audit scrutiny and respond constructively to audit findings.
- Provide training, supervision and mentoring in response to the needs of individual colleagues, students and patients, and ensure opportunities for reflective practice.

Desired:

- Contribute to the review and extension of the vascular reporting scope of work, and to the development of local vascular protocols.

ⁱ 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.

ⁱⁱ 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.