

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

Title	Medical Imaging Technologist			
Reports to	Unit Charge General Medical Imaging Technologist			
Location	Wellington and Kenepuru Hospitals			
Department	Radiology Services, Blood, Cancer, Pharmacy, Palliative Care and Radiology directorate (Capital, Coast & Hutt Valley)			
Direct Reports	Nil		Total FTE	[TBC]
Budget Size	Opex	[TBC]	Capex	[TBC]
Delegated Authority	HR	Nil	Finance	Nil
Date	23 August 2026			
Salary band (indicative)*	Step 1-7, \$77,087 - \$107,600			

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

To provide efficient and high quality patient-focused imaging for Capital, Coast & Hutt Valley Radiology Services, and to support the ongoing training of student Medical Imaging Technologists as an active participant in educational activities that support continuing professional development for the team.

Key Result Area	Expected Outcomes / Performance Indicators
Provide high quality diagnostic images	• Produce diagnostic imaging of consistently high quality. • Perform imaging in a timely manner. • Record all required procedural information in the Radiology Information System.
Staff communication	• Communicate with all Health NZ staff in line with the Code of Conduct.
Patient care	• Deliver care to patients that meets the standards required by the Health and Disability Code of Patient Rights and other relevant legislation.
Equipment and supplies	• Assist with maintaining equipment and supplies required within the service. • Follow the radiology equipment fault-reporting process. • Participate in equipment quality-assurance activities.

	Identify areas of knowledge gaps regarding equipment functionality.
Professionalism	- Comply with responsibilities under the Health Practitioners Competence Assurance Act 2003. - Comply with the MRTB Code of Ethics and all governing legislation. - Participate in the performance appraisal process. - Develop and maintain current knowledge of professional practice and developments. - Participate fully in department roster systems.
Quality and risk	- Participate in the reportable-event process. - Participate in service quality-improvement initiatives.
Student training	- Be actively involved in student training. - Ensure appropriate supervision of students.
Te Tiriti o Waitangi	- Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. - Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. - Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	- Commits to helping all people achieve equitable health outcomes. - Shows a willingness to personally take a stand for equity. - Supports Māori-led and Pacific-led responses.
Innovation & Improvement	- Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. - Models an agile approach – tries new approaches, learns quickly, adapts fast. - Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	- Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. - Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

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 the Department Manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Clinical uncertainty about imaging findings, diagnosis or management recommendations where radiologist input is required.
- Any change to MRTB registration, scope of practice, practising certificate or professional indemnity, public liability or product liability cover.

Relationships

External	Internal
- Patients - Medical staff - Nursing staff - Equipment service contractors - Orderlies	- Unit Charge MIT in rostered work area - Radiology service / team / clinical leaders - Medical staff - Technical staff - Interventional Radiology ward nursing staff - Student MITs - Administration staff

About you – to succeed in this role

You will have

Essential:

- Tertiary qualification in Medical Imaging (Medical Radiation Technology) recognised by the Medical Radiation Technologists Board.
- Registration as a Medical Imaging Technologist (MIT) with the NZ Medical Radiation Technologists Board, with a current Annual Practising Certificate.
- This position is classified as a children's worker under the Children's Act 2014, requiring a safety check including police vetting before commencing and every three years.
- Maintains clinical standards and applies evidence-based literature and best practice to the care provided.
- Participates in the development of best practice based on theory and research.
- Actively seeks debriefing following challenging situations and supports resolution of ethical issues arising in practice.
- Places a high value on providing an efficient, high quality, patient-focused imaging service.
- Demonstrates composure, teamwork, clear communication, cultural competence and a strong customer focus.

Desired:

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You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Produce high quality diagnostic images efficiently across a range of modalities and record procedural information accurately.

- Supervise and support student Medical Imaging Technologists through education, mentoring and collaborative teamwork.
- Participate fully in a 24/7 rostered radiology service.

Desired:

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*