

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

Title	Medical Imaging Technologist – MRI			
Reports to	MRI Team Leader			
Location	Te Matau a Māui Hawke's Bay			
Department	Medical Imaging (Radiology) - Hospital Group			
Direct Reports	NIL		Total FTE	1 FTE
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	July 2025			
Job band (indicative)	APEX & Te Whatu Ora MRI & Nuclear Medicine Technologists Collective Agreement T1-T2			

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

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

This is a clinical role that is integral in providing a quality MRI service to improve health outcomes for our patient population.

The primary purpose of the role is to: Provide a quality MRI imaging service to all clients

Key Result Area	Expected Outcomes / Performance Indicators
Provision of high quality MRI services:	<ul style="list-style-type: none"> • Performance of quality examinations which are appropriate and accurate and in keeping with latest technological advances. • Patient focused care through effective communication, respect and dignity in an empathetic yet professional manner. • Service efficiency through personal reflective practice of examinations times, workflow and patient volumes. • Adhere to MRI safety procedures (Zone protocols, screening processes) • Maintain up-to-date knowledge of MRI safety practices • Identify and report hazards or incidents according to policy •
Performance of tasks	<ul style="list-style-type: none"> • Knows and understands all procedures. • Checks, maintains and cleans equipment. • Understands equipment and uses it accurately. Recognises any actual and potential complication.

	<ul style="list-style-type: none"> Processes images to the required standard and following set protocols. Recognises and self-corrects faults. Demonstrates confidence and accuracy in patient positioning. Demonstrates initiative during procedures. Makes a decision based on knowledge and understanding of anatomy and pathology. Provides proactive and ongoing clinical supervision of MIT students.
Team Member responsibility	<ul style="list-style-type: none"> Works as part of a multi-disciplinary team. Understands and actions team nature of the service. Co-operates with other disciplines to provide the service. Takes lead in the absence of clinical specialist/Team Leader. Informs other team members when procedures are sub-optimal. Contributes constructive suggestions to improve work practices. Treats all staff, patients and clients in a courteous manner, applying HB values of respect, improvement, partnership and care. Any other task as assigned by the Team Leader
Training and on-going development	<ul style="list-style-type: none"> Maintains competency and training obligations within the workplace. Attends and contributes to department seminars and / or presentations. Attends and / or contributes to professional course, seminars, meetings or conferences as appropriate. Initiate and/or contribute to clinical review/case conference meetings as appropriate.
Clinical Supervision of Trainee MRI MITs (Qualified Staff)	<ul style="list-style-type: none"> Supervision of trainees rostered to work areas. Accuracy of images taken by trainees is checked for maintenance of high standard. Trainees are supported and teaching carried out as per training plan and where applicable.
Knowledge of and compliance with Hawke's Bay Hospital policies	<ul style="list-style-type: none"> Understands and follows all relevant department policies and procedures. Reviews all new department documentation as relevant. Attends annual fire and disaster seminar. Follows health, safety and emergency procedures. Reports workplace injuries and accidents and also reports any issues that affect staff safety. Health, safety and emergency procedures are followed. Completed mandatory training in timely fashion.

Responsibility for aspects of own professional development	<ul style="list-style-type: none"> • Maintain current registration and Annual Practising Certificate with the MRTB • Participate in continuing professional development (CPD) activities • Establish annual goals, objectives, performance targets and strategies to meet these. • Attend educational opportunities/conferences relevant to the role and scope of practice. Participate in in-house CPD education. • Participate in relevant research activities. • Complete mandatory training in timely fashion.
Quality Assurance and Documentation	<ul style="list-style-type: none"> • Maintain accurate patient records, including proper use of PACS/RIS systems and clinical documentation. • Adhere to established scanning protocols and quality assurance standards.
CUSTOMER SERVICE AND QUALITY IMPROVEMENT	<ul style="list-style-type: none"> • Demonstrates a commitment to customer service and continuous quality improvement. • Identifies customer needs and offers ideas for quality improvement. Effective management of customers/situations
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.
	<ul style="list-style-type: none"> • Undertake duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience • Respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • Produce work that complies with organisational processes and reflects best practice.

Matters which must be referred to the MRI Team Leader

- Any quality or safety issues
- Serious operational issues
- Any emerging factors that could impact on Radiology's ability to attain imaging within a designated time frame.
- Any emerging factors that could prevent achievement of Radiology's objectives at year end
- Any matter that may affect the reputation of Radiology or HNZ Hawke's Bay hospital
- Any matter of non-compliance to HNZ Hawke's Bay hospital's policies and procedures

Relationships

External	Internal
<ul style="list-style-type: none"> • Health Providers outside HNZ Hawke's Bay hospital • Referrers • MRI vendors and service providers • Educational Providers 	<ul style="list-style-type: none"> • MRI Team Leader • MRI Staff • Radiology Service Manager • Radiology Clinical Director • Other HNZ HB Operating units • Medical staff • Professional advisors • Clients/ Customers/ Patients

About you – to succeed in this role

You will have

Essential:

- Bachelor of Medical Imaging (or equivalent recognised by MRTB)
- Current registration with the **MRTB (MRI scope)** and a valid APC
- Demonstrated competence in a range of MRI examinations
- Understanding of Te Tiriti o Waitangi and application of its principles in healthcare
- A commitment to achieving equitable outcomes for Maori.
- Excellent interpersonal and communication skills
- Ability to work under pressure and manage competing priorities

Desired:

- Experience in a public hospital or acute setting
- Familiarity with GE MRI platform
- Experience with RIS/PACS systems
- IV certification for contrast administration

Critical Competencies

Technical Skills

- Excellent technical skills in the field of MRI.
- Able to produce good images under difficult and/or challenging conditions

Communication/ Interpersonal Skills

- Actively listens, drawing out information and checking understanding.
- Expresses information effectively, both verbally and in writing, adjusts language and style to the recipients and considers their frame of reference.
- Empathises with others and considers their needs and feelings.

Organising

- Establishes a plan of action and achieves priority goals.
- Able to prioritise workflow and urgency of patients
- Manages workload/flow, recognises and addresses barriers and takes account of changing priorities.

Bicultural Approach

- Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori

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| Customer Orientation | <ul style="list-style-type: none">• Develops a positive working relationship with customers and staff.• Identifies and seeks to meet their needs.• Treats them as first priority.• Excellent communication and empathy shown |
| Self-Management | <ul style="list-style-type: none">• Sets high standards and strives to achieve stretching goals.• Displays drive and energy and persists in overcoming obstacles.• Copes with stressful scenarios• Is resilient to change and understands personal limitations.• Is proactive and displays initiative. Is enthusiastic about their work and demonstrates this. |
| Values Diversity | <ul style="list-style-type: none">• Appreciates insights and ideas of all individuals and work effectively with these differences. |

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.