

**Te Whatu Ora, Waitaha [Health New Zealand] is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.**

<b>Position Title:</b>	Staff Radiation Therapist	
<b>Reports to:</b>	Clinical Manager Radiation Therapy via Section Heads and Supervisor Radiation Therapists according to Roster	
<b>Key Relationships:</b>	<b>Internal:</b> <ul style="list-style-type: none"> <li>• All Radiation Therapy staff and Students</li> <li>• Radiation Oncologists and Registrars</li> <li>• Medical Physics Staff</li> <li>• Nurses</li> <li>• Clerical and Administrative Staff</li> <li>• Other multi-disciplinary team members involved with the care and management of oncology patients</li> </ul>	<b>External:</b> <ul style="list-style-type: none"> <li>• Patients</li> <li>• Public</li> <li>• Patient Support Organisations</li> <li>• External health care providers involved with care and management of oncology patients</li> </ul>
<b>Organisational Vision:</b>	Te Whatu Ora, Waitaha vision is to promote, enhance and facilitate the health and well being of the people of the Canterbury District.	
<b>Organisational Values &amp; Philosophy:</b>	Te Whatu Ora, Waitaha is committed to being an excellent and caring funder / provider of health and hospital services. Integral to the achieving our vision, goals and objectives of the DHB are the values of the organisation: <ul style="list-style-type: none"> <li>• Care &amp; respect for others</li> <li>• Integrity in all we do</li> <li>• Responsibility for outcomes</li> </ul>	
<b>Departmental Core Value Statement</b>	To be a strong, supportive team, striving to provide excellence in all we do for our patients and Te Whatu Ora, Waitaha in a safe environment whilst having FUN.	
<b>Role Purpose:</b>	To provide and deliver radiation therapy and associated patient management tasks.	

**KEY ACCOUNTABILITIES:**

The Staff RT is responsible for:	The Staff RT will be successful when
<p><b>1. Providing Radiation Therapy in a technically competent and efficient manner.</b></p>	<ul style="list-style-type: none"> <li>• Providing radiation treatment that is planned, delivered and recorded in an accurate and efficient manner following agreed protocols and procedures in accordance with ORS Code of Practice</li> <li>• Functioning efficiently in all work areas.</li> <li>• Providing the patient with clear, appropriate communication/information about procedures, and that the patient receives the appropriate referral to allied services if required.</li> <li>• Reporting incidents, discrepancies and near misses according to departmental or organisational guidelines.</li> <li>• Maintaining own levels of skill and effectiveness in all areas of radiation therapy by keeping abreast of current literature and developments in the field of Radiation Oncology and allied subjects. Also attend relevant meetings, courses and programs following prior approval of the Radiation Therapist Clinical Manager.</li> <li>• Assisting with the clinical training and on-going clinical assessment of the Radiation Therapy students under guidance from the clinical tutor.</li> <li>• Participating in on-call roster, or alternatively arranging appropriate cover on the allocated weekend.</li> </ul>
<p><b>2. Health and Safety</b> Maintaining a high quality, safe and secure work environment by following relevant Canterbury DHB and divisional policies, protocols and standards.</p>	<ul style="list-style-type: none"> <li>• Participation in health and safety in the workplace occurs</li> <li>• Safe work practice is carried out</li> <li>• Safe use and maintenance of equipment occurs</li> <li>• Accidents are reported</li> <li>• Hazards are identified controlled and monitored</li> <li>• Emergency procedures are known</li> <li>• Advice in safe work practice is sought from your manager if required</li> </ul>
<p><b>3. Quality</b></p>	<ul style="list-style-type: none"> <li>• Ensuring a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement.</li> </ul>

**PERSON SPECIFICATION:**

<b>Leadership Capabilities (as per the Leadership Capability Framework)</b>	
<b>Dimension</b>	<b>Description</b>
<p><b>Responsibility for outcomes</b>  <i>Takes responsibility for outcomes and trust others to do the same. Gets things done by exercising initiative, judgement and making sound decisions. Maintains a safe and healthy workplace by participating in health and safety initiatives and programmes. Is proud of the part they play in the organisation and the progress its making.</i></p>	<ul style="list-style-type: none"> <li>• Open to change and improvement</li> <li>• Consistently displays sound problem solving skills</li> <li>• Make a difference in regard to patient care, each other &amp; Whanau</li> <li>• Displays inspiration, innovation and initiative</li> </ul>
<p><b>Integrity in all we do</b>  <i>Acts without bias; is truthful and transparent with information; clear and consistent in behaviour and communication; honours commitments.</i></p>	<ul style="list-style-type: none"> <li>• Communicates in an open and honest manner</li> <li>• Demonstrates personal and professional responsibility (punctuality &amp; financial)</li> <li>• Shows approachability and friendliness</li> <li>• Displays ownership of tasks and responsibilities</li> </ul>
<p><b>Care and Respect</b>  <i>Is considerate of others. Acknowledges people's feelings; stops and listens, accepts individuality and values the opinion of others. Makes every effort to keep self and others safe and well.</i></p>	<ul style="list-style-type: none"> <li>• Actively listens to others and welcomes input to get a better outcome</li> <li>• Puts patient welfare first and ensures patient care is delivered according to the HDC code of rights and current departmental protocols</li> </ul>
<p><b>Display self-knowledge</b>  <i>Personal ability to appreciate own strengths and weaknesses and effectively relate to others in a manner that promotes collaboration and goal attainment. Demonstrates a drive to improve professional performance.</i></p>	<ul style="list-style-type: none"> <li>• Aware of own strengths and weaknesses</li> <li>• Considers the needs, feelings, and capabilities of different people in different situations</li> <li>• Works across teams, projects and/or processes</li> <li>• Identifies sources of stress that affect personal performance and manages them effectively</li> </ul>
<p><b>Communicate a vision and sense of purpose</b>  <i>The skills and knowledge necessary to engage others and to inspire a sustained commitment to a vision of the future.</i></p>	<ul style="list-style-type: none"> <li>• Adheres to and promotes the aims and rationale behind the organisation's and departments vision and values</li> </ul>
<p><b>Empower others to act</b>  <i>The ability to empower people to be accountable for standards of care and performance. This includes being able to understand diversity and harness it when leading others to resolve problems and overcome barriers.</i></p>	<ul style="list-style-type: none"> <li>• Communicates in an open and honest manner</li> <li>• Builds rapport with others</li> <li>• Actively coaches and encourages feedback from others</li> </ul>

**Qualifications & Experience** *(indicate years of experience required and level of learning)*

**Essential**

- New Zealand registered or eligible for NZ registration with the MRTB
- Developed technical skills in radiation treatment planning and delivery, including mould room, brachytherapy, and radiation oncology patient management systems

**Desirable**

- Ability to “work together” in a truthful and helpful manner
- Ability to “work smarter” by being innovative and proactive
- Accepts responsibility for actions
- Excellent interpersonal and communication skills
- Professional integrity
- Committed to quality outcomes and service development
- Ability to set and meet objectives

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed in this job classification. Employees may be requested to perform job related tasks other than those specified.