

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

<b>Title</b>	Cardiac Sonographer
<b>Reports to</b>	Section Head Echo/Charge Cardiac Physiologist
<b>Location</b>	Christchurch Hospital
<b>Department</b>	Echocardiography
<b>Date</b>	December 2025
<b>Job band (indicative)</b>	Step 1 – 5 in the APEX Sonographer Collective Agreement

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

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As a Cardiac Sonographer you will perform non-invasive cardiac ultrasound to help diagnose and monitor heart conditions by evaluating heart/valve function and blood flow. This will be done as part of a multidisciplinary team including Cardiologists.

**The primary purpose of the role is to:**

- Perform diagnostic ultrasound tests.
- Operate and maintain equipment.
- Analyse and document images.
- Communicate with patients.
- Collaborate with physicians.

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
<b>Perform Clinical Procedures</b>	<ul style="list-style-type: none"> <li>• Performing cardiac ultrasound including but not limited to standard adult studies, paediatric scans, ACHD, bubble studies, DSEs &amp; cardiac stress testing.</li> <li>• Evaluating the images taken and preparing a preliminary report for the Cardiologists.</li> </ul>
<b>Departmental skills and standards</b>	<ul style="list-style-type: none"> <li>• Be available during the normal working hours for all required work and demonstrate time management skills in unrostered time.</li> <li>• Be well prepared and organised for tests, and consistently produce good quality results.</li> <li>• Participate in planned/unplanned overtime as requested.</li> <li>• Participate in “on call” services.</li> <li>• Supervising/training unqualified staff and junior qualified staff.</li> <li>• Always understand the need for patients’ privacy and confidentiality.</li> <li>• Show sensitivity to patients’ needs, demonstrating cultural sensitivity.</li> <li>• Observe professional ethics and demonstrate professional responsibility and accountability.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain adequate knowledge and sufficient training to carry out clinical procedures – both by keeping up skill levels, individual study, and attending training programmes.</li> <li>• Communicate pertinent issues that have arisen within the department with appropriate staff.</li> <li>• Maintain annual practising certificate and take responsibility for own CPD.</li> <li>• Record data and results in an accurate, complete, and timely manner as required by relevant protocols/procedures.</li> <li>• Ensure equipment safety checks are current and any problems or malfunctions are reported to the Section Head of Echocardiography/Charge Cardiac Physiologist.</li> <li>• Attend and actively participate in staff meetings.</li> <li>• Annual CPR, fire safety and manual handling is maintained.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• 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.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Models an agile approach – tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>

<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>Takes responsibility to ensure appropriate risk reporting, management, and mitigation activities.</li> <li>Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the Section Head Echo/Charge Cardiac Physiologist**

- Patient concerns/complaints
- Department operational concerns
- Role expectations, personal training, and development requirements
- Health and safety concerns
- Equipment faults

**Relationships**

**External**

- Technical and Medical staff from other Hospitals
- Primary Health Providers
- Company representatives

**Internal**

- Patients undergoing Cardiac Echo Procedures of Tests
- Other Cardiac Sonographers, Cardiac Physiologists and Cardiac Physiology Technicians
- Cardiologists
- Cardiology Diagnostic & Interventional Manager
- Advanced Registrars, Cardiology
- Cardiology Day Unit and Cardiology Outpatient Nursing Staff
- Cardiology MITs
- Secretarial staff, Cardiology
- Telephonists for "on call" roster
- Maintenance and Cleaning Personnel
- Technical Officers, Cardiology

## About you – to succeed in this role

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### You will have

#### Essential:

- Experience in implementing Te Tiriti o Waitangi in action.
- BSc in Physiology or equivalent.
- Post Graduate Diploma in Cardiac Ultrasound or equivalent.
- Registration and APC with the Medical Radiation Technologists Board.

#### Desired:

Relevant medical and/or technical experience

### 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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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.
- Good organisational and time management skills and be able to prioritise.
- Ability to relate to patients and their families in a courteous and helpful manner and maintain confidentiality.
- Initiative and a flexible attitude.
- Ability to work as a member or a multi-disciplinary team and make decisions and work independently.
- Ability to perform efficiently & adapt under periods of pressure.
- Computer literacy and accuracy in recording data.
- Meticulous attention to detail.

*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.*