

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

Title	Fellow in Diagnostic Imaging		
Reports to	Chief of Radiology and/or Subspeciality Lead		
Location	Waitaha, Canterbury		
Department	Radiology Department		
Direct Reports	Supervisor Radiologist	Total FTE	N/A
Budget Size	Opex	Capex	N/A
Delegated Authority	HR	Finance	
Date	30.03.2026		
Salary band (indicative)*	Fellow – ASMS Collective Agreement Step		

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:

Key Result Area	Expected Outcomes / Performance Indicators
	To ensure that appropriate radiological studies are performed to investigate a given clinical problem. • Performing and reporting radiological procedures and reporting radiographic examinations. • Liaison with clinicians to provide specialist opinions and recommendations for further investigation as necessary. • Teaching at postgraduate and undergraduate level. • Undertaking research and audit. Aim of the Fellowship • To obtain advanced/subspecialty skills in thoracic or abdominal imaging and intervention. • Progressive independence with reporting. • Confident participation in other activities that are part of a consultant radiologist's role including clinical conferences, teaching, CPD sessions, research, and audit. • Demonstration of professional attitudes and behaviour, radiological and technical skills, and decision-making and communication skills commensurate with fellow status.
Task	Performing and reporting procedures in diagnostic radiology.

Expected Result	• Takes responsibility for the work done in the area to which he/she is rostered for each half day session. • Performs procedures, and/or reports examinations, to a high professional standard. • Provides feedback to other relevant Radiology Department staff regarding quality issues, modifications of technique, etc., as required. • Where appropriate, reads requisitions for future procedures and decides on the appropriate protocol and urgency. This is carried out at the start of each rostered session.
Task	Attends or participate in conferences and meetings associated with the subspecialty service
Expected Result	• Attend and with supervision and training lead meetings associated with the sub speciality service. • Attend and participate in weekly CME sessions. • Contribute to case review sessions.
Task	Acts as a resource person for staff within the department.
Expected Result	• Is readily available, wherever practically possible, to give opinions about radiology-related matters to clinicians. • Is available to participate in hospital meetings, which have a significant radiological component.
Task	Participates in teaching at undergraduate and postgraduate levels.
Expected Result	• Participates in the formal radiology registrar teaching programme and undertakes instruction of radiology registrars whenever applicable. • Participates in other postgraduate teaching programmes, when appropriate, including those for surgical and medical registrars. • Participates in the undergraduate teaching programme, where appropriate. • Where appropriate, teaches other professional groups within the department (eg. radiographers) or elsewhere within the hospital (eg. students from other disciplines).
Task	The Fellow will undertake other duties as reasonably requested by the Chief of Radiology or General Manager of Christchurch Hospital from time to time.
Expected Result	• All duties required to be performed are done so in a competent and effective manner, consistent with the policies, procedures, aims and objectives of Canterbury District Health Board, and in accordance with the guidelines set down by the Royal Australian and New Zealand College of Radiologists.

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.
Task	Acts as a resource person for staff within the department.
Expected Result	- Is readily available, wherever practically possible, to give opinions about radiology-related matters to clinicians. - Is available to participate in hospital meetings, which have a significant radiological component.
Task	Participates in teaching at undergraduate and postgraduate levels.
Expected Result	- Participates in the formal radiology registrar teaching programme and undertakes instruction of radiology registrars whenever applicable. - Participates in other postgraduate teaching programmes, when appropriate, including those for surgical and medical registrars. - Participates in the undergraduate teaching programme, where appropriate. - Where appropriate, teaches other professional groups within the department (eg. radiographers) or elsewhere within the hospital (eg. students from other disciplines).
Task	The fellow will undertake other duties as reasonably requested by the Chief of Radiology or General Manager of Christchurch Hospital from time to time.
Expected Result	All duties required to be performed are done so in a competent and effective manner, consistent with the policies, procedures, aims and objectives of Canterbury District Health Board, and in accordance with the guidelines set down by the Royal Australian and New Zealand College of Radiologists.

Culture & People Leadership	• Leads, nurtures, and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Culture strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
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.
Quality	Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

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.

If there are any matters relating to your practice which you are unsure of, you must seek the advice of the Fellowship Subspecialty Lead and/or Chief of Radiology

Relationships

External	Internal
• Patients and their support persons	• Radiology Director of Training
• Clinical Staff	• Radiologists

About you – to succeed in this role.

You will have

Essential:

- Qualifications recognised for specialist registration with the New Zealand Medical Council.
- Current Annual Practising Certificate

Professional Memberships Required:

- Royal Australian and New Zealand College of Radiologists of equivalent such as FRCR (Fellowship of Royal College of Radiologists)

Desired:

- Be able to work under pressure and prioritise a heavy clinical workload.
- Have excellent written and oral communication skills.
- Demonstrate a team approach to work and a collaborative working relationship with management.

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.

Key Behaviours:

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.

Personal Attributes

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.*