

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Staff Medical Imaging Technologist (Staff MIT)
Reports to	Team Leader
Location	Christchurch
Department	General Imaging
Date	18-08/2026
Salary band (indicative)ⁱ	APEX MIT MECA Step 1 to R2
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

The Staff MIT is responsible for delivering the best quality medical imaging service within available resources to meet the requirements and standards of the Radiology Service, Canterbury District Health Board, for the people of Canterbury.

The key deliverables are:

- An efficient and effective Health New Zealand Canterbury Waitaha imaging service
- A highly functional General Imaging team integrated with the wider Radiology Service
- Patient is the focus of the service, with a best for patient, best for system approach

Key Result Area	Expected Outcomes / Performance Indicators
Service Delivery	- Utilising professional knowledge and skills to ensure the provision of quality patient-centred radiographic services primarily for inpatients and/or outpatients, and also for rostered shift and weekend duties to cover a 24-hour service, seven days a week. - Radiography is delivered according to the policies, procedures and standards as set out in departmental protocols. - Radiography delivered is of a high standard.

	• Staff MITs are competent in the operation of all general equipment. • Documentation of procedure in areas where this is a requirement, eg. CT, IR and Fluoroscopy. • Whenever possible full attendance and participation in rostered shift and weekend duties. • Support and facilitation of appropriate quality indicators/programmes in order to demonstrate that service delivered is of a high quality and standard. • Must comply with the MRTB Code of Ethics.
Equipment	• Must be able to operate all general radiographic equipment safely and efficiently. • All faults will be recorded in the faults database and reported to the appropriate personnel. • Support, facilitation, and participation in quality control programmes related to the safety and suitability of radiographic equipment. • Know the location of associated equipment and stock needed for all examinations. • Promote cleanliness and tidiness during each duty
Patient-Focus	• Make a positive ID of each patient using available information. Seek further identification if necessary. • Make appropriate decisions to obtain the required information about a patient's condition, which will be used to ensure the correct and most suitable technique is used. • Explain all examinations to the patient ensuring informed consent has been given. • Have knowledge of emergency protocols and know the whereabouts of all emergency equipment. The Staff MIT must be able to initiate, then implement, emergency procedures until help arrives. • The Staff MIT must understand and preserve the need for patients' privacy and confidentiality at all times. • The Staff MIT must show sensitivity to patients' needs, demonstrating cultural awareness
Ongoing Education	• Where possible, attend regular CME talks. • Maintain and update of skills. • Participation in orientation programs, staff development and education programs when suitable • Participation in departmental research /audit projects - Demonstration and documentation of updated techniques to other staff and students • Participation in an annual staff appraisal • Maintenance and updating of skills. Constant ongoing evaluation of knowledge. - Belong to and participate in an approved CPD (Continuing Professional Development) programme, as prescribed by the HPCA Act.
Supervision and clinical training of Medical	• Ensure the students are supervised and supported and have access to protocols in the area. • Be aware of the clinical objectives for the student in the area. • Be involved in the weekly roster assessment of the student.

Imaging Students	• Report to and liaise with the clinical tutor about any issues relevant to the student. • The Staff MIT may be involved in practical competency tests. • Be a positive leader / role model for those staff they supervise or are responsible for.
Administrative Procedures	• Must have skills in the use of the Radiology Information System (RIS) and PACS viewer software. • The Staff MIT must know how to access Streamliners (online protocol), and be aware of the protocols in the event that Streamliners is unavailable. • Must code all examinations at the end of each procedure and must check periodically that coding is up to date. • Must be aware of the protocols in the event that the RIS is unavailable. • Ensure all patient details are entered fully and correctly into Comrad and the modality workstation. • All clerical issues are addressed through the Radiology Department Office Manager.
Liaison	• Communication of information is timely, relevant and effective. • Attendance and active participation in relevant meetings where possible e.g., weekly staff meeting. • Ensure that regular informal contact is made with other multi-disciplinary team members. • Liaise with other wards and departments to ensure efficiency. • Establish and maintain good rapport with other staff and departments. • Assist in the orientation of new team members.
Radiation Protection	• Staff are aware of the radiation hazards. • Ensure all staff wear the appropriate protection. • Ensure the equipment is used correctly to minimise radiation dose to the patients and staff.
Health and Safety	• Be aware of, and comply with, Health NZ health and safety policies and procedures. • Be pro-active in identifying, controlling and reporting hazards. Near misses and accidents are reported directly to their clinical leader, manager or supervisor. • Ensure staff are aware of all fire exits / procedures for management of staff and patients in the event of fire or other emergencies. Be familiar with the Radiology Department Major Incidents Procedures and be able to coordinate it if required. • Know how to log incidents through the Incident Management Programme. • Protective equipment is used when appropriate and protective clothing is worn when required. • Advice is sought from your manager if you are unsure of any work practice
Continuous Improvement	• Be conversant, and comply with, Health NZ quality systems and policies. • Be pro-active in identifying areas and methods for improvement with regard to quality.

	Participate in the implementation and ongoing support for IANZ accreditation
Communication	- Positive and professional behaviours in all relationships are role modelled. - Communication is clear, open, accurate and responsible - Confidentiality is maintained. - Communicates clearly and proactively seeks feedback. - Regular briefings and meetings are attended with relevant health professionals that work within or have input into the service. Minutes that are recorded and circulated are read and actioned appropriately. - The Staff MIT team member will contribute to a supportive environment in order to create a high functioning team.
Supervision and Training	- Staff MIT may be involved in practical competency tests. - Trainees are supervised and supported and have access to relevant information. - Trainees are aware of the clinical objectives. - Involvement in the weekly roster assessment of trainees which includes involvement in practical competency evaluations. - Feedback and liaise with the team leaders about any issues relevant to trainees is undertaken and if necessary, report to and liaise with the Team Leader about any issues relevant to the trainee.
Quality	- Conduct as required the regular Quality control tests. - Will promote health and safety of staff and patients. - Will record any safety-related problems according to departmental protocols, e.g., contrast media reactions during his/her duty. - Comply with the MRTB Code of Ethics.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	- Supports efforts to improve access to services and achieve better outcomes for the communities we serve. - Uses evidence and insights to identify barriers and opportunities for improvement. - Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	- Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. - Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. - Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.

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 your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
- Patients and their support people - Vendors - Professional bodies - Health providers	- General Imaging team - Radiology staff - CDHB clinicians and other staff - Quality team - Maintenance staff - Medical Physics and Bioengineering - Medical Imaging Students

About you – to succeed in this role

You will have

Essential:

- New Zealand registered MIT with the MRBT (or the eligibility to become registered).
- Experience in the operation of all general equipment and imaging procedures.
- Proficient verbal communication skills and an ability to communicate to a wide variety of people in a manner appropriate to the individual.
- Be committed to their personal and professional development, and to the provision patient focused Services.
- Demonstrate a strong work ethic as well as a team approach to work and a collaborative working relationship with the management team.
- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.

- Accepts responsibility for actions.
- Time management and organisational skills and an ability to prioritise work.
- Ability to work under pressure.
- Ability to work well in a multidisciplinary team and be accustomed to working in a team environment.
- Have a genuine empathy with patients, the general public and staff at all levels.
- Be an innovative thinker, who can adapt to changes in service delivery

Desired:

- Experience in working on a 24/7 service cover roster.
- Experience in working at a tertiary level health institution.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.