

## Job Description

### Consultant Radiologist

#### Department of Radiology, Te Whatu Ora - Te Tai Tokerau

<b>Position Title:</b>	Consultant Radiologist
<b>Organisation Unit:</b>	Radiology Department, Surgical & Support Services
<b>Location:</b>	Whangārei Hospital, Te Whatu Ora Te Tai Tokerau
<b>Responsible to:</b>	General Manager, Radiology Department, Surgical & Support Services, Te Whatu Ora Te Tai Tokerau
<b>Primary Functions of the Position:</b>	To provide specialist services in Radiology to Te Whatu Ora Te Tai Tokerau. To participate as an effective member of the Radiology Department.

### Functional Relationships

The Consultant Radiologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>• Radiology Manager</li> <li>• Clinical Director</li> <li>• General Manager</li> <li>• Chief Medical Officer</li> <li>• Radiologists</li> <li>• Charge MRT</li> <li>• Grade MRT's</li> <li>• Radiographers</li> <li>• Sonographers</li> <li>• Clerical staff</li> <li>• Clinical staff</li> <li>• Te Whatu Ora staff</li> </ul>	<ul style="list-style-type: none"> <li>• Patients and their families</li> <li>• Private Consultants and referring Clinicians</li> <li>• Other Health Professionals</li> <li>• General Practitioners</li> <li>• Northern Radiology – TRG</li> <li>• Royal Australian and New Zealand College of Radiologists</li> <li>• Medical Council of New Zealand</li> </ul>

## Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Consultant Radiologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Clinical duties and activities
- Personal development and teaching
- Quality assurance
- Telehealth
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training</li> </ul>
Clinical duties and activities	<ul style="list-style-type: none"> <li>• Ensure that appropriate radiological studies are performed to investigate a given clinical problem.</li> <li>• Perform and report radiological procedures and reporting radiographic examinations.</li> <li>• Carry out or supervise Ultrasound examinations of various types with credentialing requirements.</li> <li>• Take responsibility for all relevant aspects of rostered sessions.</li> <li>• Ensure reports are dictated and authorised on a continuing and timely basis. The expectation is that the level of outputs should be in keeping with recognized international standards of practice.</li> <li>• Liaise with hospital and GP clinicians to provide specialist opinions and further recommendations as required.</li> <li>• Be available to respond to referrals from the Emergency Department and provide timely turnaround of formal radiology reports in accordance with rostered responsibilities.</li> <li>• Prioritise referrals according to departmental policies, developed under the leadership of the Clinical Director Radiology.</li> <li>• Advise the referrer of urgent or unexpected incidental findings identified on imaging.</li> <li>• Vetting of incoming diagnostic referrals for appropriateness using recognized access criteria and suggest alternative imaging where relevant.</li> <li>• Participate in the after-hours on-call Radiologist roster.</li> </ul>

Key Responsibility Area	Expected Outcomes
Personal development and teaching	<ul style="list-style-type: none"> <li>• Undertakes appropriate continuing medical education in order to maintain competency as required by the New Zealand Medical Council.</li> <li>• Participate in Te Whatu Ora Te Tai Tokerau credentialing processes.</li> <li>• Ensure credentialing requirements are met and maintained.</li> <li>• Actively participate in peer review sessions.</li> <li>• Participate in Radiology department review meetings and teaching sessions.</li> <li>• Participate in the provision of House Surgeon teaching and orientation sessions.</li> <li>• Participate in Radiology Department teaching sessions and inter-departmental conferences.</li> </ul>
Quality Assurance	<ul style="list-style-type: none"> <li>• Strive for quality within all tasks undertaken, to promote an environment of continuous quality improvement.</li> <li>• Ensure all documentation and processes meet International Accreditation New Zealand (IANZ) standards.</li> <li>• Contribute to departmental clinical quality assurance including regular clinical audit, case reviews (mortality and morbidity reviews, audit, clinical and departmental meetings).</li> <li>• Participate as required in the investigation and resolution of patient complaints, and complaints made to the Health and Disability Commissioner.</li> </ul>
Telehealth	<ul style="list-style-type: none"> <li>• It is the expectation of this organisation that SMO's are aware of the benefits of Digital Health (including Telehealth) and how it supports healthcare delivery and reduces inequity including for our Māori and rural people. SMOs will openly adopt and practice digital health delivery as part of the role either within existing services or future planned services.</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>• Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> <li>• Practicing and observing safe work methods;</li> <li>• The use of safety equipment;</li> <li>• Reporting unsafe conditions or equipment; and</li> <li>• Reporting and documenting all accidents or incidents</li> </ul> </li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau</li> <li>• Complete mandatory induction training on Privacy responsibilities</li> </ul>

## Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements. The Radiologist will undertake these other duties as reasonably requested by the Radiology Clinical Director or Radiology Service Manager. All duties required to be performed in a competent and effective manner, consistent with the policies, procedures, and aims of Te Whatu Ora Te Tai Tokerau, and in accordance with guidelines set down by the Royal Australian and New Zealand College of Radiologists.

## Person Specification

### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"><li>• Qualified Medical Practitioner registered or eligible for registration with the Medical Council of New Zealand and in addition, must hold a specialist qualification in Radiology.</li><li>• Must either hold vocational registration or be able to demonstrate a pathway towards vocational registration.</li></ul>	<ul style="list-style-type: none"><li>• Area of special Interest</li><li>• Must either hold vocational registration or be able to demonstrate a pathway towards vocational registration.</li></ul>

### Experience

Essential	Desirable
<ul style="list-style-type: none"><li>• Radiology experience at specialist level</li></ul>	<ul style="list-style-type: none"><li>• Previous experience in the New Zealand health sector</li><li>• Area of Special Interest</li></ul>

### Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"><li>• Te Tiriti o Waitangi and its application to the health setting</li><li>• Privacy Act (2020) and Health Information Privacy Code (2020)</li><li>• Health and Safety at Work Act 2015</li></ul>	<ul style="list-style-type: none"><li>• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li><li>• New Zealand Council of Healthcare Standards</li></ul>

### Skills & Personal Attributes

Skills
<ul style="list-style-type: none"><li>• Excellent written and verbal communication</li><li>• Ability to balance competing priorities</li><li>• Good time management skills</li><li>• Sound analytical skills</li></ul>

Personal Attributes
<ul style="list-style-type: none"><li>• The ability to work autonomously and harmoniously within a multi-disciplinary team</li></ul>

## Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: .....

Signature: .....

Date: .....

## Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title .....

Signature of employee: .....

Date: .....

