

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.

	Consultant Radiologist
Reports to	Radiology Manager
Location	Lower Hutt – Hutt Hospital
Department	Radiology
Date	July 2026
Salary band (indicative)ⁱ	As per ASMS SECA + Job sizing and on call allowances
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:

To provide consultant radiology services, which will facilitate the provision of appropriate high quality radiological services to the clinical specialities of the Hutt Radiology Department. This includes an advisory and diagnostic service in all matters relating to radiological examinations, including equipment evaluation, quality control, appropriate procedures, determination, interpretation, advice and support to clinical departments and emergency support. There is also a requirement for interventional radiology for our services. It is expected that the behaviour of staff will reflect the values and culture of the hospital, including that of open disclosure.

The Hutt Radiology Department also provides radiology reporting and on site services to Health New Zealand Wairarapa. You would be expected to be on site at Wairarapa Hospital on a rotational basis – approximately 1 day per month.

Clinical Responsibilities

The medical practitioner is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment in accordance with best practice and relevant ethical and professional standards and guidelines as determined from time to time by:

- The NZ Medical Association's code of ethics;

- The practitioner's relevant medical college(s) and / or professional associations(s);
- The NZ Medical Council;
- The Office of Radiation Safety (CSP5);
- The Health & Disability Commission; and
- The employer's policies and procedure except to the extent that they may be inconsistent with any other provision of this agreement.

The Consultant Radiologist will provide effective, efficient and professional clinical radiology services during contracted sessions. This may include performance of general radiology reporting, fluoroscopy, CT, MRI, Ultrasound and Interventional Radiology.

Clinical coverage of the radiology services is shared on a weekly session timetable with on-call duties by Radiologists and consists of an extensive range of radiological procedures, reporting, clinical meetings and consultations.

To actively support the growth and development of the departments in expertise and procedures offered.

Key Result Area	Expected Outcomes / Performance Indicators
General Accountabilities	• Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct. • Respond to the changing needs of the District, performing other tasks as required. • Champion equality and diversity in the workplace including the Treaty of Waitangi.
Clinical	• Ensure open disclosure is adhered to within the Districts between staff, patients and their families. • Ensure adequacy and accuracy of patient records. • Reports are dictated and verified for dispatch on a timely basis. • Reports reflect a high standard of competency and accuracy. • Deal with correspondence relating to patients under care as appropriate. • Participate in developing and updating protocols and guidelines for general and specific examinations. • Participate in the development of clinical pathways that impact on Imaging. • Actively contribute to choosing wisely culture to ensure appropriate resource allocation • Actively contribute and regularly attend team/clinical meetings. • Participate in discussions regarding site development, capital equipment purchases and implementation of annual business plans.
Leadership and Instructing	• Contribute to teaching and supervision of junior staff on regular basis. • Take responsibility for supervising the work of radiology registrars when required. • Undertake teaching of House Surgeons and Registrars in other medical disciplines promoting appropriate resource utilisation and adherence to high clinical standards.

	- Attend and actively participate in clinical departmental meetings for the purpose of assessment, planning and implementing treatment. - Act as a team leader for the performance of special procedures.
Service Provision- Provide the highest standard of patient focussed, evidence based care	- Responsible for providing consultant radiology services of a high quality to the clinical specialities of Hutt and Wairarapa; this includes diagnostic and interventional radiology. - Share in the delivery of a full range of radiological procedures at Hutt and Wairarapa on a rostered basis. - Participate with the other consultants in the department in providing limited after hour's coverage. - Use allocated sessions, clinics and reporting times effectively for image reporting. - Be familiar with, and carry out all appropriate techniques for providing general and specified special radiological procedures. - Assess, diagnose and appropriately treat patients within the clinical setting. - Adhere to the protocols, guidelines and practice standards pertaining to the area of clinical practice. - Liaise with other health professionals involved with patient care. - Work in conjunction with medical colleagues, nurses, medical imaging technologists (MITs) and other health professionals to provide optimum care and satisfaction for patients. - Actively support the radiology service. - Maintain harmonious and productive working relationships. - Be aware of the role of patient advocates and patient's rights and ensure informed consent has been obtained in accordance with the imaging service policies and protocols.
Quality Assurance	- Audit other radiologists' reports on a regular and continuing basis. This is achieved by: i. Random audit of reports. ii. Dual reading CT Colonography examinations. iii. Consultation with fellow radiologists on specific subjects. - Undertake peer review through team meetings, informal case discussions, and presentation of difficult patients at weekly disciplinary meetings. Medical audits are undertaken regularly and discussed at joint meetings with other medical officers. - Adhere to Quality Control measures including Office of Radiation Safety guidelines in practice, and in teaching and supervision of MITs and medical staff. - Participate in the teaching of Radiology Registrars and student MITs as required. - Document clinical-radiological meetings - Participate in performance review with other specialities e.g. clinical-radiological conference, patient reviews and presentations. - Collaborate with colleagues to maintain a quality assurance programme for the Imaging service. The programme will include mechanisms to review patient care, patient diagnosis, and standards of radiology and audit of waiting lists.

Professional Development and Continuing Medical Education	• Undertake appropriate continuing medical education in order to maintain competency as required by professional college. • Participate in Innovations in work practices e.g. guidelines, new procedures, service redesign etc. • Undertake Continuing Medical Education (CME) in order to maintain competency and stay clinically up to date with current radiological techniques and sharing with other colleagues. • Participate in credentialing and re-credentialing that will occur throughout the period of employment.
Administration	• Agree to recognise specific administrative responsibilities within the imaging service. • Adhere to the medical and administrative policies within the department and the wider DHB. • Demonstrate responsible and effective use of resources. • Attend to enquiries and complaints from patients, relatives, staff or management in an appropriate and timely manner. • Serve on local and national committees as agreed with the Clinical Director and Radiology Manager; if appropriate to the development of imaging services. • Complete appropriate documentation required for Hutt Hospital purposes e.g. leave forms, claims and reports.

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.
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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 Public - Private Radiology Service Providers - Other Medical Specialists - General Practitioners (GPs)	- Consultant Radiologists - Radiology Manager - Service Manager - Radiology Department Staff - RRIS/PACS Team - Other Medical Specialists and Registrars - Patients and Public - Other Departments across the Hospital - Health New Zealand Capital Coast & Wairarapa

About you – to succeed in this role

You will have

Essential:

- Vocationally registered in Radiology with the Medical Council of New Zealand (MCNZ)
- Fellowship of the RANZCR or equivalent and be able to register for specialist registration with the MCNZ
- Eligible to be employed in New Zealand (NZ Citizens/ eligible for work visa / NZ residency)

Desired:

- Experienced in implementing Te Tiriti o Waitangi in action

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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Desired:

- [Show proven ability to work within a multidisciplinary team.
- Deliver a wide range of Medical Imaging procedures including but not restricted to: General Radiology, CT, MRI, Fluoroscopy, Ultrasound, and Image guided interventions.
- 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.
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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.