

POSITION DESCRIPTION

POSITION: General Sonographer

RESPONSIBLE TO: Radiology Operations Manager

Health New Zealand | Te Whatu Ora Nelson Marlborough

Our vision | Tō tātou manako: All people live well, get well, stay well. *Kaiao te tini, ka ora te mano, ka noho ora te nuinga.*

Our mission | Tō tātou kaupapa: Working with the people of our community to promote, encourage and enable their health, wellbeing and independence. *Kei te mahitahi tātou hei whakapiki te oranga me te motuhaketanga o to tatou hapori.*

Our Values – Ō tātou whanonga pono

Respect | Manaakitanga: We care about, and will be responsive to, the needs of our diverse people, communities and staff. *Kia horahia te manaakitanga ki ngā iwi katoa me ngā hāpori, kaimahi hoki.*

Innovation | Auaha: We will provide an environment where people can challenge current processes and generate new ways of working and learning. *Kia auaha me whakahoutia i ngā pūkenga ākongā, me ngā mahi ki tēnei hāpori.*

Teamwork | Whakarāmemene: We create an environment where teams flourish and connect across the organisation for the best possible outcome. *Kia whakarāmemene i ngā kaipupuni hauora katoa.*

Integrity | Ngākau tapatahi: We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times. *Kia taea i te ngākau tapatahi i runga i te tika me te pono i ngā mahi katoa.*

PURPOSE OF POSITION

To provide a safe and efficient ultrasound service.

RESPONSIBILITIES	EXPECTED OUTCOMES
1. Clinical	<ul style="list-style-type: none"> • Completes full examinations in wide range of ultrasound examinations which may include: small parts, upper abdomen, obstetric, gynaecologic, vascular, and musculo-skeletal, to a high diagnostic standard and the current accepted standard of practice. • Develop, recommend and implement new procedures and techniques to improve patient care. • Adherence to all protocols or policies relating to modalities. • Compliance with patient eligibility and prioritisation criteria. • Efficient performance of examinations to minimise patient waiting time. • Achievement of number of examinations per session as determined by Radiology Operations Manager / Grade Sonographer • Appropriate processing and identification of all images taken during session. • Contribute to the implementation of the departments quality plan including active participation in audit, peer review and customer surveys. • Compliance with clerical and administrative processes surrounding patient bookings, appointments, image processing, reporting and filing. • Contribution to all departmental functions such as general environmental management. • Submits written or recorded documentation and written interpretation on all examinations to assist reporting by the appropriate specialist. • Accurately records all patient details in a computer data base and assist in the clerical functions relating to the Ultrasound Department. • Full awareness of ultrasound bio-effects and associated safety issues for all patients and staff.
2. Organisational	<ul style="list-style-type: none"> • Contribute to the achievement of contractual obligations and quality performance indicators, including the efficient and effective use of resources. • Contribution to the maintenance of harmonious interpersonal relationships with colleagues and other staff of the organisation.
3. Teaching	<ul style="list-style-type: none"> • Contribution to the training and supervision of students, lesser qualified or experienced sonographers, other clinical staff and all radiology staff. • Provision of explanation, instruction or teaching to patients as appropriate.
4. Professional Development	<ul style="list-style-type: none"> • Keep up-to-date with current best practise by reading journals, attending meetings and conferences, and participating in clinical exchanges. • Ensure CME meets requirements of the MRTB to maintain registration in ultrasound. • Participation in annual performance review process including review of performance goals and identification of areas for professional development.

5. Quality Improvement	<ul style="list-style-type: none">• A quality, customer-focused service is provided at all times, which follows best practice• Participation in quality improvement processes in your area of work.
6. General	<ul style="list-style-type: none">• Obligations contained in Appendices 1 & 2 are met• Carry out other duties as negotiated with the Radiology Operations Manager.

PERSON SPECIFICATION

QUALIFICATIONS

Essential

- Current Registration with the NZMRTB in the scope of diagnostic ultrasound with no conditions
- The ability to perform ultrasound procedures to a consistently high standard

Desirable

- Have obtained the Post Graduate Diploma in Health Sciences (ultrasound) or General DMU (or its equivalent)
- Have experience in vascular and musculo-skeletal sonography

KNOWLEDGE AND SKILLS

- Must have a knowledge and empathy for bi-culturalism and practices in a manner which the patient determines is culturally safe. Be culturally competent.
- Awareness of current issues in ultrasound and medical imaging
- Proven ability to create effective working relationships and contribute to a team environment
- Ability to meet expected timeframes
- Experience and understanding of principles of continuous quality improvement
- Evidence of ongoing learning and professional development and commitment to the concept of continuing professional education and be enrolled in a MRTB recognised CPD Programme
- Demonstrated ability to develop ultrasonography practice
- Ability to contribute actively towards student development and training
- Ability to prioritise work and to work unsupervised when needed
- Commitment to a patient focus
- Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health NZ Information Technology policies
- Experience in a PACS environment would be preferred.

PERSONAL ATTRIBUTES

- Excellent interpersonal skills. Be tactful and sensitive in dealing with people
- Be able to communicate well with others
- To be able to maintain confidentiality
- Sense of humour
- To have the ability to adapt and be forward thinking
- To be resilient

APPENDIX 1

General Responsibilities of an Employee of Health NZ | Te Whatu Ora Nelson Marlborough

1. Professional Responsibilities

As an employee of Health NZ Nelson Marlborough, you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Health NZ Nelson Marlborough departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

2. Health, Safety and Wellbeing

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

3. Right to Raise Concerns

- All employees of Health NZ Nelson Marlborough are expected and encouraged to immediately ask questions and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

4. Child Wellbeing and Protection

- Health NZ Nelson Marlborough is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:
- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.

5. Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

6. Legislation, Regulations and Board Policies

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The "Employee Obligations" within Health NZ Nelson Marlborough's Disciplinary Policy.

7. Confidentiality

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

8. Risk Management

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

9. Security

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

10. Treaty of Waitangi

Health NZ Nelson Marlborough is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

11. Smokefree

Health NZ Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Health NZ Nelson Marlborough buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Health NZ Nelson Marlborough staff employed on Board business in the community.

APPENDIX 2

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health NZ Nelson Marlborough
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: <ul style="list-style-type: none">• a chronic skin condition• been working in an overseas healthcare facility in the last year• been MRSA-positive in the last year
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures ²

¹Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

²Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.