

## Position Description

<b>Position</b>	<b>Consultant Renal Physician</b>
<b>Service / Directorate</b>	Renal Service
<b>Directorate</b>	Sub Speciality Medicine
<b>District</b>	Capital, Coast & Hutt Valley
<b>Responsible to</b>	Clinical Leader, Renal Service
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is based at Wellington Regional Hospital; however, you are expected to work from multiple locations across the district.

## Te Whatu Ora

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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

## Context

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Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region

- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

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Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## The Vision, Mission and Values from our District

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We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

### Hutt Valley

- Vision:** Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
- Mission:** Working together for health and wellbeing.
- Ō mātou uara - Values:** Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

### Capital and Coast:

- Vision:** Keeping our community healthy and well
- Mission:** Together, Improve the Health and Independence of the People of the District
- Values:** Manaakitanga – Respect, caring, kindness  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

## District Responsibility

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The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Unit Perspective

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The Renal Service provides a full service for the management of acute and chronic renal disease to most of the central region of New Zealand, as well as home dialysis services to Nelson/Marlborough. This includes outpatient consultations, inpatient services, renal transplant services, and a thorough pre-dialysis service.

The service maintains a strong focus and commitment to home-based dialysis, both peritoneal and haemodialysis. Satellite centres are located at Kenepuru and Hutt Valley. The in-centre dialysis unit at Wellington Regional Hospital (WRH) services the increasing demand for assisted haemodialysis. Outpatient clinics are provided at Wellington, Hutt, Kenepuru and Kāpiti hospitals and health centres.

Renal transplantation services have expanded by increasing live donor transplants. Transplant services are provided for the central region including MidCentral, Whanganui, and Hawkes Bay DHBs.

Renal inpatient care is provided on Ward 5 North, Level 5 WRH building. Ward 5 North has 40 beds with the renal, medical oncology, radiation oncology, and haematology co-located. The ward provides a full renal medical and nursing service including diagnostic investigations, peritoneal dialysis, and renal

transplantation, as well as general medical, surgical and nursing care for renal patients. Acute inpatient services operate 24 hours a day, 7 days a week.

## Purpose of the role

The incumbent provides consultant services and cooperative participation for the renal medical team to facilitate provision of appropriate high quality service to the patients that come under his/her care and commits to maintaining a collaborative and collegial professional environment.

The successful applicant educates and mentors Registrars and House Officers as required in accordance with requirements of the Royal Australasian College of Physicians and the New Zealand Medical Council.

The role holder is expected to encourage innovation and quality in the development of services and to contribute a strategic view of the direction for future service development. They will provide advice to the Clinical Leader and Operations Manager on Renal management matters and professional standards of practice, including matters relevant to outputs and contracts.

## Key Accountabilities

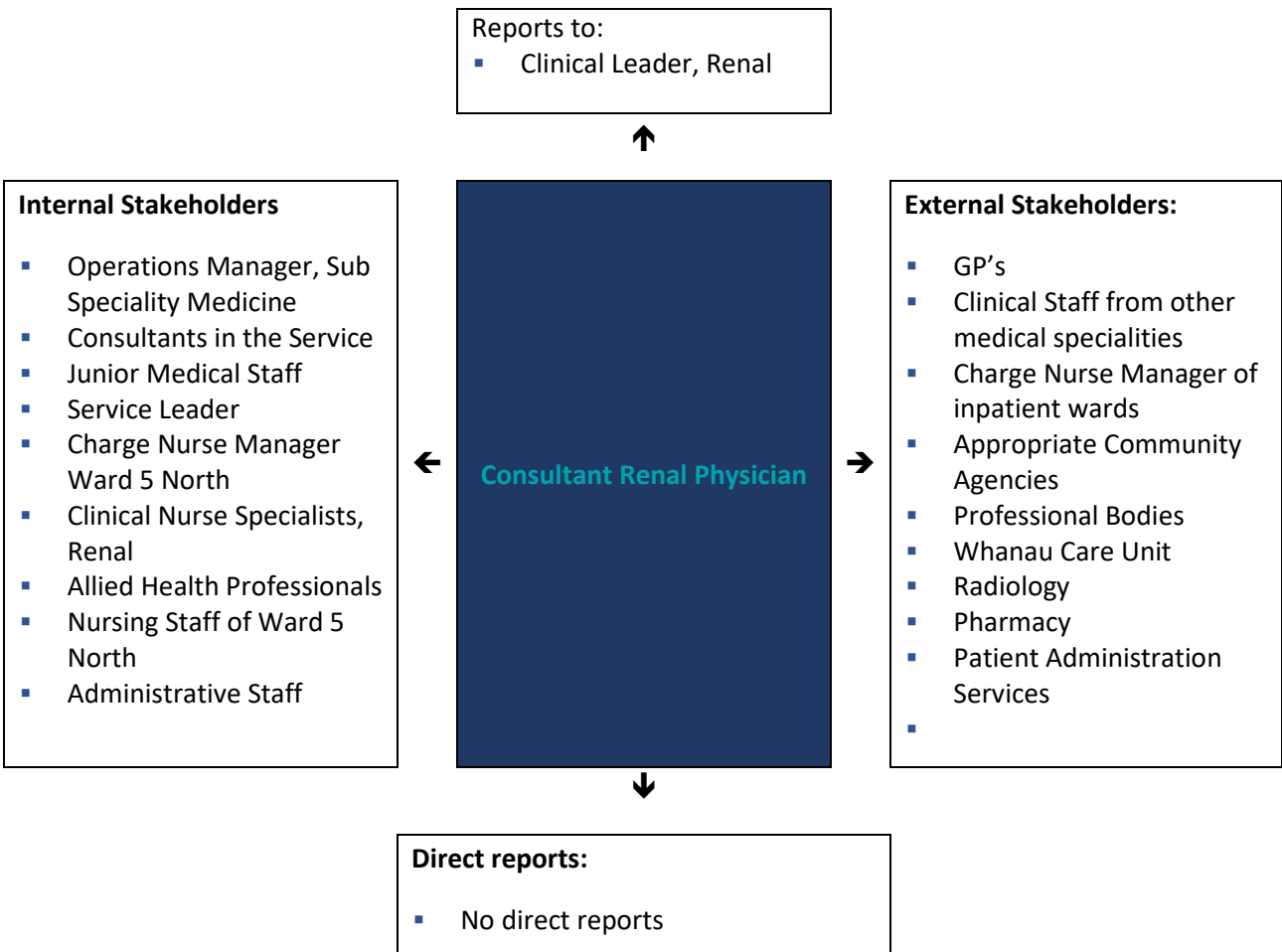
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
<p>1. Ensure Patients Receive Renal Care and Support to get the Best Possible Health Outcome</p>	<ul style="list-style-type: none"> <li>▪ Assesses, diagnoses and manages appropriately patients within the clinical setting in which the Consultant is working by;</li> <li>▪ Consulting and liaising with other professionals involved with the patient.</li> <li>▪ Participating in the education of the patient and relevant others about his/her illness and treatment.</li> <li>▪ Obtaining informed consent for proposed treatment/procedures ensuring that helpful communications and explanations are given so that patients are aware of and in agreement with proposed treatment</li> <li>▪ Taking part in relevant multidisciplinary team meetings and discussing the care of patients.</li> <li>▪ Providing the level of service as specified in the yearly output targets.</li> <li>▪ Adhering to the protocols, guidelines and practice standards pertaining to the area of clinical practice.</li> <li>▪ Practicing in a manner consistent with established ethical standards as provided by the Medical Council of New Zealand.</li> <li>▪ Taking responsibility for supervising the work of registrars, house surgeons and medical students where required and for other health professionals involved in the management of the patient and providing support to junior medical staff on call and on duty.</li> <li>▪ Providing a quality service in accordance with Service objectives and within the available resources.</li> <li>▪ Participating with other Medical Staff in providing equitable sharing of the clinical service load, both inpatient and outpatient</li> <li>▪ Acting as a consultant to and work in collaboration with other health professionals involved in ongoing management of the patient</li> <li>▪ Ensuring that Statutory and Regulatory requirements are adhered to in practice and documentation.</li> <li>▪ Maintaining and participating in a satisfactory on call roster.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Assists with the provision of statistics, reports and service data Admission and discharge of patients to the service</li> <li>▪ Assessment, investigation and treatment of inpatients and outpatients.</li> <li>▪ Review clinical decisions of junior medical staff and be responsible for the ratification and/or modification of orders as appropriate.</li> <li>▪ Participates fully in the multidisciplinary team meeting structure - both local and regional as required for needs of individual patient and the renal service</li> <li>▪ Carry out treatment, utilising appropriate treatment methods.</li> <li>▪ The employee will review current patients with his/her junior medical staff on a daily basis, when on site, and provide ward rounds as defined in the schedule titled weekly timetable.</li> <li>▪ Participate in on-call rosters for Renal Services assuring responsibility of renal clients.</li> <li>▪ Arranges replacement if unable to be on call. Any change must be notified to the Clinical Leader immediately.</li> </ul>
2. Education and Training	<ul style="list-style-type: none"> <li>▪ Is enrolled in recognised Continuing Professional Development (CPD) program and keeps up to date with requirements of the program</li> <li>▪ Maintains membership of appropriate professional College</li> <li>▪ Participates in an annual personal performance and development review</li> <li>▪ Initiates and participates when appropriate in clinical research approved by the Research Ethics Committee and as requested by or negotiated with the Clinical Leader or Service Leader</li> <li>▪ Undertakes teaching sessions/courses for registrars, house surgeons, rotating medical students, nurses and paramedical staff.</li> </ul>
3. Continuous Quality Improvement: Actively Contribute to Continuous Quality Improvement within the Service.	<ul style="list-style-type: none"> <li>▪ Complies with standards and works to improve patient/client satisfaction.</li> <li>▪ Identifies improvement opportunities and notifies the manager of these.</li> <li>▪ Participates in the service's quality improvement activities.</li> <li>▪ Provides good patient/client service and is responsive to patient/client requests or complaints.</li> </ul>
4. Risk Minimisation: Actively Contributes to Risk Minimisation Activities Within the Service	<ul style="list-style-type: none"> <li>▪ Identifies risks and notifies the Manager of these.</li> <li>▪ Participates in the service's risk minimisation activities.</li> <li>▪ Complies with CCDHB Reportable Events policy and other policies and procedures.</li> <li>▪ Participates in audits.</li> </ul>
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</li> <li>▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance</li> <li>▪ Cultural competence is grown across the team, supporting inclusion and partnership.</li> </ul>

<p>6. Health &amp; Safety</p>	<ul style="list-style-type: none"> <li>▪ Ensure all Health &amp; Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature</li> <li>▪ Actively support and ensure compliance with Health &amp; Safety policy and procedures; ensuring staff also support and comply.</li> <li>▪ Maintain a proactive culture of Health &amp; Safety supported by systems.</li> <li>▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities</li> </ul>
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## Key Relationships & Authorities



## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
<b>Interpersonal Savvy</b>	<ul style="list-style-type: none"> <li>▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</li> <li>▪ Builds appropriate rapport</li> <li>▪ Builds constructive and effective relationships</li> <li>▪ Uses diplomacy and tact</li> <li>▪ Can diffuse even high-tension situations comfortably</li> </ul>
<b>Organising</b>	<ul style="list-style-type: none"> <li>▪ Can marshal resources (people, funding, material, support) to get things done</li> <li>▪ Can orchestrate multiple activities at once to accomplish a goal</li> <li>▪ Uses resources effectively and efficiently</li> <li>▪ Arranges information and files in a useful manner</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>▪ Accurately scopes out length and difficulty of tasks and projects</li> <li>▪ Sets objectives and goals</li> <li>▪ Breaks down work into the process steps</li> <li>▪ Develops schedules and task/people assignments</li> <li>▪ Anticipates and adjusts for problems and roadblocks</li> <li>▪ Measures performance against goals</li> <li>▪ Evaluates results</li> </ul>
<b>Decision Quality</b>	<ul style="list-style-type: none"> <li>▪ Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement</li> <li>▪ Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</li> <li>▪ Sought out by others for advice and solutions</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>▪ Uses rigorous logic and methods to solve difficult problems with effective solutions</li> <li>▪ Probes all fruitful sources for answers</li> <li>▪ Can see hidden problems'</li> <li>▪ Is excellent at honest analysis</li> <li>▪ Looks beyond the obvious and doesn't stop at the first answer</li> </ul>
<b>Quality &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work.</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches.</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others.</li> <li>▪ Shows commitment to continuous learning and performance development.</li> </ul>
<b>Negotiating</b>	<ul style="list-style-type: none"> <li>▪ Can negotiate skilfully in tough situations with both internal and external groups;</li> <li>▪ Can settle differences with minimum noise;</li> <li>▪ Can win concessions without damaging relationships;</li> <li>▪ Can be both direct and forceful as well as diplomatic;</li> <li>▪ Gains trust quickly of other parties to the negotiations;</li> <li>▪ Has a good sense of timing</li> </ul>

## Experience and Capability

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Essential qualifications, skills and experience

### a. Knowledge and Experience:

- Renal clinical experience
- Higher Degree in Renal Medicine or related field

### b. Essential Professional Qualifications / Accreditations / Registrations:

- Be fully qualified to practice in the speciality of Renal Medicine, with vocational registration from the Medical Council of New Zealand or eligibility for registration as a specialist renal physician.
- Current practising certificate from the Medical Council of New Zealand
- Current New Zealand Drivers Licence

### c. Someone well-suited to the role will place a high value on the following:

- Demonstrates team leadership skills and the ability to motivate people
- Interpersonal skills include sensitivity to issues of others
- Evaluation and Analytical Skills - an evaluative, logical and systematic approach
- Communication Skills- both orally and in writing - articulate and persuasive
- Demonstrates a broad and balanced perspective - can adopt a lateral approach, receptive to sharing of ideas, keeping a sense of proportion and identifying when things are not quite right
- Able to make decisions under pressure
- Sense of humour
- Personal organisational skills- structures, organised and methodical, making good use of time
- Ability to prioritise activities and needs
- Able to cope with stressors of work such as the pressure and frustration arising from competing demands
- Self-motivated- has energy, drive and enthusiasm, and shows initiative and a willingness to work hard
- Self-insight and integrity - realistic confidence in one's knowledge and achievements, fundamental honesty to oneself and others
- Alerts management to any potential conflicts of interest
- Ability to work as a team member
- Culturally safe
- Professional demeanour

**Ma tini, ma mano, ka rapa te whai**  
**By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.