

Position Description

Position	Consultant Neonatologist
Contract	Full time, permanent position
Team / Service	Neonatal Intensive Care Unit
Directorate	Child Health Service, Surgery, Women's and Children's Directorate
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Leader (Neonatal Intensive Care Unit), Child Health Service Operations Manager, Child Health Service
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Wellington Regional Hospital - Neonatal Intensive Care Unit (NICU)

Te Whatu Ora

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

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.

Te Tiriti o Waitangi and Māori Health Outcomes

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

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

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness

Kotahitanga – Connection, unity, equity

Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

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.

Team/Service Perspective

Neonatal Intensive Care Services

The Neonatal Unit at Wellington Regional Hospital is a 40 cot tertiary unit providing medical and surgical intensive care (Level III) for babies delivered in the central region of New Zealand. Wellington is a perinatal centre, with a busy MFM department. The present unit has 40 beds, 20 of which are level III. We are supported by other tertiary services including onsite paediatric surgery (general, urology, ENT) as well as orthopaedic and neurosurgical services, paediatric radiology, genetics, perinatal pathology, neurology, infectious disease and endocrinology.

There is a new, co-located Children's hospital which opened in 2022, along with an expanding team of paediatric specialists within the child health service.

Access to other tertiary paediatric specialist advice (for example Cardiology and Metabolic) occurs remotely with Starship Hospital with regular visiting specialist clinics. All complex preterm, sick or surgical infants from the region are cared for here with the exception of those requiring cardiac surgery.

Our team of Neonatologists are trained in clinician performed Ultrasound and provide the cardiac scanning service (functional and structural), with support from paediatric sonographers in daytime hours and input from Auckland cardiology team remotely for infants with complex congenital heart disease. For those infants likely to require cardiac intervention, they are delivered in Auckland (or transferred if a postnatal diagnosis).

Our NICU has a strong focus on neuroprotective and neuro supportive care and the neonatologists provide long term developmental and medical follow-up in an outpatient setting for infants with complex medical needs or with high risk of neurodevelopmental impairments, including general movement, HINE and Bayley Assessments.

Wellington NICU is also an active centre for perinatal research. In collaboration with the University of Otago (<https://www.otago.ac.nz/uow-physiology/index.html>) and other international academic institutions. Our SMOs are actively involved in a number of clinical trials and preclinical studies.

Role Perspective

- To provide Consultant services, which will facilitate the provision of appropriate high quality specialist Neonatal care to infants in the Neonatal Unit.
- To undertake clinician performed ultrasound to support clinical decision making.
- To provide the ongoing medical and neurodevelopmental follow up of the high risk cohort (including administration of Bayley's assessments)
- To participate in training of RMOs in Paediatrics in accordance with the Royal Australasian College of Physicians'
- To participate in training and supervision for advanced trainees enrolled in Perinatal and Neonatal medicine with RACP

- Providing advice to regional level 2 units and coordinating retrievals of infants requiring tertiary care when appropriate.
- Participate in multidisciplinary meetings required for care, service development and quality Improvement.
- Active input into Service planning (annual business plan) and longer term strategic planning of Neonatal Services
- To actively contribute to guideline and service development and improvement
- To contribute to quality and safety reviews when required

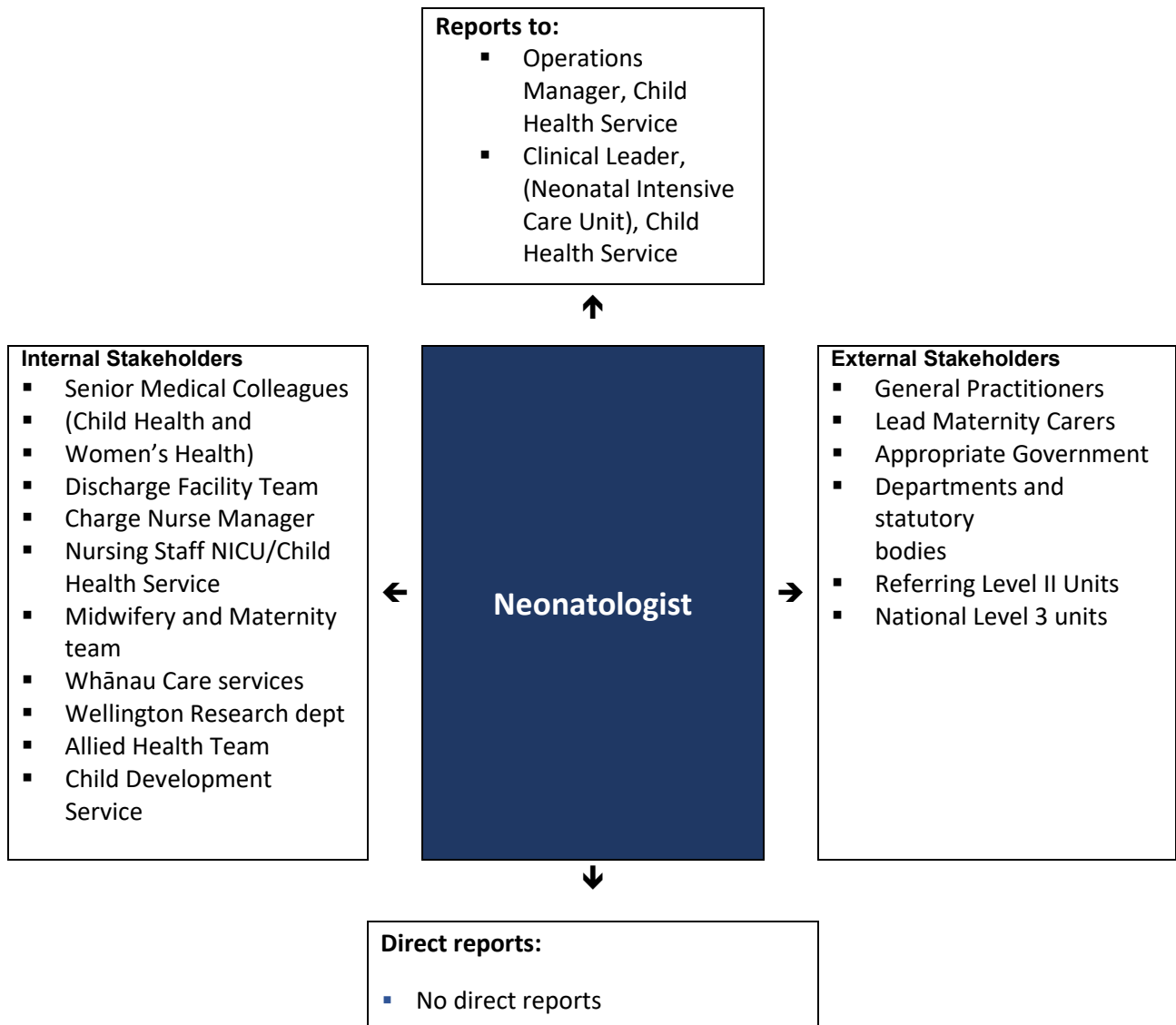
Key Accountabilities

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
Clinical Responsibility	<ul style="list-style-type: none"> • To assess, diagnose and manage neonatal patients, both medical and surgical. • To be familiar with all appropriate techniques for provision of Neonatal Intensive Care, and to maintain practical expertise. • Provide medical and neurodevelopmental follow-up through outpatient clinics. • To participate in the Neonatal Consultant after hours 'on-call roster • To consult and liaise with other professionals Involved with the patient ie GPs, Obstetricians, Midwives, sub-specialties • To attend and actively participate in Neonatal Management Meetings, Ground Round, Departmental meetings and any relevant multidisciplinary team meetings discussing the care of patients. • To practice in a manner consistent with established ethical standards as provided by the Medical Council of New Zealand. • Facilitates / supports development of guidelines and protocols • Provision of Leadership and role model for staff working in NICU. • Works collaboratively with all staff within the multi-disciplinary team to ensure optimal care for Infants / Families
1. Technical outcomes / accountabilities	<ul style="list-style-type: none"> • Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation • Builds appropriate rapport • Builds constructive and effective relationships • Uses diplomacy and tact • Can diffuse even high-tension situations comfortably
2. Teaching Responsibilities	<ul style="list-style-type: none"> • Participate in RACP supervision (General paediatric trainees doing their acute rotation through NICU, and Perinatal/Neonatal advanced trainees) • Supervision and ongoing education of Neonatal Nurse Practitioners

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> • Involvement with Wellington School of Medicine students during their paediatric rotations • Involvement teaching on Neonatal nursing education programme
3. Research and quality improvement	<ul style="list-style-type: none"> • Initiate and participate, when appropriate, in clinical research approved by the Research Ethics Committee and as requested by, or negotiated with, the Clinical Leader/Group Manager • To initiate and participate in audits of clinical outcome/treatment/or process issues. • To work within the Neonatal Research structure set up within the Wellington unit
4. Continuous improvement and innovation	<ul style="list-style-type: none"> • Establish a culture of continuous improvement, ensuring linked and cohesive 2DHB view of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector. • Works actively to provide a quality service for infants within available resources
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to • Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance • Cultural competence is grown across the team, supporting inclusion and partnership.
6. Health & Safety	<ul style="list-style-type: none"> • Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature • Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. • Maintain a proactive culture of Health & Safety supported by systems. • Ensure providers are aware of and have processes to comply with their health and safety responsibilities

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

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Broad experience in Neonatal Intensive Care (Medical and Surgical)
- Able to demonstrate a high level of clinical skills

B. Essential Professional Qualifications / Accreditations / Registrations:

- Applicants must be registered or be eligible for registration as a Medical Specialist with the Medical Council of New Zealand.
- FRACP or equivalent qualification in Paediatrics specialising in Neonatology
- Experience working in Tertiary Neonatal Intensive Care (Medical and Surgical).
- Qualification and experience in point of care cardiac and cerebral ultrasound.
- Experience in Neurodevelopmental assessments and follow-up including General Movement Assessments, Hammersmith Infant Neurological Examination (HINE) and Bayley Scales of Infant and Toddler Development ed.4 are highly desirable.
- Vocational Registration in Paediatrics with the Medical Council of New Zealand (MCNZ), or for overseas candidate; qualifications, training and experience recognised by MCNZ as suitable for applying for vocational (specialist) registration as a Paediatrician in New Zealand

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

- Motivated to achieve high quality results.
- A commitment to ongoing professional and personal learning, with a high degree of commitment to the profession.
- Proven ability to participate in a multi-disciplinary team environment.
- Ability to manage time effectively and meet deadlines.
- Effective listening skills, verbal, non-verbal and written communication skills.
- An ability to accept and delegate responsibility appropriately.
- A commitment to motivating and coordinating staff.
- Ability to participate in the training and development of Registrars.

**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.