

Position Description

Position	Neurosurgeon
Service	Neurosurgery
Directorate	Surgery, Women and Children's
District	Capital, Coast & Hutt Valley District
Responsible to	Clinical Leader, Neurosurgery Operations Manager, Surgical Services
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 primarily work at Wellington Regional Hospital, with some potential outpatient clinic provision across the lower North Island.

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.

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

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.

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

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.

Service Perspective

The Neuroscience Service provides regional / tertiary specialist assessment and treatment for people with trauma and diseases affecting neurological function.

The coverage area is from Blenheim in the South to Hawkes Bay and over to Taranaki in the North. The service collaborates with other services, particularly Neurology, Orthopaedics, ENT and Plastic Surgeons in providing treatment to various groups of patients.

These services are provided on an inpatient basis at Wellington Hospital and also on an outpatient's basis at Wellington, Palmerston North, New Plymouth and Hastings.

Role Perspective

- To provide consultant services that will facilitate the provision of appropriate high quality neurosurgical services to the patients who come under its care.
- To provide both acute and elective clinical care and supervision to patients requiring neurosurgery treatment in an inpatient and outpatient setting inclusive of operating theatre.
- To participate in an acute on call roster and the provision of regional services through both outpatient clinics and communication with other districts.
- To actively participate in relevant service and clinical meetings related to the Neurosurgery Service.
- To assist with the supervision and training of Resident Medical Officers rostered to the Neurosurgery Service in accordance with the requirements of the Royal Australasian College of Surgeons, FRACS and the Neurosurgical Society of Australasia.
- To actively participate in quality improvement activities, clinical audit activities and continuing medical education.
- To contribute to service and organisational initiatives in clinical practice.
- To provide advice to the Clinical Leader and General Manager on neurosurgery management matters and professional standards of practice, including matters relevant to output and contracts.

Purpose of the role

To provide neurosurgical services that will facilitate the provision of appropriate high quality neurosurgical services to the patients who come under his/her care.

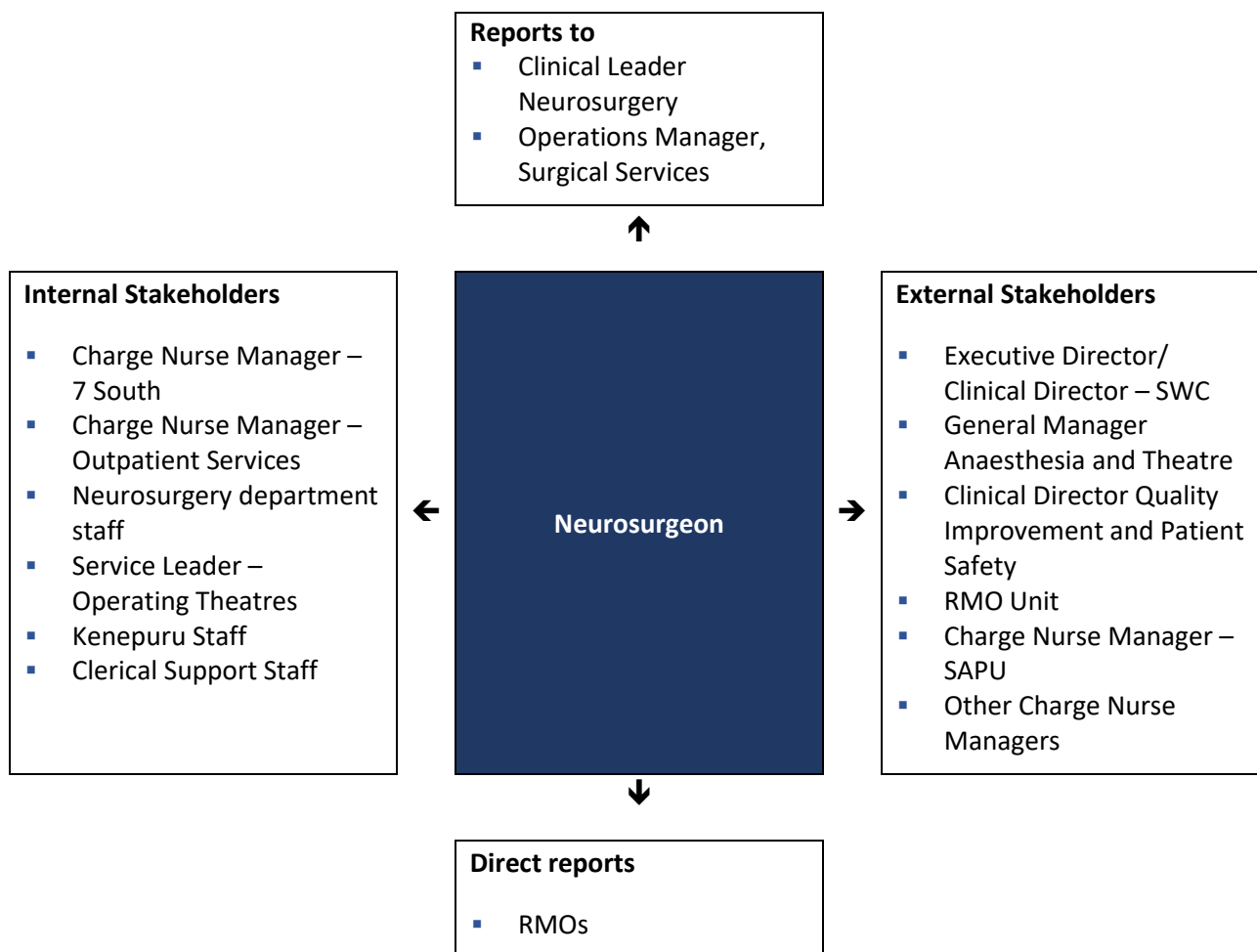
Key Accountabilities

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
1. Delivery of clinical care	<ul style="list-style-type: none">• Takes professional care of and undertakes delegated clinical responsibilities for patients admitted under his/her care.• Conducts outpatient clinics, ward rounds theatre and other clinical duties, using the allocated time efficiently and effectively towards achieving the goals of the annual Business Plan.• Sees and advises promptly on patients referred for a specialist opinion.• Oversees Registrar's activity to ensure patient care is delivered in accordance with standards and policy• Manages workload to ensure clinical time is reallocated where cancellations of one aspect of clinical care occur e.g. theatre cancellations
2. Provision of acute specialist care	<ul style="list-style-type: none">• Acute patients are managed acutely.• Participates in the roster providing 24 hour cover for the service.• Supervises acute theatre sessions.• Leave arrangements are managed in conjunction with Clinical Leader and General Manager.
3. Patient information/ informed consent	<ul style="list-style-type: none">• Gives patients and their families a full explanation of all procedures and treatments.

Key accountabilities	Deliverables / Outcomes
4. Staff and patient relations	<ul style="list-style-type: none"> • Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau.
5. Knowledge and practice updated and maintained	<ul style="list-style-type: none"> • Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses/ seminars/conferences; reading relevant literature.
6. Education and Teaching of Junior medical staff and other professional groups	<ul style="list-style-type: none"> • Provides clinical supervision and teaching for House Surgeons and Surgical Registrars. • Ensures the orientation, guidance, performance management and objective setting process and feedback to junior surgical staff is consistent with good employer relations and Council standards.
7. Maintenance records and reports to referring doctors	<ul style="list-style-type: none"> • Comprehensive, accurate and up-to-date medical records are maintained for all patients under the Medical Officer care.
8. Quality Initiatives / Risk Management	<ul style="list-style-type: none"> • Attends and participates in regular departmental audit/peer review activities, including morbidity/mortality reports. • Attends and participates in Quality Assurance activities. • Identifies improvement opportunities and notifies the General Manager of these. • Participates in the service's quality and risk improvement and minimisation activities. • Provides good patient/client service and is responsive to patient/client requests or complaints. • Participates in Reporting of Events
9. Administration of the Neurosurgical service	<ul style="list-style-type: none"> • Attends regular meetings of the Service to collaborate with his/her colleagues and, as requested, with the General Manager, Surgical Services, and participates in management decision making for this service. • Utilises staff, technological, pharmaceutical and other publicly funded resources prudently and efficiently for cost effective patient care.
10. 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.
11. 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
Patient Care and Clinical Practice	<ul style="list-style-type: none"> • Able to deliver contemporary neurosurgical practice to a high standard and in accordance with agreed surgical principles • Demonstrates competence in all aspects of care and service delivery • Service is delivered in accordance with the elective surgical principles • Access to surgical care for patients is maximised through the maintenance of productivity and efficient and effective services
Leadership	<ul style="list-style-type: none"> • Role models and communicates Capital, Coast & Hutt Valley's vision and values. • Inspires and motivates others to commit to and work towards goals. • Shows respect for people, focuses on employee involvement, and allows others to take ownership. • Builds confidence and resilience in the team.

Competency	Behaviours
	<ul style="list-style-type: none"> • Holds staff accountable for the delivery of outcomes and acts promptly to rectify performance issues. • Leads the team within theatre to ensure delays are eliminated, turnaround times are minimised and maximum use is made of the session time allocated. • Makes timely decisions. • Can chair a meeting and is skilled at leading discussions and providing clear direction, ensuring meetings are run in a positive and cooperative manner with respect for all members of the multidisciplinary team.
Customer Focus	<ul style="list-style-type: none"> • Is dedicated to meeting the expectations and requirements of internal and external customers • Gets first-hand customer information and uses it for improvements in products and services • Acts with customers in mind • Establishes and maintains effective relationships with customers and gains their trust and respect
Teamwork	<ul style="list-style-type: none"> • Assists colleagues and shares relevant information. • Manages the internal negotiation process regarding the allocation of resources. • Create a productive team environment by setting clear goals, implementing sound work processes and giving and receiving constructive feedback.
Communication	<ul style="list-style-type: none"> • Is confident and appropriately assertive in dealing with others • Perseveres with a task, and to display the required energy to achieve the objectives despite obstacles • Deals effectively with conflict • Is articulate and able to influence and persuade. • Expresses ideas spontaneously, logically and convincingly in simple, clear language • Listens with a preparedness to understand • Facilitates groups to a shared or an agreed way.
Integrity and Trust	<ul style="list-style-type: none"> • Is widely trusted • Is seen as a direct, truthful individual • Can present the unvarnished truth in an appropriate and helpful manner • Keeps confidences • Admits mistakes • Doesn't misrepresent her/himself for personal gain
Taking Responsibility	<ul style="list-style-type: none"> • Is results focussed and committed to making a difference. • Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected. • Adjusts work style and approach to fit in with requirements. • Perseveres with tasks and achieves objectives despite obstacles. • Is reliable - does what one says one will. • Consistently performs tasks correctly - following set procedures and protocols.
Partnership with Māori	<ul style="list-style-type: none"> • Understands the principles of Te Tiriti o Waitangi and how these apply within the context of health service provision. • Applies the notion of partnership and participation with Maori within the workplace and the wider community. • Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved. • Implements strategies that are responsive to the health needs of Maori

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Commitment to auditing standards of practice and to implementing changes in practice which will lead to improvement in clinical outcomes.
- Proven knowledge of modern skills and techniques of Neurosurgical practices.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Neurosurgery services.
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Specialist Registration.

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

- Has demonstrated a high standard of clinical care, management and time management skills.
- Is committed to continually updating skills and treatment methods.
- Has demonstrated teaching skills in respect of junior medical staff, other staff, patients and their families.
- Awareness of and sensitivity to cultural differences.
- Ability to work effectively within a multi-disciplinary team.
- Ability to work effectively within a service and organisation committed to continuous quality improvement and to achieving accreditation.

**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.