

Position Description

Position	Orthopaedic Surgeon
Team / Service	Orthopaedics
Directorate	Surgery, Women and Children's
District	Capital, Coast & Hutt Valley District
Responsible to	Orthopaedic Clinical Leader Orthopaedic Operations Manager
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 primarily from Wellington Regional Hospital and Kenepuru Hospital, and occasionally from Wairarapa Hospital.

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 Orthopaedic service provides for the management of major injuries and fractures at Wellington Hospital and treatment of injuries, congenital, infective, degenerative and malignant disorders of the musculoskeletal system at Wellington and Kenepuru Hospitals.

A regional tertiary service is provided for patients with complex major trauma, revision joint replacement, spinal disorders, scoliosis, paediatric and hand surgery.

Services are provided on an outpatient, day case and inpatient basis. Very small numbers are treated in the community.

Orthopaedic patients for secondary care come mainly from the Wellington region, Kapiti Coast and the southern-end of Wairarapa for services purchased by the district and ACC.

Role Perspective

- To provide both acute and elective clinical care and supervision to patients requiring orthopaedic and fracture treatments in an inpatient and outpatient setting inclusive of operating theatre.
- To actively participate in relevant service and clinical meetings related to the orthopaedic service.
- To assist with the supervision and training of Resident Medical Officers rostered to the Orthopaedic service.
- 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, Service Leader and Operations Manager on Orthopaedic management matters and professional standards of practice, including matters relevant to output and contracts.

Purpose of the role

To provide orthopaedic services that will facilitate the provision of appropriate high quality orthopaedic services to the patients who come under their care.

Key Accountabilities

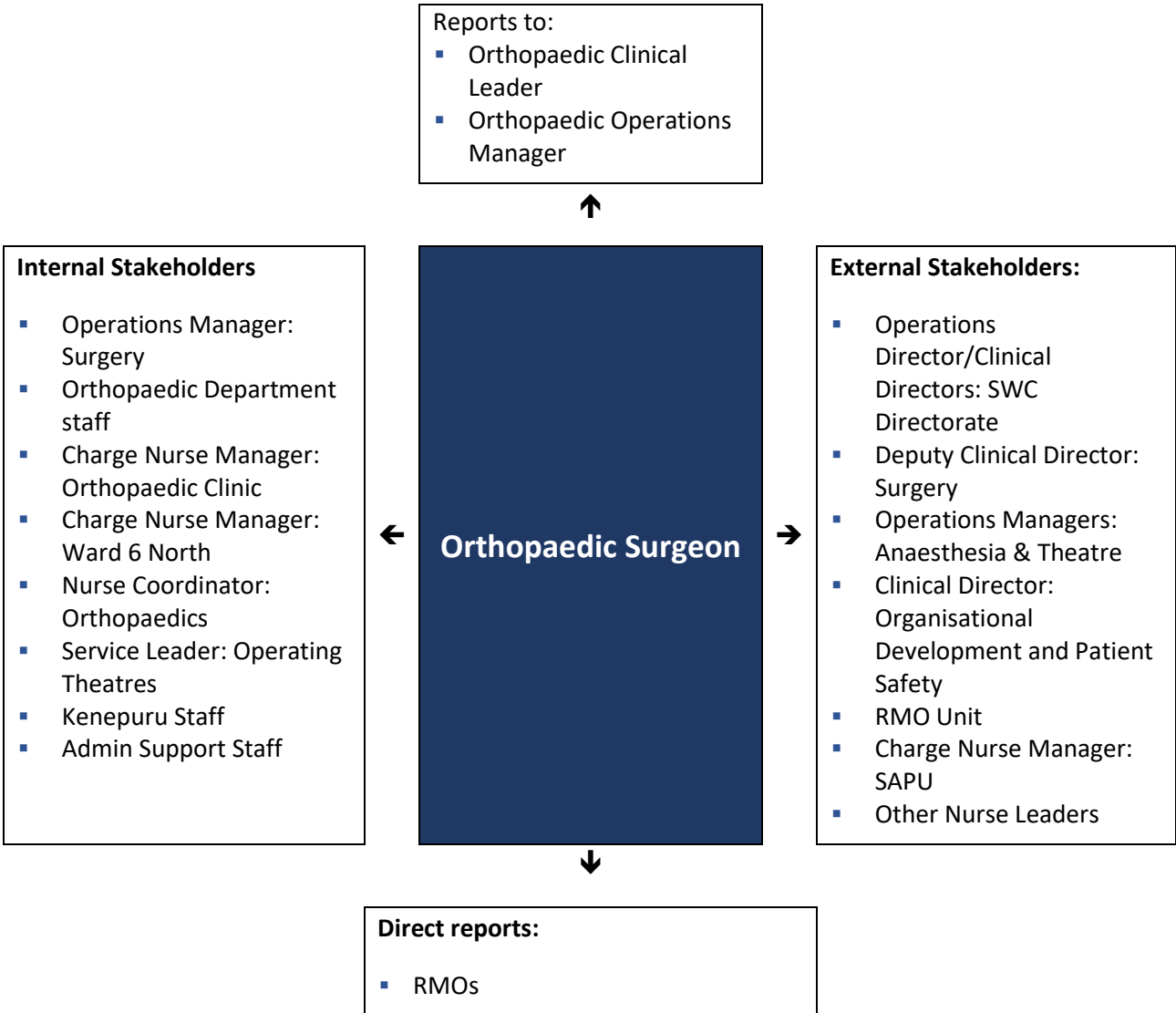
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
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
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.
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
Staff and patient relations	<ul style="list-style-type: none"> ▪ Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau. ▪
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.
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. ▪
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.
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
Administration of the Orthopaedic service	<ul style="list-style-type: none"> ▪ Attends regular meetings of the Service to collaborate with their 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.
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.
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.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> 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
Strategic Agility	<ul style="list-style-type: none"> ▪ Sees ahead clearly ▪ Can anticipate future consequences and trends accurately ▪ Has broad knowledge and perspective ▪ Is future oriented ▪ Can articulately paint credible pictures and visions of possibilities and likelihoods ▪ Can create competitive and breakthrough strategies and plans
Total Work Systems	<ul style="list-style-type: none"> ▪ Is dedicated to providing organisation or enterprise-wide common systems for designing and measuring work processes ▪ Seeks to reduce variances in organisation processes ▪ Delivers the highest quality products and services which meet the needs and requirements of internal and external customers ▪ Is committed to continuous improvement through empowerment and management by data ▪ Leverages technology to positively impact quality ▪ Is willing to re-engineer processes from scratch ▪ Is open to suggestions and experimentation ▪ Creates a learning environment leading to the most efficient and effective work processes
Motivating Others	<ul style="list-style-type: none"> ▪ Creates a climate in which people want to do their best ▪ Can motivate many kinds of direct reports and team or project members ▪ Can assess each person's key drivers/values and use these to get the best out of him/her ▪ Pushes tasks and decisions down ▪ Empowers others ▪ Invites input from each person and shares ownership and visibility ▪ Makes each individual feel their work is important ▪ Is someone people like working for
Managing Vision and Purpose	<ul style="list-style-type: none"> ▪ Communicates a compelling and inspired vision or sense of core purpose ▪ Talks beyond today ▪ Talks about possibilities ▪ Is optimistic ▪ Creates mileposts and symbols to rally support behind vision ▪ Makes the vision sharable by everyone ▪ Can inspire and motivate entire units or organisations
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

Competency	Behaviours
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 themselves for personal gain
Building Effective Teams	<ul style="list-style-type: none"> ▪ Blends people into teams when needed ▪ Creates strong morale and spirit in her/his team ▪ Shares wins and successes ▪ Fosters open dialogue ▪ Lets people finish and be responsible for their work ▪ Defines success in terms of the whole team ▪ Creates a feeling of belonging in the team
Communication	<ul style="list-style-type: none"> ▪ Practises active and attentive listening. ▪ Explains information and gives instructions in clear and simple terms. ▪ Willingly answers questions and concerns raised by others. ▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.

Experience and Capability

a. Knowledge and Experience:

- A commitment to ongoing professional and personal learning, involvement in professional development and motivation to achieve high quality results.
- Ability to participate in the training and development of registrars and other clinical staff.

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

- Qualification from the appropriate Medical body, evidence of registration with relevant Medical Council and appropriate professional body affiliations.
- New Zealand Registration and eligibility for registration with the Medical Council of New Zealand as an Orthopaedic Surgeon with experience in resulting in the knowledge and skills to perform as an Orthopaedic surgeon.

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

- Leadership and management qualities and have an interest in and aptitude for taking on the role of Clinical Leader.
- Communication at all levels
- Honesty and integrity
- Professional standards
- Proven ability to contribute and participate co-operatively in a multi-disciplinary team environment
- To maintain harmonious professional relationships working in collaboration with team colleagues and involved in the unit's ongoing management of the patient.
- Team work (multidisciplinary)

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.