

Position Description

Position	Consultant Radiologist
Team / Service	Radiology Services
Group	Hospital Operations
District	Capital, Coast & Hutt Valley
Responsible to	Radiology Clinical Leader
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 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.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

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.

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.

Team/Service Perspective

Radiology Services provide a wide range of diagnostic and interventional imaging for Capital, Coast and Hutt Valley district and adjacent regions, including Angiography, CT, Fluoroscopy, Mammography, MRI, Nuclear Medicine, Ultrasound and General Radiography. We have an important and close working relationship in our sub region with the nearby Wairarapa district Radiology departments. Our wider region includes MidCentral, Hawkes Bay, Whanganui and Nelson Marlborough districts.

The service is multi-disciplinary, employing Radiologists, Nurses, Administration Support Staff, Medical Imaging Technologists (MITs) and Sonographers. The Radiology department is a training institution for Radiology Registrars, MITs and Sonographers.

We currently have 26 budgeted Radiology SMO FTE consisting of a team of 23 qualified Radiologists and 11 registrars. The department performs approximately 130,000 examinations per year.

Purpose of the role

To deliver high quality diagnostic and interventional radiology as part of a multi-disciplinary team.

The Consultant Radiologist is an integral member of a team dedicated to the provision of high quality diagnostic images for patients at Capital, Coast and Hutt Valley and to support the central region as a whole. The role provides for examination reporting, appropriate oversight of Radiology registrars and participation in quality assurance, research and audit activities.

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.

Clinical Duties

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>KPI</i>
Examination reporting	<ul style="list-style-type: none"> Participates in inpatient and outpatient radiology Participation in the departmental general in-hours roster. 	<ul style="list-style-type: none"> Follows CCHV Radiology Service policy regarding Examination Reporting Reports examinations and authorises reports promptly Provides appropriate oversight and supervision of Radiology Registrars
Plain film reading sessions	<ul style="list-style-type: none"> all types of IP and OP plain film reporting 	<ul style="list-style-type: none"> Follows CCHV Radiology Service policy regarding Examination Reporting Reports examinations and authorises reports promptly Provides appropriate oversight and supervision of Radiology Registrars
Routine Clinical lists	<ul style="list-style-type: none"> Including CT, MRI, Ultrasound, Fluoroscopy and Duty Radiology (DR) as rostered 	<ul style="list-style-type: none"> Follows CCHV Radiology Service policy regarding Examination Reporting Reports examinations and authorises reports promptly Provides appropriate oversight and supervision of Radiology Registrars Provides appropriate imaging advice and recommendations to referring clinical teams, as needed, within current resource
Nuclear medicine	<ul style="list-style-type: none"> Where appropriately qualified 	<ul style="list-style-type: none"> Follows CCHV Radiology Service policy regarding Examination Reporting Reports examinations and authorises reports promptly Provides appropriate oversight and supervision of Radiology Registrars
Angiography lists	<ul style="list-style-type: none"> Where appropriately qualified Including Interventional angiography 	<ul style="list-style-type: none"> Appropriate self-audit for complications/adverse outcomes Follows CCHV Radiology Service policy regarding Examination Reporting, including prompt authorisation of reports

Key Accountability	Deliverables / Outcomes	KPI
Cardio-thoracic	<ul style="list-style-type: none"> • Where appropriately qualified • Including interventional lung biopsy and pleural procedures 	<ul style="list-style-type: none"> • Follows CCHV Radiology Service policy regarding Examination Reporting • Reports examinations and authorises reports promptly • Provides appropriate oversight and supervision of Radiology Registrars • Provides appropriate imaging advice and recommendations to referring Respiratory and Cardio-thoracic teams; weekly district lung MDM and respiratory meetings, as needed, within current resource
Musculoskeletal (MSK)	<ul style="list-style-type: none"> • Where appropriately qualified • Including interventional MSK specific lists including CT, MRI, Ultrasound & Fluoroscopy as rostered 	<ul style="list-style-type: none"> • Follows CCHV Radiology Service policy regarding Examination Reporting • Reports examinations and authorises reports promptly • Provides appropriate oversight and supervision of Radiology Registrars during MSK run • Provides appropriate imaging advice and recommendations to referring MSK and other MDM clinical teams, as needed, within current resource
Biopsy and drainage procedures	<ul style="list-style-type: none"> • Including Tier A and Tier B body intervention, where appropriate 	<ul style="list-style-type: none"> • Appropriate self-audit for complications/adverse outcomes • Follows CCHV Radiology Service policy regarding Examination Reporting, including prompt authorisation of reports • Participates in wider Service and/or Regional/National audit programmes, where applicable
Pre-procedure preparation and consent	<ul style="list-style-type: none"> • Ensuring appropriate consent has been obtained and documented, where needed • Explaining procedures appropriately, including answering questions asked by patient or family/whanau 	<ul style="list-style-type: none"> • Documents written and verbal consents appropriately according to CCHV policy • Follows CCHV Radiology Service policy on pre-procedure non-vascular interventional checklists where needed
Post procedure orders	<ul style="list-style-type: none"> • Provides adequate information for nursing staff post intervention 	<ul style="list-style-type: none"> • Writing clear post-procedure nursing instructions
On-call duties	<ul style="list-style-type: none"> • Must be available for on call 	<ul style="list-style-type: none"> • Follows CCHV policy regarding availability for on call consultation • Follows CCHV policy regarding supervision of on-call Radiology RMOs, including review and sign off of afterhours reporting by RMOs.

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>KPI</i>
High standard of patient care	<ul style="list-style-type: none"> • Ensure patient care standards are optimal and justifiable complaints are negligible. 	<ul style="list-style-type: none"> • Maintain a safe working environment at all • Adhere to NRL C5 guidelines regarding safe use of X-Rays • Ensure patient confidentiality and privacy is maintained at all times • Regular self-audit
Clinical Case Conferences	<ul style="list-style-type: none"> • Participation in MDT's and radiology clinic meetings 	<ul style="list-style-type: none"> • Prompt attendance • Clear presentation and discussion of cases • Adequate preparation or follow-up of cases, when needed • Appropriate advice given regarding Additional investigations, as needed • Arranging cover or cancelling the meeting if away or otherwise unable to attend

Non-Clinical Duties

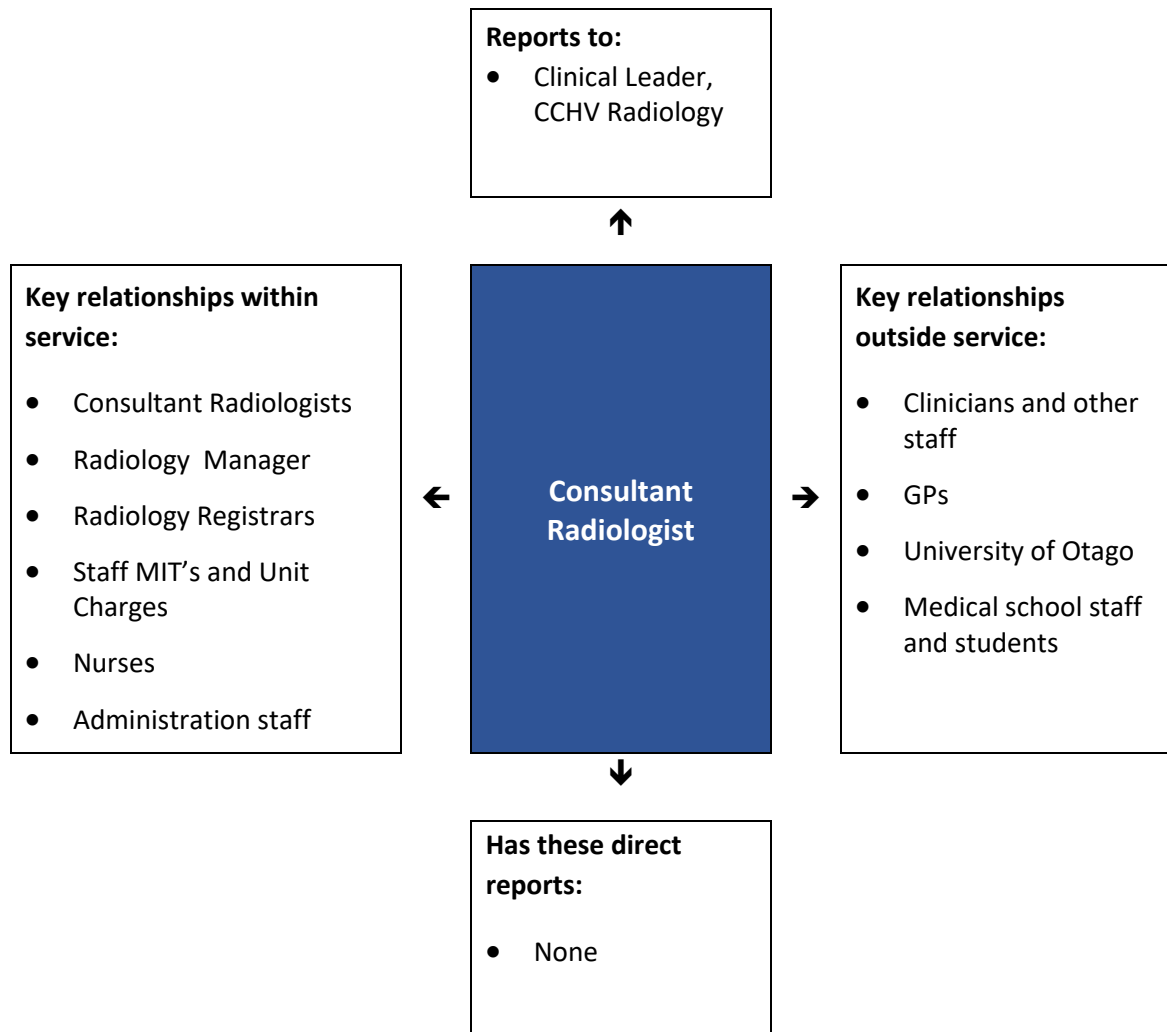
<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>KPI</i>
CME	<ul style="list-style-type: none"> Is enrolled in recognised Continuing Medical Education (CME) program Keeps up to date with requirements of the program (RANZCR CPD program is preferred) 	<ul style="list-style-type: none"> Supplies a copy of yearly CME record from that program for Department personal record Participates in yearly Pharmacology -update relevant for Radiologists as developed in conjunction with Simulation Centre Supplies an updated personal CV for Department personal record Undergoes annual appraisal
CPR	<ul style="list-style-type: none"> Up to date with CPR training 	<ul style="list-style-type: none"> Participates in yearly CCDHB training
Research	<ul style="list-style-type: none"> Participates in department research, as able Participates in research projects outside of the department, as opportunity presents 	<ul style="list-style-type: none"> Presents research at Departmental Education and Review mornings Supports RMO projects
Audit	<ul style="list-style-type: none"> Participates in regular departmental and sub speciality audit 	<ul style="list-style-type: none"> Attends Dept Audit meetings Participates in one Audit project per calendar year Supplies a brief report of that Audit for Dept Audit record Presents Audit project, as required, at Dept Audit meetings Supervision and oversight of other staff
Quality Assurance	<ul style="list-style-type: none"> Strives to maintain high standard of personal and departmental work 	<ul style="list-style-type: none"> Justifiable reportable events are minimised participates in relevant quality projects, where appropriate
Administration	<ul style="list-style-type: none"> Performs required administrative functions, such as responding to letters, preparation of Coroner's, police, ACC and similar reports when required Performs other departmental delegated administrative functions promptly, as requested 	
Department meetings	<ul style="list-style-type: none"> Attends Consultant and General Staff meetings 	<ul style="list-style-type: none"> Attendance record

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>KPI</i>
Teaching	<ul style="list-style-type: none"> Participates in teaching sessions for Radiology Registrars routinely Participates in teaching sessions for other RMO and Medical students, when requested Participates in In-Service education (CPD) sessions for Nursing, Paramedical and MIT staff when requested 	<ul style="list-style-type: none"> Activity is reflected on the weekly Radiology Roster
Grand Rounds	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Active and passive participation
Telephone and other ad hoc consultation	<ul style="list-style-type: none"> Available for additional consultation to other CCDHB staff, including staff from outside the hospital (e.g. GPs or Doctors from other DHBs) 	<ul style="list-style-type: none"> regular rostered in-hours Duty Radiologist sessions are attended promptly follows CCHV Radiology department processes relevant to the Duty Radiologist role

Other

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>KPI</i>
Occupational Health & Safety	<ul style="list-style-type: none"> Complies with responsibilities under the Health & Safety at Work Act 2015 	<ul style="list-style-type: none"> Has read and understood the Health & Safety policy and procedures. Actively supports and complies with Health & Safety policy and procedures. Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

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
Commitment to Health and Independence Improvement Goals	<ul style="list-style-type: none"> • Is committed to the values and goals of CCHV and the sub-region. • Is committed to continuous learning and performance development. • Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none"> • Develops and maintains positive relationships and works in partnership with other team members. • Develops rapport and builds networks of constructive working relationships with key people. • Effectively uses team dynamics and individual operating styles to build team processes and strengths. • Shares knowledge and works cohesively with the team.
Innovation	<ul style="list-style-type: none"> • Is innovative in the development of business initiatives and projects. • Is proactive and motivated and responds positively to new challenges and opportunities. • Develops new and/or more effective work processes and systems through lateral thinking and creativity.
Quality and Innovation	<ul style="list-style-type: none"> • Provides quality service. • 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
Communication	<ul style="list-style-type: none"> • Listens with a preparedness to understand. • Is confident and appropriately assertive in dealing with others. • Deals effectively and positively with conflict.
Commitment to Health and Independence Improvement Goals	<ul style="list-style-type: none"> • Is committed to the values and goals of CCDHB and the 3DHB sub-region. • Is committed to continuous learning and performance development. • Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none"> • Develops and maintains positive relationships and works in partnership with other team members. • Develops rapport and builds networks of constructive working relationships with key people. • Effectively uses team dynamics and individual operating styles to build team processes and strengths. • Shares knowledge and works cohesively with the team.
Innovation	<ul style="list-style-type: none"> • Is innovative in the development of business initiatives and projects. • Is proactive and motivated and responds positively to new challenges and opportunities. • Develops new and/or more effective work processes and systems through lateral thinking and creativity.

Experience and Capability

Essential qualifications, skills and experience

a. Knowledge and Experience:

- The individual is required to undertake clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined from time to time by:
 - The New Zealand Medical Association
 - The Royal Australia and New Zealand College of Radiologists
 - The New Zealand Medical Council
 - The Health & Disability Commissioner
 - IANZ

b. Essential Professional Qualifications / Accreditations / Registrations:

- Vocational registration with the New Zealand Medical Council.
- Appropriate membership in Professional Bodies (ie ORS, The Royal Australia and New Zealand College of Radiologists (RANZCR), Medical indemnity insurance etc.)

c. Valuing the work

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

- A customer and service orientated approach.
- Effective written and verbal communication skills.
- Good organisational ability and willingness to contribute to departmental projects and initiatives.
- Flexible in approach.
- Interpersonal skills that support Radiology Services interaction with both internal and external customers.
- Able to work in pressure situations and prioritise work appropriately
- Willing to be part of a high performance team and to be involved in on call duties.
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The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

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