

Position Description

Position	Consultant Emergency Medicine
Team / Service	Emergency Department
Group	Hospital Operations
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Leader Emergency Department
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 the Emergency Department Wellington Regional 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

The Wellington Regional Hospital is the tertiary referral centre for the lower half of the North Island of New Zealand, providing specialist service to around 900 000 people.

Te Pae Tiaki | Emergency Department is a mixed adult-paediatric department (20% children) with around 65,000 annual presentations and an admission rate of 40%; it is also the regional tertiary and trauma centre and is supported in-house by most specialties. We have a 6-bed ED Observation Unit, a fully functional Minor Care Zone (Rohe Kākāriki) and a separate paediatric zone (Wahi Tamariki).

Purpose of the role

The Specialist is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with the relevant ethical and professional standards and guidelines, as determined from time to time by:

- The Australasian College for Emergency Medicine
- The Medical Council of New Zealand
- The Health and Disability Commissioner
- Capital and Coast District Health Board in its Policies and Procedures

Key Accountabilities

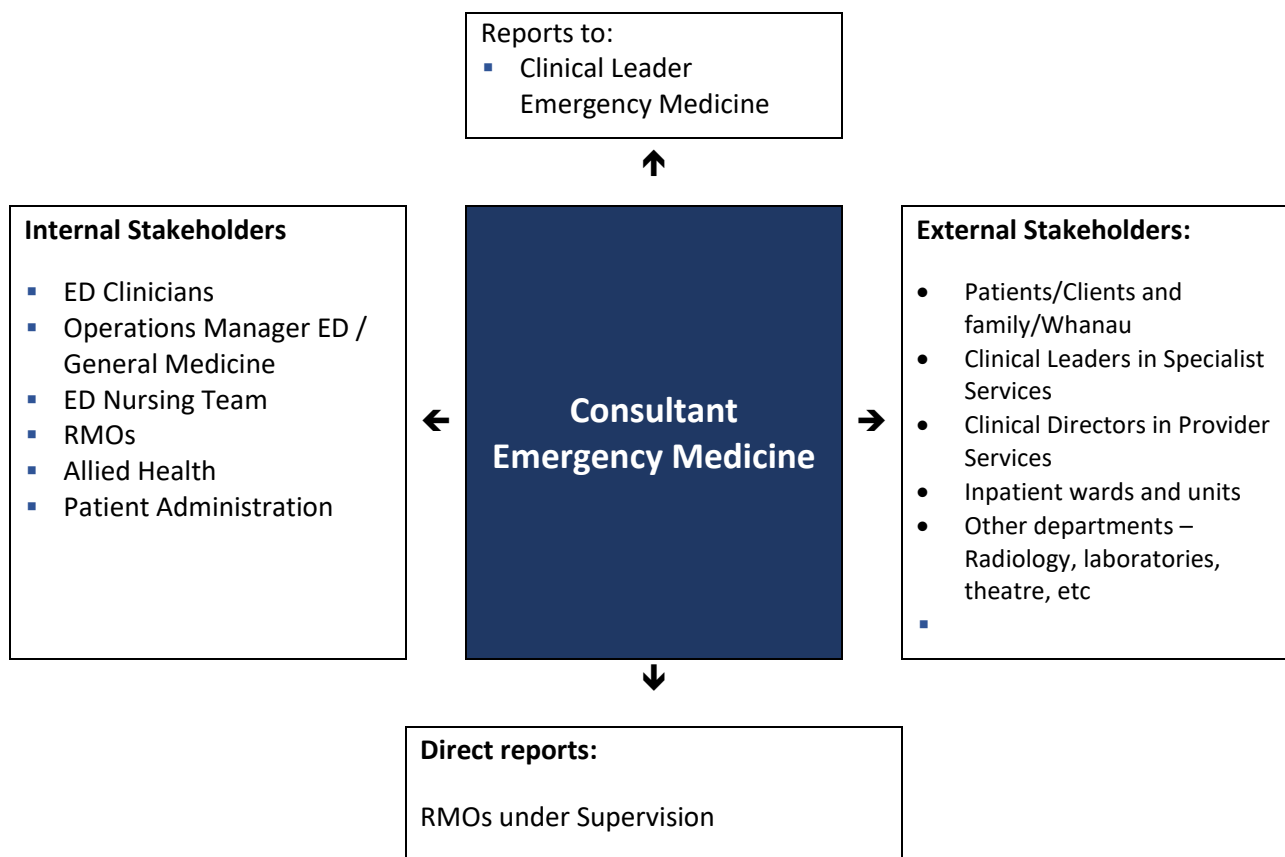
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
Clinical Management	To set and maintain consistently high standards of medical care: <ul style="list-style-type: none">• provide specialist services to patients requiring emergency care according to best practice• develop standards, protocols and policies in conjunction with the Clinical Leader• participate in a roster which includes after-hours and weekend duties• provide emergency advice and phone consultation with other practitioners as required

Key accountabilities	Deliverables / Outcomes
	<p>participate in hospital audit meetings, other relevant committees and activities as appropriate</p> <ul style="list-style-type: none"> • strive for excellence in clinical outcomes, delivery processes and relationships both in and outside the service • practise in a manner consistent with established ethical standards as defined by the Medical Council of New Zealand • establish and maintain excellent professional relationships with external organisations such as the Wellington School of Medicine, professional bodies and other groups
<p>External Relationships and Representation</p>	<p>To support the development of the service staff into a high performing team</p> <ul style="list-style-type: none"> ▪ maintain harmonious and productive relationships with all colleagues ▪ attend relevant service meetings ▪ work to help meet the targets contained in the business plan ▪ prepare reports and proposals as needed ▪ contribute to the development of relevant protocols and policies ▪ represent the service in hospital committees when nominated ▪ act as a role model for staff and demonstrate at all times the highest professional standards ▪ work in a multi-disciplinary team ▪ provide leadership and advice for staff as appropriate ▪ participate in the performance assessment system in accordance with your employment contract
<p>Quality Improvement, Audit, Review and Research</p>	<ul style="list-style-type: none"> • work collaboratively with other staff to ensure best clinical outcomes through the development of superior quality and service development activities • ensure service resources are used effectively and efficiently participate in monitoring and managing outputs at the agreed level • participating in the ongoing development of emergency services in the Wellington and Central Health region • monitoring national and international trends and work with the Clinical Leader to introduce new initiatives • acting as a change agent and champion for the development of new initiatives • assisting in the design and implementation of systems that lead to best outcomes

Key accountabilities	Deliverables / Outcomes
Involvement in District Health Board Issues	<ul style="list-style-type: none"> • ensure regular communication and liaison with other services • support District Health Board wide business initiatives and fostering goodwill and collegiality between all disciplines • participate on request in committee and liaison work in developing District Health Board initiatives e.g. site redevelopment, electronic patient record, human patient simulator training facility. • Patient confidentiality is maintained at all times. <ul style="list-style-type: none"> ▪ Displays integral knowledge of Clinical Ultrasound system in relation to patient care.
Other Duties	<ul style="list-style-type: none"> • Other duties as required to meet operational requirements and functioning of the Emergency Department
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"> Develops constructive working relationships with other team members Has a friendly manner and a positive sense of humour Works cooperatively - willingly sharing knowledge and expertise with colleagues Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments Supports in word and action decisions that have been made by the team Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community
Quality and 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
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

Competency	Behaviours
	<ul style="list-style-type: none"> Keeps confidences Admits mistakes Doesn't misrepresent her/himself for personal gain
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:

- specialist qualification in emergency medicine
- vocational registration or eligibility for vocational registration in the specialty with the Medical Council of New Zealand
- high level of skill in and competence in emergency medicine
- evidence of contribution and participation in the development to emergency medicine, through membership or participation in professional groups or working parties
- relevant experience and qualification in paediatric emergency medicine
- excellent inter-personal skills to create effective working relationships
- experience in change management and an understanding of the significance and consequence of different approaches
- innovative approaches to problem solving
- ownership of individual decisions where appropriate in order to meet responsibilities and accountability of the role
- understanding of equipment and information technology to develop the service as a centre of excellence
- commitment to customer focus
- knowledge of and commitment to continuous quality improvement
- ability to foster and maintain wide and rich professional networks in New Zealand and overseas

B. Essential Professional Qualifications / Accreditations / Registrations:

- proven research ability with record of publications in peer-reviewed journals
- presentation and teaching skills able to be modified to one-to-one or group situation

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

- a commitment to ongoing professional and personal development
- personal commitment to the pursuit of excellence
- excellent written and verbal skills
- ability to communicate effectively with patients and support persons experiencing significant stress
- an ability to work comfortably in a team or as an individual
- ability to form effective and functional relationships with a wide range of people in order to promote a reputation for professionalism, fairness, and co-operation
- commitment to the Treaty of Waitangi, bi-culturalism and Equal Opportunity Employment

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

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