

Position Description

Position	Consultant Radiation Oncologist (Senior Medical Officer)
Service / Directorate	Blood, Cancer and Palliative Care Service
Directorate	Medicine, Cancer and Community Directorate
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Leader – Radiation Oncology
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, Kenepuru Hospital, Hutt Hospital and Masterton 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
- Values:** 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.

Unit Perspective

The Wellington Blood and Cancer Service (WBCC) is based at Wellington Hospital. The

Cancer Service incorporates the four specialties of Medical Oncology, Radiation Oncology, Clinical Haematology, and Palliative care into an integrated regional and supra-regional inpatient and outpatient cancer service. Patients reside in the Wellington, Hutt Valley, Wairarapa, Kapiti Coast and Nelson Marlborough regions. Supra-regional services extending beyond these boundaries cover the Mid-Central region. Outreach consultation services are provided at Masterton and Wairau hospitals. Clinics are also held at Kenepuru Hospital, Hutt Hospital and Nelson and Blenheim.

Wellington's largely out-patient based unit has a busy day-ward in addition to inpatient facilities and works as an integrated unit with haematology, medical oncology and palliative care. Radiation Oncology sees approximately 1800 new patients per annum. The unit is a Varian based unit with 3 Truebeam linacs, in addition to a HDR and a superficial unit, supported by both a wide-bore CT simulator. The HDR unit is in the HDR suite which has an advanced procedure room to allow insertion under anaesthesia within the department. Wellington is a training facility for oncology registrars, medical physicists and radiation

therapists. There is a research unit in the department to support a wide-range of local, national and international studies.

Tertiary level specialty clinics include (multi-disciplinary):

- Gynaecology clinic
- Head and Neck clinic
- Skin clinic
- Melanoma Clinic

Multidisciplinary meetings

- Breast
- Upper GI
- Lower GI
- GU
- Gynae-oncology
- Melanoma
- Thyroid
- Lymphoma
- Sarcoma
- Neuro-endocrine
- Thoracic Malignancy

WBCC is supported by the various specialist services available at Wellington or Hutt Hospitals including plastic surgery, cardiothoracic surgery, paediatric surgery, neuro-surgery, and gynae-oncology. Radiology facilities include on site MRI and CT scanning and access to nearby PET/CT facility.

Purpose of the role

The incumbent shall carry out the duties of a Radiation Oncologist providing quality care to patients, ensuring that the services provision is provided in an, efficient and cost-effective manner.

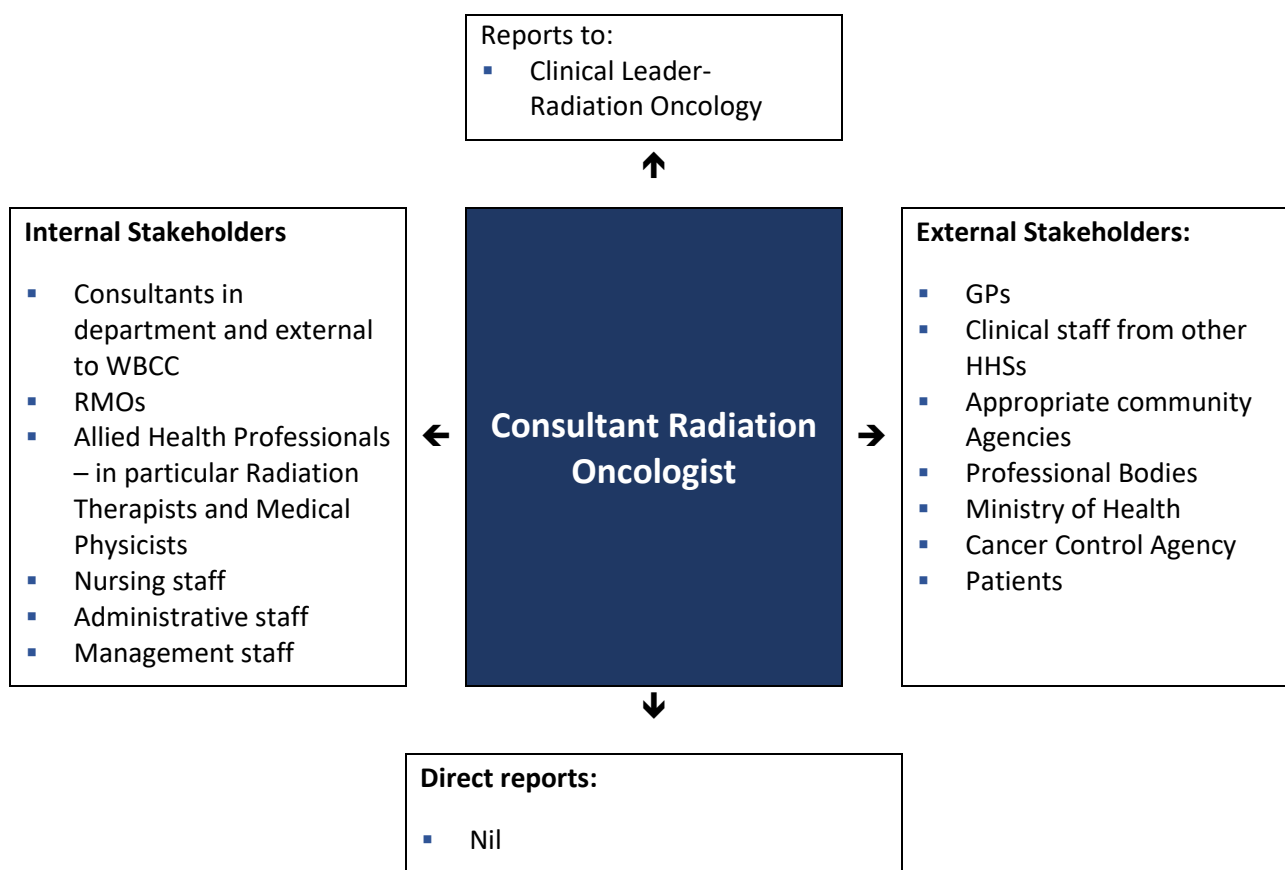
Key Accountabilities

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
<p>1. Ensure patients receive radiation and oncology care and support and get the best possible health outcome</p>	<p>Responsible for :</p> <ul style="list-style-type: none"> ▪ Assessment investigation and treatment of patients ▪ Admission and discharge of own patients – through care of registrar ▪ The employee shall share in the care of patients admitted to Oncology treatment and Palliative Care. He/she shall undertake all necessary ward rounds and direct the assessment, investigation and treatment appropriate to each patient and shall be responsible for the admissions and discharges, albeit through a registrar. Clinical services shall be specialist led. ▪ Review clinical decisions of junior medical staff and is responsible for the ratification and/or modification of orders as appropriate. ▪ Carry out treatment, utilising appropriate treatment methods, as new techniques are developed ▪ Work to improve efficiencies within the service as a whole ▪ The employee will review the patients with his/her junior medical staff on regular basis, when on site, and provide ward rounds as defined in the schedule titled weekly timetable, in negotiation with the Oncology Team. ▪ Patients will be managed where possible and appropriate, as outpatients or day stay patients. Inpatient are to be managed under the direct clinical responsibility of the employee or on a consultative basis with or for other specialist groups. ▪ In partnership with the other members of the team, ensure that patients receive care that is integrated, appropriate and cost effective. ▪ Undertake all necessary rounds and patient reviews and follow up care ▪ Conduct outpatient clinics for the purpose of assessing new referrals and following up existing radiation oncology patients. Document assessment, intentions, treatment and outcome. ▪ Participate in on-call rosters for radiation Oncology Services assuring responsibility of Oncology Clients ▪ Is responsible for liaising with roster on call co-ordinator with respect to availability to do call. If acutely unwell or in emergency/acute situation will notify responsible member of dept. to arrange for cover for on call as well as for routine care. ▪ Is responsible for co-ordinating leave with other members of team to provide least disruption to service. ▪ Is responsible for handing over care appropriately during leave. ▪ Any change must be notified to the Clinical Unit Leader/Manager immediately. ▪ Is available by phone or tele-pager for consultation within 30 min and in person consultation within 2 hours. ▪ Ensure that protocols and policies relating to the clinical management of their patients are developed and utilised ▪ Keep GP's informed of patient's progress ▪ Be a Radiation Oncology clinical expert. ▪ Utilised and complies with Capital, Coast & Hutt Valley District (C,C & HV) clinical pathways, protocols and procedures.

	<ul style="list-style-type: none"> ▪ Comply with requirements of the Medical Council of New Zealand, the Australian and New Zealand college of Radiology (if applicable) ▪ Acknowledges individual difference and needs of patients and their, including the right and requirement to give informed consent, the Code of Rights and Privacy Act. ▪ Ensure that the patients and their authorised representative are kept informed of the patient’s current condition, the treatment being received, the overall plan and the expected outcome of their illness.
<p>2. Continuous Quality Improvement</p> <p>Actively contribute to Continuous Quality improvement activities within the service</p>	<ul style="list-style-type: none"> ▪ Regularly reviews own/department/MDT protocols to keep practice current with international standards ▪ Maximises continuing medical education opportunities. ▪ Identifies improvement opportunities and notifies the manager/ Clinical Leader of these. ▪ Participate in the service’s quality improvement and audit activities ▪ Provides good patient/client service is responsive to patient/client requests or complaints ▪ Complies with standards and works to improve patient/client satisfaction.
<p>3. Risk Minimisation</p> <p>Actively contributes to risk minimisation activities within the service</p>	<ul style="list-style-type: none"> ▪ Identifies risk and notifies the manager/Clinical Leader of these. ▪ Participates in the service’s risk minimisation activities.. ▪ Complies with C, C&HV Reportable events policy and other policies and procedures. ▪ Participates in audits.
<p>4. Health & Safety</p> <p>Complies with responsibilities under the Health & Safety at work Act 2015</p>	<ul style="list-style-type: none"> ▪ Has read an understood health and safety policy and procedures. ▪ Actively supports and complies with health and safety policy and procedures. ▪ Uses protective clothing and equipment as required ▪ Actively participates in the hazard management and identification process ▪ Proactively reports and remedies 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
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

Competency	Behaviours
	<ul style="list-style-type: none"> 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:

- Be qualified in the specialty of Radiation Oncology
- Be a Fellow of the Royal Australian & New Zealand College of Radiologists (Faculty of Radiation Oncology) or suitable for vocational registration with the Medical Council of New Zealand in the speciality of Radiation Oncology.
- Strong and successful experience in leading and delivering property and facilities support services within a large and complex organisation.
- Exemplary leadership skills with demonstrable experience of being able to deploy different styles and approaches.
- Record of working successfully in a collective and collaborative leadership environment with an ability to constructively challenge thinking and represent and articulate ideas.
- Experience and skill in building and managing effective relationships and networks, with a particular talent for collaboration and building trusting and respectful strategic partnerships.
- Strong emotional intelligence that supports the ability to both empower and influence individuals and groups from diverse backgrounds and perspectives.
- Ability to effectively and credibly communicate with various audiences demonstrating an adaptive style that creates confidence and trust.
- Strong interpersonal skills, displaying honesty, integrity and a demonstrated sense of ethics in all decisions and actions
- Ability to challenge the status quo and view things from different perspectives; fostering innovative thinking and continuous improvement.

- High level of presentation, communication and influencing skills
- High level strategic capability and ability to maintain a clear focus on long term goals
- Ability to work collegially, positively and constructively with clinical managers and service managers at all levels
- Strong IT skills, i.e. MS Office suite and use of financial systems

B. Essential Professional Qualifications / Accreditations / Registrations:

- Current practising certificate form Medical Council of New Zealand.
- Current International or New Zealand Drivers Licence (desirable)
- To have medical insurance and comply with CPD requirements of the Medical Council of NZ (which accepts RANZCR CPD programme)
- Experienced Consultant Radiation Oncologist
- Experience of 3D planning
- Experience of protocol management.

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

- Building and developing high performing teams
- Promoting a positive & collaborative team environment
- Continuous improvement

**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.