

Position Description

Position	Senior Medical Officer - Obstetrician and Gynaecologist
Team / Service	Women's Health Service – Gynae-Oncology focus
Group	Women's & Children's Health
District	Capital, Coast & Hutt Valley
Responsible to	Executive Clinical Director- SWC Directorate Operations Manager, Women's Health 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 work from 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.

Service Perspective

The key areas of focus for the Women and Children's Directorate relevant to this position are:

- To ensure clinical efficiencies and the effectiveness of clinical supply use
- To increase operating theatre efficiency and deliver the highest level of service.
- To lead and develop new ways of working between primary, communities, secondary and tertiary health care settings.

The Women's Health Service provides Obstetrics and Gynaecology care and associated support services on an acute and elective, inpatient, day patient or outpatient basis.

Additional to these services the Women's Health Service provides a Tertiary Gynaecology Oncology services

- Provide access to high quality sub-specialist Gynae-Oncology services for Central New Zealand women using the local resources of the CCHV District, Women's Health Service.
- Participate in the development and quality of service provision in line with the overall goals and directions of the New Zealand Ministry of Health's Cancer Control Strategy
- Ministry of Health's Cancer Control Strategy Provide professional and clinical leadership for Gynae-Oncology services within the Central Region of New Zealand.

Purpose of the role

The General Obstetrician and Gynecologist will play a crucial role in providing additional support in the management of women with gynaecological cancer.

To deliver senior specialist consultant services that will provide appropriate high quality Gynae-Oncology care to central New Zealand women using the local resources of the CCHV District Women's Health Services, and working in partnership with the Gynae-Oncologists from Christchurch.

To provide consultant services that will facilitate the provision of appropriate high quality Gynae-Oncology services to the patients who come under their care and work closely with the Gynae-Oncology team from Christchurch.

To provide training and teaching for Resident Medical Officers, Trainee Interns and Medical Students in accordance with the requirements of the Royal Australian & New Zealand College of Obstetricians and Gynaecologists (RANZOG).

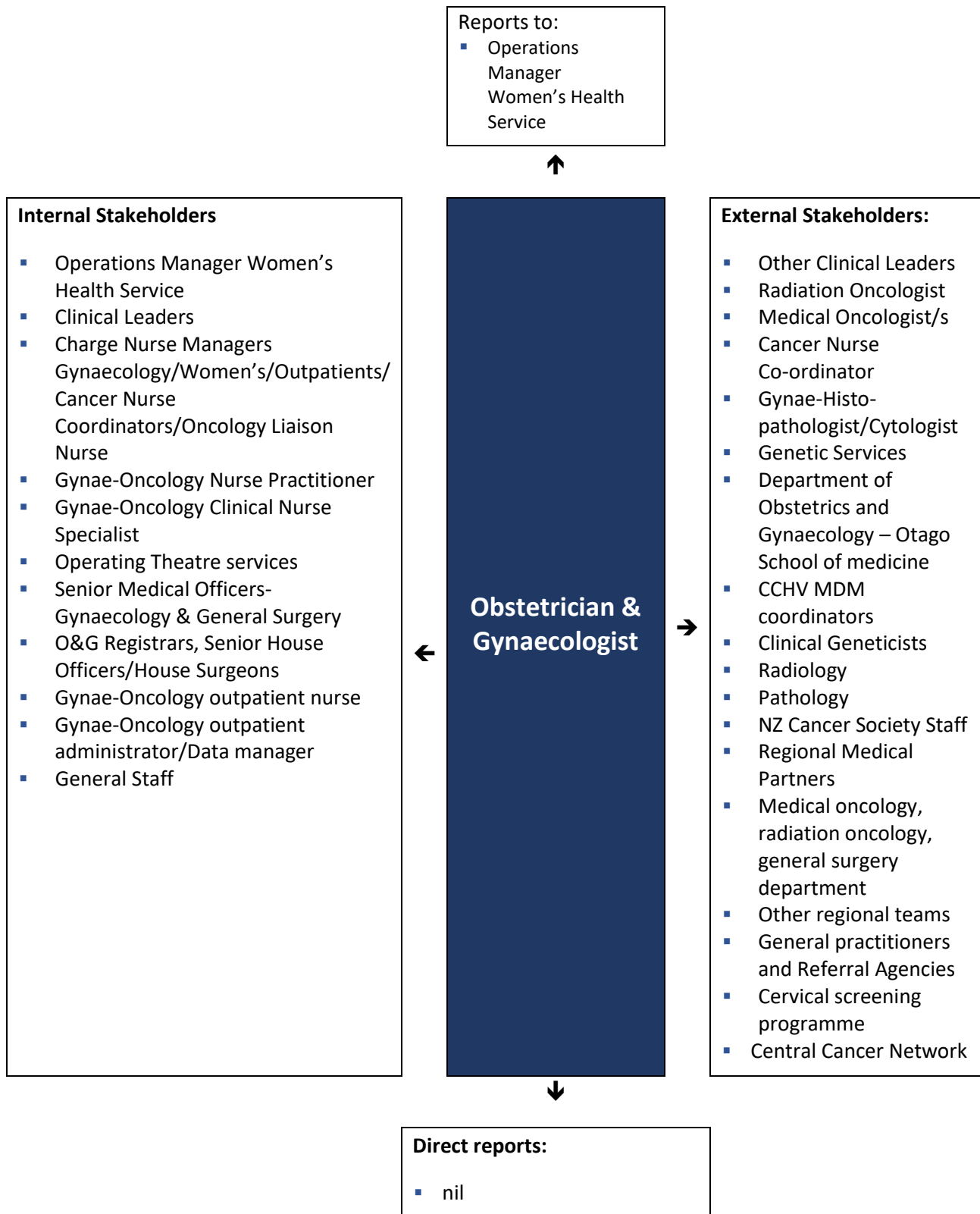
To educate, guide and supervise O&G Registrars within the Central New Zealand ITP.

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 to patients requiring Gynae-Oncology services	<ul style="list-style-type: none"> Provide access for sub-specialist Gynae-Oncology services to central New Zealand women utilising available clinics and operating lists, according to current RANZCOG best practice. Works in collaboration with Christchurch Gynae-Oncologists Oversees Registrar's activity to ensure patient care is delivered in accordance with standards and policy Sees and advises promptly on patients referred for a specialist opinion Supervises acute theatre sessions.
2. Provision of acute specialist care for Gynae-Oncology	<ul style="list-style-type: none"> Takes professional care of, and assumes clinical responsibility for, patients admitted or transferred under his/her care.
3. Patient information and informed consent	<ul style="list-style-type: none"> Gives patients and their families a full explanation of all procedures and treatments.
4. Staff and patient relations	<ul style="list-style-type: none"> Handles problems and complaints sensitively.
5. Education and Teaching of Junior medical staff and other professional groups	<ul style="list-style-type: none"> Provides clinical supervision and teaching for 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. Provides teaching or educational presentations for nurses, resource nurse and other health professionals or groups with a general surgical interest as appropriate.
6. Maintenance of adequate 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.
7. 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.
8. 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
Dealing with Ambiguity	<ul style="list-style-type: none"> Can effectively cope with change Can shift gears comfortably Doesn't have to finish things before moving on Can comfortably handle risk & uncertainty
Process Management	<ul style="list-style-type: none"> Good at figuring out the processes necessary to get things done Knows how to organise people and activities Understands how to separate and combine tasks into efficient work flow Knows what to measure and how to measure it Can see opportunities for synergy and integration where others can't Can simplify complex processes Gets more out of fewer resources
Priority Setting	<ul style="list-style-type: none"> Spends his/her time and the time of others on what's important Quickly zeroes in on the critical few and puts the trivial many aside Can quickly sense what will help or hinder in accomplishing a goal Eliminates roadblocks Creates focus
Conflict Management	<ul style="list-style-type: none"> Makes good decisions based upon a Steps up to conflicts, seeing them as opportunities Reads situations quickly Good at focused listening Can hammer out tough agreements and settle disputes equitably Can find common ground and get cooperation with minimum noise
Political Savvy	<ul style="list-style-type: none"> Can manoeuvre through complex political situations effectively and quietly Is sensitive to how people and organisations function Anticipates where the land mines are and plans his/her approach accordingly Views corporate politics as a necessary part of organisational life and works to adjust that reality
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
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
Composure	<ul style="list-style-type: none"> Is cool under pressure Can be counted on to hold things together during tough times Can handle stress

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Commitment to personal and professional development with consistent desire to achieve high quality results
- Effective communication/interpersonal skills
- Willingness to work to a high standard of clinical care, and to take time to explain Gynae-Oncology clinical guidelines to the wider senior medical staff group
- Able to work cooperatively in a multidisciplinary setting
- Able to build strong interactive working relationships with medical, and nursing colleagues that will contribute to the ongoing success of the Central New Zealand Gynaecology Oncology service, and local WHS.
- Commitment to continuous service improvement
- Organisational skills
- Commitment to the principles of the Treaty of Waitangi and culturally sensitive practice
- A commitment to providing access within Central New Zealand to high calibre treatment for women with gynaecological cancers
- A commitment to ongoing professional and personal learning, involvement in professional development and motivation to achieve high quality results.

B. Essential Professional Qualifications / Accreditations / Registrations::

- Fully qualified to practice in the speciality of Obstetrics and Gynaecology.
- Registration or eligibility for registration with the Medical Council of New Zealand as a Specialist Obstetrician and Gynaecologist (Vocational Registration).
- Work in collaboration with multidisciplinary team
- Able to provide consistently high standards of medical care
- Relevant experience and training

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