

Position Description

Position	Dermatologist
Service / Directorate	Dermatology Service
Directorate	Sub Speciality Medicine
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Leader, Dermatology
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, Hutt Valley 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, Kāpiti 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 Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti 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. Rātonga 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:

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|------------------------|--|
| 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 Dermatology Service is responsible for providing comprehensive dermatological services for patients domiciled within Capital, Coast and Hutt Valley. Capital, Coast and Hutt Valley provide collaborative care with equivalent services within the district from within neighbouring hospitals.

The Dermatology Service provides collegial leadership in achieving specific annual targets and outcomes in identifying and implementing service development initiatives.

The Dermatology Service SMO staff work with the Operations Manager, Clinical Leader and Clinical Director who are responsible for the service leadership and management including budgeting, resourcing and oversight of contract achievement.

Purpose of the role

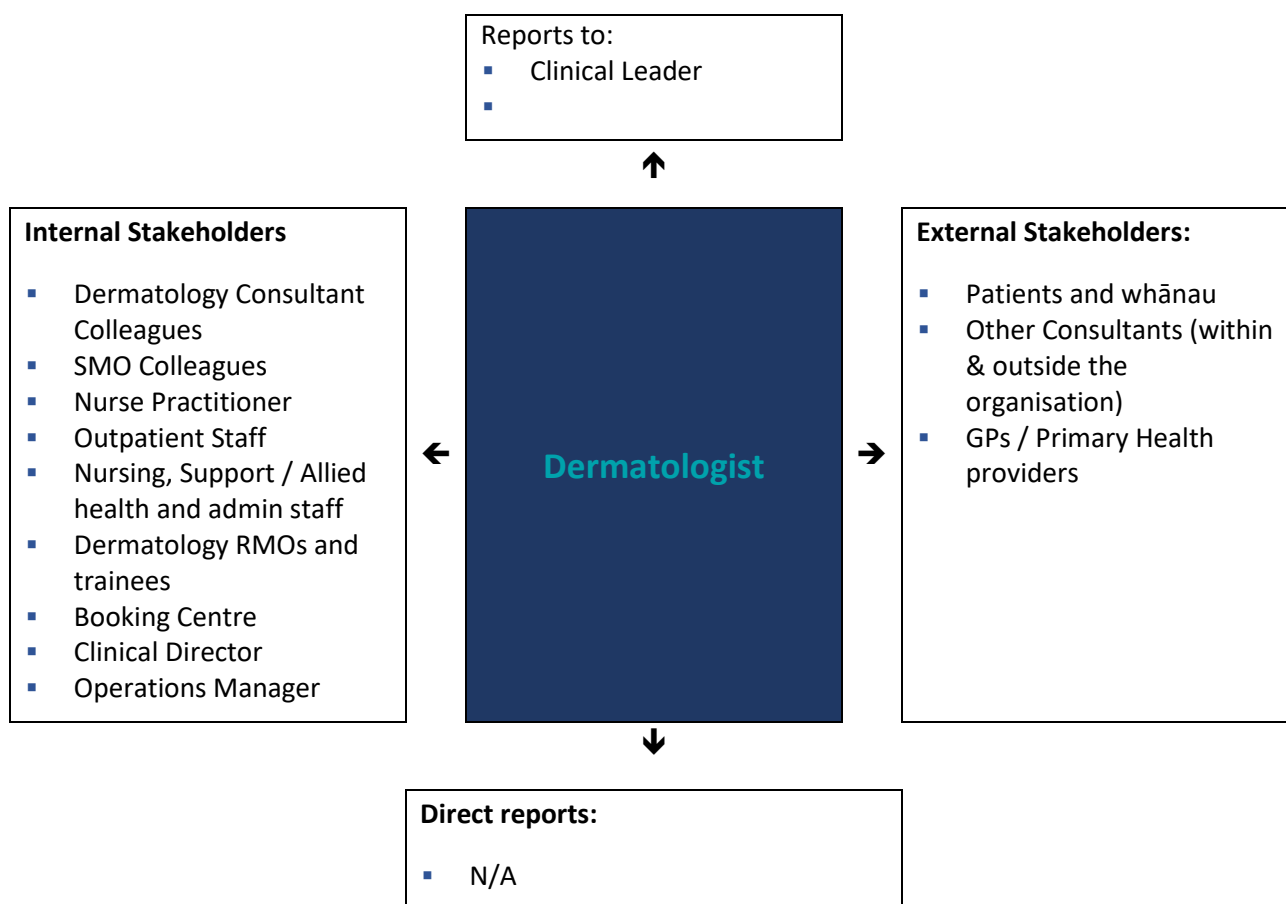
To provide consulting services and cooperative participation for the Dermatology team to facilitate provision of appropriate high quality service to the patients that come under his/her care, in accordance with resources made available by Te Whatu Ora – Capital, Coast and Hutt Valley. He/she commits to maintaining a collaborative and collegial professional environment.

He/she will also have the opportunity to educate staff within the service. 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. Clinical Responsibility	<ul style="list-style-type: none">▪ Delivery of clinical care to patients requiring Dermatology services.▪ Patient information and informed consent.▪ Staff and patient relations
2. Resource and Activity Management	<ul style="list-style-type: none">▪ Contributes within the service to setting of agreed activity targets▪ Contributes to meeting agreed activity targets
3. Strategic Planning	<ul style="list-style-type: none">▪ Contribution to the Service's strategic plan.
4. Quality/Risk Management	<ul style="list-style-type: none">▪ Contributes in a collegial way to quality/risk management within the framework of Te Whatu Ora Health New Zealand Capital, Coast & Hutt Valley quality systems Contribute to service specific guidelines, policies and protocols
5. 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.
6. Teamwork	<ul style="list-style-type: none">▪ Constructively engages as a member of the Dermatology Service
7. Professional Development	<ul style="list-style-type: none">▪ SMOs have agreed development plans.▪ Networks developed to learn from beyond the Service and the learning is applied.
8. Occupational Health & Safety	<ul style="list-style-type: none">▪ Complies with responsibilities under the Health & Safety in Employment Act 1992

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
Teamwork	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive attitude. ▪ 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"> ▪ Looks for ways to improve work processes - suggests new ideas and approaches ▪ Provides quality service to those who rely on one's work. ▪ Explores and trials ideas and suggestions for improvement made by others. ▪ Shows commitment to continuous learning and performance development.
Taking Responsibility	<ul style="list-style-type: none"> ▪ Is results focussed and committed to making a difference. ▪ Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected.

Competency	Behaviours
	<ul style="list-style-type: none"> Adjusts work style and approach to fit in with requirements. Perseveres with tasks and achieves objectives despite obstacles. Is reliable Consistently performs tasks correctly - following set procedures and protocols.
Communication	<ul style="list-style-type: none"> Is results focussed and committed to making a difference. Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected. Adjusts work style and approach to fit in with requirements. Perseveres with tasks and achieves objectives despite obstacles. Consistently performs tasks correctly - following set procedures and protocols.
Cultural Skills	<ul style="list-style-type: none"> Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Maori perspective as tangata whenua. Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living. Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work. Accesses resources to make sure culturally appropriate and language appropriate services are provided. Draws on a client's own cultural resources and support frameworks.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Proven knowledge of modern skills and techniques of Dermatology practice
- Has demonstrated a high standard of clinical care, management and time management skills.
- Demonstrated teaching skills in respect of junior medical staff, other staff, patients and their whanau.
- Ability to work effectively within a service and organisation committed to continuous quality improvement and to achieving accreditation.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Vocationally registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Organisation's area.
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Specialist Registration.

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

- Commitment to continually update skills and treatment methods
- Commitment to auditing standards of practice and to implementing changes in practice which will lead to improvement in clinical outcomes.

D. Other

- Awareness of and sensitivity to cultural differences.
- Ability to work effectively within a multi-disciplinary team.

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.