

## Position Description

<b>Position</b>	<b>Ophthalmology RMO Fellow</b>
<b>Team / Service</b>	Ophthalmology Service
<b>Directorate</b>	Surgery, Women and Children's Directorate
<b>District</b>	Capital, Coast & Hutt Valley
<b>Responsible to</b>	Clinical Leader, Ophthalmology
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work from multiple locations across the district

## 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

Capital, Coast | Private Bag 7902, Newtown, Wellington 6342 | 04 385 5999  
Hutt Valley | Private Bag 31907, Lower Hutt 5010 | 04 566 6999

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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

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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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|------------------------|--|
| <b>Mana whakahaere</b> | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.  |
| <b>Mana motuhake</b>   | 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.       |
| <b>Mana tāngata</b>    | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.  |
| <b>Mana Māori</b>      | 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

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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

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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

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The Ophthalmology Department provides a secondary and tertiary ophthalmic service for the Wellington region, including Kapiti, Hutt Valley and Wairarapa. Tertiary services are also provided for the lower North Island and upper South Island. The main outpatient department and inpatient beds are based at Wellington Regional Hospital with some services provided at Kenepuru Hospital.

Outpatient clinics provide comprehensive ophthalmic assessment on a referral basis from medical practitioners, public health vision screening technicians and optometrists. A 24-hour acute service is provided at Wellington Regional Hospital. Most ocular surgery is now carried out on a day case basis.

The service collaborates with other hospital services including Neurosurgery, Neurology, Intensive Care Unit, Oncology and Hutt Hospital's Plastic Surgical Department.

The Clinical Leader, Ophthalmology, provides collegial leadership in achieving specific annual targets and outcomes and in identifying and implementing service development initiatives.

The Operations Manager, Surgical Services works in partnership with the Clinical Leader and is responsible for the service leadership and management including budgeting, resourcing and oversight of contract achievement as well as providing advice to the team and supporting and developing Team Leaders.

## Purpose of the role

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A fellowship period allows a newly qualified ophthalmologist the opportunity to work in a supportive, supervised environment, gaining further experience as an independent specialist. This provides educationally valid employment opportunities and provides services to the ophthalmology department at Te Whatu Ora, Capital Coast and Hutt Valley.

The fellows will be required to attend certain stipulated clinical sessions but time will be reserved for the fellow to pursue their individual learning objectives or undertake additional outpatient clinics or “backfill” operating lists. The fellow will be expected to be able to manage their own clinics and operating lists unsupervised.

Specific services will include:

- Operating and clinic sessions.
- Participation in relevant service and clinical meetings related to the service.
- Participation in quality improvement activities, clinical audit activities and continuing medical education.
- Contribution to service and organisational initiatives in clinical practice.

Individual performance objectives and criteria will be based on this position description.

The ophthalmology fellow is required to undertake their 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’s code of ethics;
- the practitioner’s relevant medical college (s) and/or professional association (s);
- the New Zealand Medical (or Dental) Council;
- the Health and Disability Commissioner; and
- Capital and Coast District Health Board’s policies and procedures except to the extent that they may be inconsistent with any other provision of this Agreement.

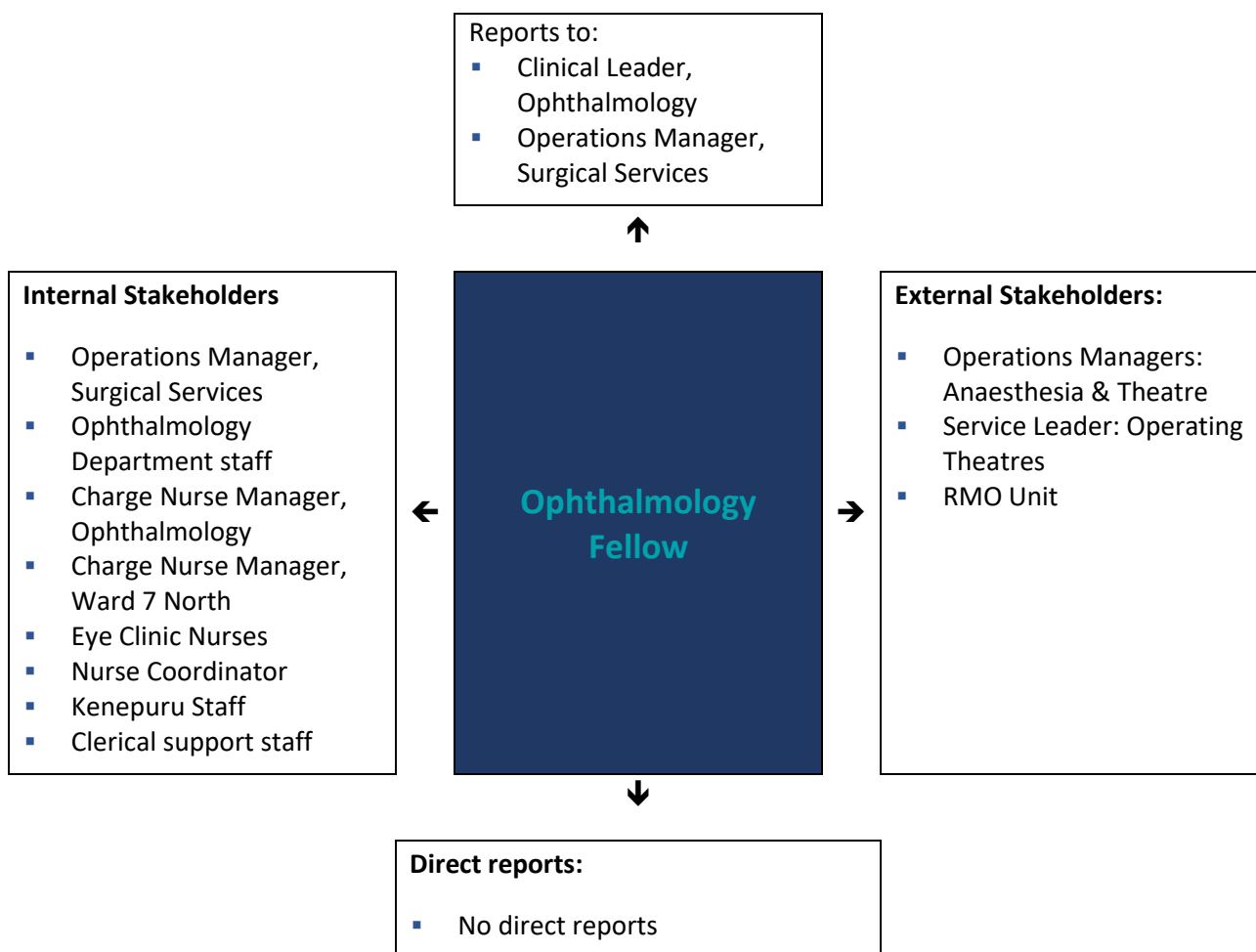
## Key Accountabilities

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 general surgical services.	<ul style="list-style-type: none"> <li>• Takes professional care of and undertakes delegated clinical responsibilities for patients admitted under his/her care.</li> <li>• Conducts outpatient clinics, and other duties, using the allocated time efficiently and effectively towards achieving the goals of the service.</li> <li>• Manages workload to ensure clinical time is reallocated where cancellations of one aspect of clinical care occur</li> <li>▪ Sees and advises promptly on patients referred for a specialist opinion.</li> </ul>
2. Provision of acute specialist care.	<ul style="list-style-type: none"> <li>• Leave arrangements are managed in conjunction with Clinical Leader and Operations Manager.</li> <li>• Takes professional care of, and assumes clinical responsibility for, patients admitted or transferred under his/her care.</li> </ul>
3. Patient information and informed consent.	<ul style="list-style-type: none"> <li>• Gives patients and their families a full explanation of all procedures and treatments.</li> <li>• Obtains informed consent for all patients in accordance with the Organisation's policy for undertaking any operation, test or procedure.</li> </ul>
4. Staff and patient relations.	<ul style="list-style-type: none"> <li>• Acts in a manner consistent with a senior member of staff.</li> <li>• Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau.</li> <li>• Handles problems and complaints sensitively.</li> </ul>
5. Education and Teaching of Junior medical staff and other professional groups	<ul style="list-style-type: none"> <li>• Provides teaching or educational presentations for nurses, resource nurse and other health professionals or groups with an ophthalmology interest as appropriate.</li> </ul>
6. Maintenance of adequate records and reports to referring doctors.	<ul style="list-style-type: none"> <li>• Comprehensive, accurate and up-to-date medical records are maintained for all patients under the fellow's care.</li> <li>• Medical reports and discharge letters on inpatients as well as outpatient letters on patients seen by fellow are completed and dispatched within organisational timeframes.</li> </ul>
7. Stakeholder engagement	<ul style="list-style-type: none"> <li>▪ Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Constructive strategic and tactical relationships and partnerships are developed with a range of groups and individuals both internal and external to the DHBs that supports and enables problem solving and the implementation of solutions</li> <li>▪ A partnering approach is implemented to the delivery of services to the DHBs in a way that facilitates and supports shared agenda and objectives.</li> </ul>
8. Continuous improvement and innovation	<ul style="list-style-type: none"> <li>▪ Establish a culture of continuous improvement, ensuring linked and cohesive 2DHB view of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector.</li> </ul>
9. Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</li> <li>▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance</li> <li>▪ Cultural competence is grown across the team, supporting inclusion and partnership.</li> </ul>
10. Health & Safety	<ul style="list-style-type: none"> <li>▪ Ensure all Health &amp; Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature</li> <li>▪ Actively support and ensure compliance with Health &amp; Safety policy and procedures; ensuring staff also support and comply.</li> <li>▪ Maintain a proactive culture of Health &amp; Safety supported by systems.</li> <li>▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities</li> </ul>

## 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
<b>Interpersonal Savvy</b>	<ul style="list-style-type: none"> <li>Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</li> <li>Builds appropriate rapport</li> <li>Builds constructive and effective relationships</li> <li>Uses diplomacy and tact</li> <li>Can diffuse even high-tension situations comfortably</li> </ul>
<b>Organising</b>	<ul style="list-style-type: none"> <li>Can marshal resources (people, funding, material, support) to get things done</li> <li>Can orchestrate multiple activities at once to accomplish a goal</li> </ul>

Competency	Behaviours
	<ul style="list-style-type: none"> <li>▪ Uses resources effectively and efficiently</li> <li>▪ Arranges information and files in a useful manner</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>▪ Accurately scopes out length and difficulty of tasks and projects</li> <li>▪ Sets objectives and goals</li> <li>▪ Breaks down work into the process steps</li> <li>▪ Develops schedules and task/people assignments</li> <li>▪ Anticipates and adjusts for problems and roadblocks</li> <li>▪ Measures performance against goals</li> <li>▪ Evaluates results</li> </ul>
<b>Decision Quality</b>	<ul style="list-style-type: none"> <li>▪ Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement</li> <li>▪ Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</li> <li>▪ Sought out by others for advice and solutions</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>▪ Uses rigorous logic and methods to solve difficult problems with effective solutions</li> <li>▪ Probes all fruitful sources for answers</li> <li>▪ Can see hidden problems'</li> <li>▪ Is excellent at honest analysis</li> <li>▪ Looks beyond the obvious and doesn't stop at the first answer</li> </ul>
<b>Quality &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work.</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches.</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others.</li> <li>▪ Shows commitment to continuous learning and performance development.</li> </ul>
<b>Negotiating</b>	<ul style="list-style-type: none"> <li>▪ Can negotiate skilfully in tough situations with both internal and external groups;</li> <li>▪ Can settle differences with minimum noise;</li> <li>▪ Can win concessions without damaging relationships;</li> <li>▪ Can be both direct and forceful as well as diplomatic;</li> <li>▪ Gains trust quickly of other parties to the negotiations;</li> <li>▪ Has a good sense of timing</li> </ul>

## Experience and Capability

### Qualifications

- Qualification from the appropriate Medical body, evidence of registration with relevant Medical or Dental Council and appropriate professional body affiliations.
- New Zealand Registration and eligibility for registration with the Medical Council of New Zealand as a general ophthalmologist with experience in resulting in the knowledge and skills to perform as a general ophthalmologist.
- Passed their RANZCO exams and be in their final year of training

### Experience



- Experience in ophthalmology.
- Able to work unsupervised in clinic and operating theatres.

### **Skills**

- Demonstrate the ability to develop links with the community.
- Demonstrate a well-developed community perspective.
- Be genuinely interested in people, and able to relate to a wide range of people in a helpful, intellectual and compassionate manner

**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.