

Position Description

Position	Clinical Perfusionist
Team / Service	Wellington Operating Theatre Services
Group	Hospital Flow Directorate
District	Capital, Coast
Responsible to	Chief Perfusionist
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 at Wellington 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 Perspective

The perfusionist will work as part of the team in the operating theatre environment in conjunction with Surgeon and Anaesthetist.

There is an expectation that the perfusionist will contribute to the development of policies and procedures relating to the service.

There is an element of independence inherent in the role as the perfusionist has sole control of equipment which is life supporting. An error on the part of the perfusionist has the potential to be fatal and beyond the scope of either the surgeon or anaesthetist to remedy; as is the failure of the equipment which only the perfusionist has the knowledge and skills to rectify.

Notwithstanding this factor, the perfusionist carries out the role in accordance with clearly established best practice. Departure from best practice can only be entertained where the perfusionist is of the view that it is in a patient's best interests. In any other circumstances the perfusionist must consult with the surgeon and anaesthetist.

The majority of the equipment used and procedures carried out provide life support to patients. In the operating theatre environment the perfusionist is acting in a clinical capacity, not simply as an equipment operator and monitor. There is an expectation and requirement to provide appropriate advice and information to the surgeon. This advice and information can have a direct impact on the outcomes of the procedures.

Life threatening situations can arise with every bypass procedure and other associated procedures can also have a high risk factor. Whilst established procedures will meet most circumstances there will be occasions when the employee has to look beyond the norm for solutions to critical issues in the midst of operations.

This role is full time, rostered and rotating which requires the incumbent to reside within approximately 20 minutes distance of the hospital

Purpose of the role

To provide cardiopulmonary bypass and intra-aortic balloon pump support services for cardiothoracic surgery.

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.

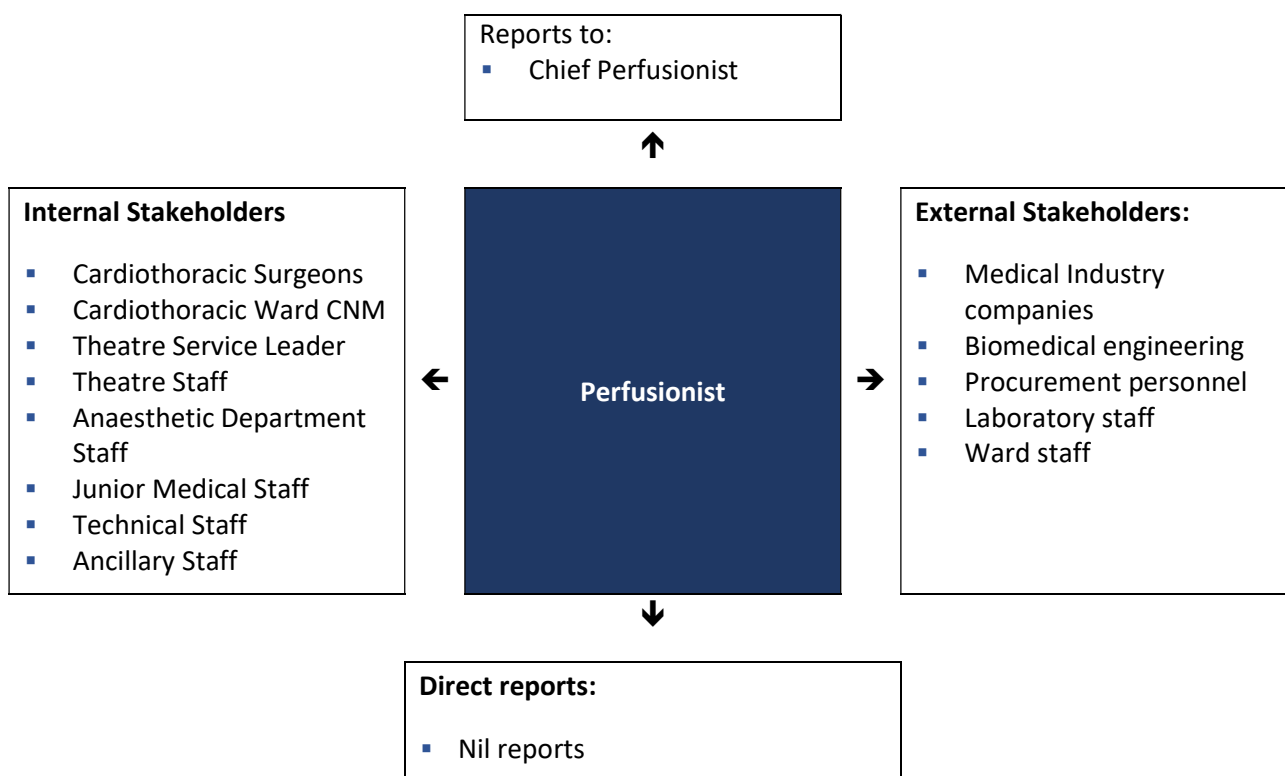
Key accountabilities	Deliverables / Outcomes	Key Performance Indicators / Measures
Clinical: conducts: 1 Cardiopulmonary bypass and related life support procedures with safety and expertise 2 Adult cardiopulmonary bypass and other support procedures	<ul style="list-style-type: none"> Sets up, primes and conducts cardiopulmonary bypass for any scheduled or emergency adult procedure. Provides extracorporeal life support (Intra-aortic balloon pump) as and where required Administers prescribed intravenous drugs and blood products during adult CPB Provides clinical advice to medical colleagues. 	<ul style="list-style-type: none"> Circuits and machines are set up per protocol. Prime solutions and drugs are patient specific. Cardioplegia regimes are surgeon specific. Information and advice immediately available to surgeon during course of operation. Bypass is performed in accordance with recognised standards in a safe, timely and professional manner Participates in on-call roster Devices set up in accordance with protocols, Problems are identified and resolved in an efficient and timely manner. Available to provide long term 24 hour monitoring and rostering for the duration of the procedure. Pump is set up and monitored as per protocol. Professional, knowledgeable support is provided to cardiac surgeons, cardiologist and ITU staff. Problems are identified and resolved in an efficient and timely manner.

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators / Measures
Achieves Quality Perfusion Practice	<ul style="list-style-type: none"> • Performs preoperative patient assessment • Maintains/acquires knowledge and training in accordance with ANZCP certification and re-certification requirements, or similar qualifications, e.g. Society of Perfusion of Great Britain and Ireland. • Contributes to the objectives of the Directorate. • Conducts perfusion in accordance with the ANZCP, (or similar organisations) Standards of Practice and Code of Ethics. 	<ul style="list-style-type: none"> • Patient's notes are read and blood ordered immediately the patient arrives. • Appropriate conferences are attended and a verbal presentation on the conference is prepared and shared with colleagues. • Practice compliance is demonstrated to have been achieved at annual review. • Proof of a minimum of 50 cases per annum has been achieved. • Education levels are maintained and new information is taken on board as evidenced by informal verbal discussion with colleagues • Attends meetings and reports back to chief perfusionist. • Reads and understands the Code and Standards of Practice and is able to demonstrate this to the chief perfusionist • Annual practice insurance is maintained.
Develops Personal and Departmental Skills and Standards	Maintains all work areas and equipment to the standard appropriate for clinical procedures.	<ul style="list-style-type: none"> • Regularly reviews current literature. • Undertakes appropriate ongoing studies. • Attends suitable meetings and participates in research as agreed with chief perfusionist. • Contributes to perfusion development projects. • Sets personal developmental goals in agreement with the service leader, operating theatre.

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators / Measures
Continuous Quality Improvement	<p>Actively contribute to Continuous Quality Improvement activities within the service.</p> <ul style="list-style-type: none"> Identifies improvement opportunities and notifies the manager of these. Participates in the service's quality improvement activities. Provides good patient/client service Complies with standards and works to improve patient/client satisfaction Participates in ordering and stock control to ensure adequate stocks are on hand at all times. 	<ul style="list-style-type: none"> Written evidence that chief perfusionist has been notified. <p>Contributes to the Risk Register and PIRS.</p> <ul style="list-style-type: none"> As demonstrated in discussion with chief perfusionist As demonstrated in discussion with service leader, operating theatre Recording of stock arrival, movement and use is accurate and in accordance with procedures.
Risk Minimisation	<p>Actively contributes to risk minimisation activities within the service.</p> <ul style="list-style-type: none"> Identifies risks and notifies the manager of these. Participates in the service's risk minimisation activities. Complies with C&C DHB Reportable Events policy and other policies and procedures. 	<ul style="list-style-type: none"> Fills in departmental risk register as appropriate. Participates in audits and risk assessment discussions Reportable Events Register is completed within correct time-frames required.

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators / Measures
Health and Safety	<ul style="list-style-type: none"> Complies with responsibilities under the Health & Safety in Employment Act 1992 	<ul style="list-style-type: none"> Demonstrates understanding in verbal discussion with chief perfusionist Actively supports and complies with health and safety policy and procedures as observed by chief perfusionist and others. Uses protective clothing and equipment. 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
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 first answers
Timely decision making	<ul style="list-style-type: none"> ▪ Makes decision in a timely manner, sometimes with incomplete information and under tight deadlines and pressure ▪ Able to make a quick decision.
Composure	<ul style="list-style-type: none"> ▪ Is cool under pressure ▪ Does not become defensive or irritated when times are tough ▪ Is considered mature ▪ Can be counted on to hold things together during tough times ▪ Can handle stress ▪ Is not knocked off balance by the unexpected ▪ Doesn't show frustration when resisted or blocked ▪ Is a settling influence in a crisis
Standing alone	<ul style="list-style-type: none"> ▪ Will stand up and be counted ▪ Doesn't shirk personal responsibility ▪ Can be counted on when times are tough ▪ Willing to be the only champion for an idea or position ▪ Is comfortable working alone on a tough assignment
Dealing with Paradox	<ul style="list-style-type: none"> ▪ Can act in ways that seem contradictory ▪ Is very flexible and adaptable when facing tough calls ▪ Can combine seeming opposites like being compassionately tough, stand up for self without trampling others, set strong but flexible standards ▪ Can act differently depending upon the situation ▪ Is seen as balanced despite the conflicting demands of the situation
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 ▪ Doesn't misrepresent her/himself for personal gain
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 judgment ▪ Most of their decisions and suggestions turn out to be correct and accurate when judged over time ▪ Sought out by others for advice & solutions

Competency	Behaviours
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 ▪ Measures performance against goals ▪ Evaluates results
Learning on the fly	<ul style="list-style-type: none"> ▪ Learns quickly when facing new problems ▪ A relentless and versatile learner ▪ Open to change ▪ Analyses both successes and failure for clues to improvement ▪ Experiments and will try anything to find solutions ▪ Enjoys the challenge of unfamiliar tasks ▪ Quickly grasps the essence and the underlying structure of anything

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Current experience as a clinical perfusionist
- Knowledge of and Experience in maintaining Intra-Aortic Balloon Pumps and Cardiopulmonary Bypass Machines.
- Experience in Extra-corporeal life support

B. Essential Professional Qualifications / Accreditations / Registrations:

- Experience being part of a team
- More than 3 years Clinical perfusion for Adult CPB (including administration of blood cardioplegia, expertise in Intra-Aortic Balloon Pump).
- VAD, ECMO
- Computer data entry and good computer skills

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

- Respect and collaboration in practice
- Delivering an exemplary standard of service
- Leading profession and service delivery
- Active involvement in decision making
- Working inter-professionally with others
- Thinking critically
- Working effectively with others
- Commitment to Te Tiriti o Waitangi
- Living the District values

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