

Position Description

Position	Senior Medical Physicist
Team / Service	Medical Physics, Radiation Oncology, Wellington Blood & Cancer Centre
Group	Cancer, Specialist Medicine and Community
District	Capital, Coast & Hutt Valley
Responsible to	Chief Medical Physicist
Children's Act 2014	This position is not children's worker, requiring a safety check with Ministry of Justice vetting before commencing
Location	This position is expected to work from multiple locations across the Capital, Coast & Hutt Valley 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 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/Service Perspective

The Wellington Blood & Cancer Centre (WBCC) incorporates the three main non-surgical oncology specialties of medical oncology, radiation oncology and clinical haematology into an integrated regional and supra-regional inpatient and outpatient cancer service.

Medical physicists are an integral part of the radiation oncology team, having the scientific and professional skills to facilitate the safe and effective planning and delivery of radiation treatment.

The medical physics team provides services including radiation treatment equipment management, radiation dosimetry, scientific oversight of treatment planning and treatment delivery, radiation protection, education and training as well as research and development.

Purpose of the role

The senior medical physicist practices across several sub-specialty areas of medical physics practice whilst working under the supervision of principal medical physicists and the chief medical physicist. Senior medical physicists have routine clinical responsibilities in radiation oncology medical physics as well as a significant role in research and development and in the implementation of new techniques and technologies in the department. They are also involved in the training of medical physics registrars.

Key Accountabilities

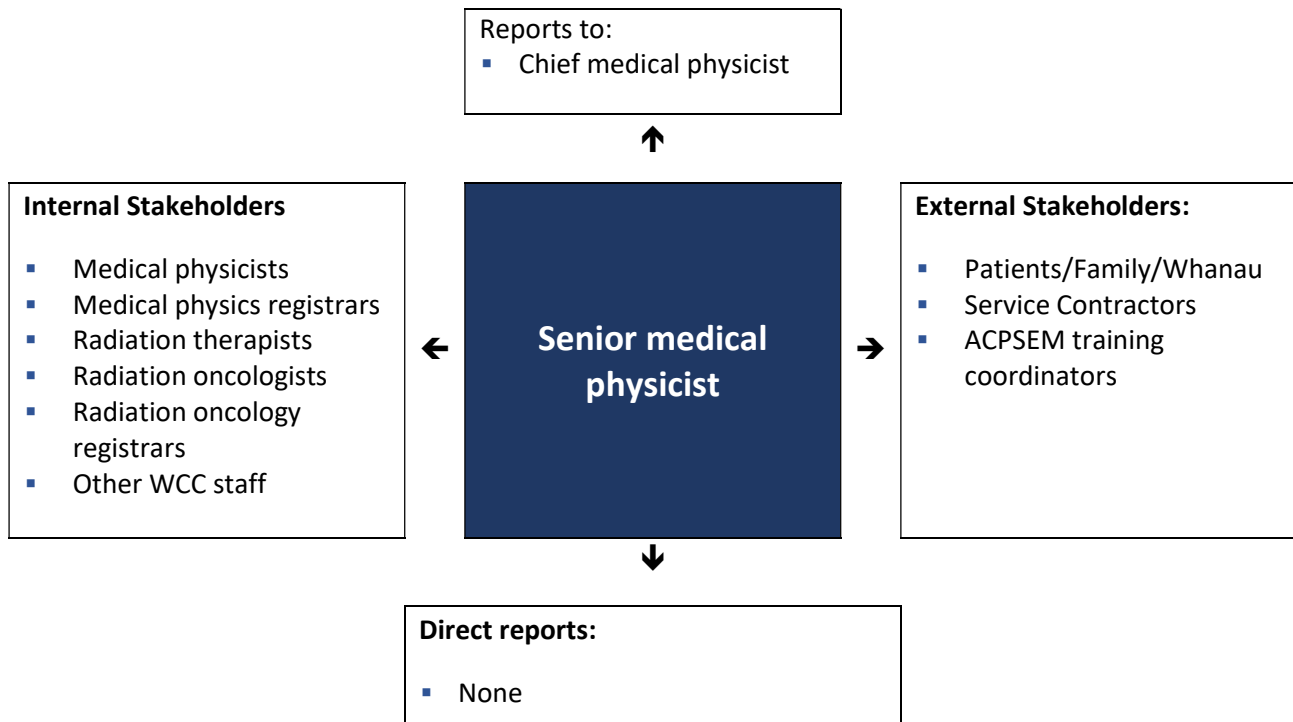
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Scientific and Clinical	<ul style="list-style-type: none">• Practices in one or more sub specialty areas of medical physics according to the medical physics organisation chart• Works with the principal and chief medical physicists to develop the medical physics service plan• Leads and participates in service development and clinical practice projects• Achieves the desired outcomes for the medical physics service• Supports and mentors less experienced staff• Initiates research projects, supports departmental publication requirements• Supervises work done by registrars

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> • Supports the development of a culture of responsiveness within the team
2. Quality and Risk	<ul style="list-style-type: none"> ▪ All practices in area of responsibility meet regulatory requirements ▪ All practices in area of responsibility meet relevant expert body safety codes of practice, quality standards and recommendations ▪ Internal quality control programs are developed and monitored for compliance ▪ Initiates and leads clinical practice audit and quality improvement projects ▪ Initiates continual development and updating of internal policy and procedures ▪ Models and promotes a culture of continual quality improvement ▪ Actively contributes to Continuous Quality Improvement activities within the service. ▪ Models and promotes high standards of professional practice ▪ Supervises and signs off work done by registrars and associates ▪ Actively contributes to risk minimisation activities within the service. ▪ Complies with policies and procedures including (but not limited to) Capital Coast and Hutt Valley Reportable Events Policy
3.Stakeholder engagement	<ul style="list-style-type: none"> ▪ Capital and Coast and Hutt Valley values are supported to optimise health outcomes and deliver a patient focused culture ▪ A team/ multidisciplinary team approach is supported to achieve service objective ▪ A cooperative and flexible style is used to ensure service delivery objectives are met ▪ Contribution to the wider clinical multi-disciplinary team ▪ Positive relationships are maintained with key stakeholder groups ▪ Communication is effective and results in the required level of information sharing and dissemination within the medical physics team and with the wider multidisciplinary team ▪ Communication methods, either written or verbal, are appropriate for the situation
4. Continuous improvement and innovation, training and education	<ul style="list-style-type: none"> ▪ Takes responsibility for own professional development ▪ Actively seeks opportunities to update knowledge and skills by reading, attending training and education sessions, lectures and conferences ▪ Meets the requirements of ACPSEM CPD program or other as relevant ▪ Attends and participates in departmental and other appropriate general education sessions ▪ Presents at medical physics seminars, BCC journal club and at national and regional conferences ▪ Initiates research projects, supports departmental publication requirements

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Clinical training for Medical Physics registrars is planned and delivered in the speciality area as required ▪ ACPSEM training program requirements are implemented ▪ Registrars are effectively supported
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. 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
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 orchestrate multiple activities at once to accomplish a goal▪ Uses resources effectively and efficiently▪ Arranges information and files in a useful manner▪ Spends their 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

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
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
Teamwork	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members ▪ Has a friendly manner ▪ 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

Experience and Capability

Essential qualifications, skills and experience

A. Education, Skills & Experience:

- BSc Physics from a New Zealand university or an overseas equivalent
- MSc Physics / Medical Physics or preferably PhD Physics / Medical Physics from an ACPSEM accredited university in New Zealand or an overseas equivalent
- Significant and relevant clinical experience in radiation oncology medical physics

B. Essential Professional Qualifications / Accreditations / Registrations:

- ACPSEM Certification and Registration in Radiation Oncology Medical Physics, or an overseas equivalent

- Licensed under NZ Radiation Protection Act to use ionising radiation for role of medical physics expert in radiation oncology.

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

- Interest in research and development as evidenced through recent peer reviewed publications
- Able to achieve high standards of professional competency
- Able to influence development of best practice standards
- Self-directed and high degree of personal initiative
- Able to work effectively in a multi-disciplinary team as well as independently
- Able to prioritize and work to deadlines
- Able to communicate effectively, both verbally and in writing
- Able to supervise less experienced members of staff
- Able to provide high quality training to medical physics registrars
- Able to display a professional work ethic
- Able to work early, late and occasional weekend shifts as required
- Able to undertake work of a physical nature such as lifting equipment or pushing trolleys

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