

Position Description

Position	Palliative Care Physician (SMO)
Team / Service	Palliative Care
Group	Blood, Cancer, Pharmacy, Palliative Care & Radiology
District	Capital, Coast & Hutt Valley District
Responsible to	Clinical Leader – Hospital Palliative Care 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 Hospital as the primary site and at Kenepuru Hospital. From time to time as part of Variance Response you may be required to work in other areas.

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 Hospital Palliative Care Service (HPCS) is a multidisciplinary clinical team operating within the Cancer and Blood Service of the Cancer, Blood, Pharmacy and Palliative Care Group. It is based primarily at Wellington Regional Hospital.

Specialist hospital palliative care services are provided to help and support acutely admitted adult patients their families and whānau. The Hospital Palliative Care Service also provides support and education on palliative care to hospital staff, as well as help influence the culture within CC & HV District towards an inclusive model of palliative care and end of life provision. The Hospital Palliative Care Service links to primary and specialist palliative community care providers and aims to enhance continuity of care for patients who transition between community and hospital.

The Hospital Palliative Care Service sees on average 1000+ new patients per year. Current staffing consists of SMO positions, Registrar positions, 1 Nurse Practitioner and CNS Palliative Care Nurses.

Purpose of the role

The Senior Medical Officer – Palliative Care is a specialist who provides high-quality, patient-centred care for hospital inpatients with complex palliative care needs. The role is integral to improving health outcomes by applying advanced medical expertise, diagnostic reasoning, and therapeutic decision-making within the hospital environment.

The SMO provides direct patient care, clinical consultation, and expert advice across hospital specialties, while promoting equitable health outcomes for all patients and their whānau.

Key Accountabilities

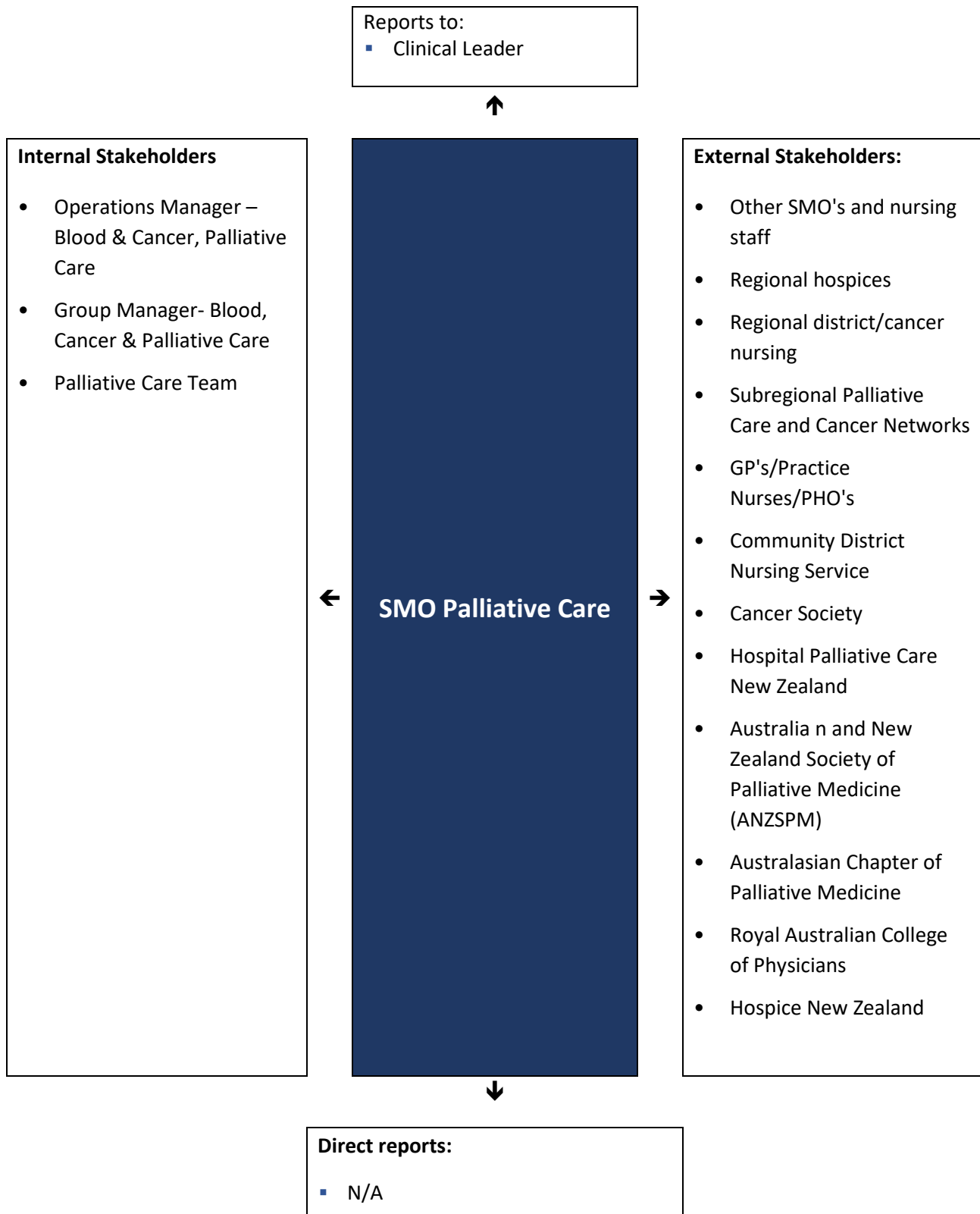
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Clinical Practice	- Clinically assess, diagnose and manage adult patients referred with palliative care need within the acute hospital with specialist expertise and as part of an integrated member of the multidisciplinary team - Support patients, family and whanau, and colleagues with difficult decision-making , advance care planning , ethical and psychosocial issues

Key accountabilities	Deliverables / Outcomes
	• Develop, implement and support palliative care pathways, protocols and guidelines where appropriate • Consult, liaise and professionally assist other professionals involved in the care of the patient • Adhere to the protocols, guidelines and practice standards pertaining to the area of clinical practice and in a manner consistent with the established ethical standards as provided by the Medical Council of New Zealand, AChPM, and RACP • Facilitate patient referrals to other local and regional primary and specialist palliative care providers to enable continuity of palliative care provision • Ensure that national and organisational statutory and regulatory requirements are adhered to in practice and documentation • Completing required routine clinical activities including ward work, on-call and duties at other locations on days and times agreed with the Clinical Director. • Providing cover for other specialists during their absences on leave as mutually agreed with the Clinical Director. • Effectively delegate activities (taking into account the delegatee's knowledge/experience level) and monitor their implementation
2. Professional Development	• Is enrolled in recognised Continuing Professional Development (CPO) programme and keeps up to date with requirements of the programme • Maintains membership of appropriate professional College • Participates in an annual personal performance and development review • Provide evidence based and best practice approach developments to Palliative Care team
3. Teaching/Education/Research/Quality	• Develop and facilitate undergraduate and postgraduate teaching in palliative care for hospital staff and undergraduate trainees as agreed with the Clinical Director • Provide support and teaching as required for all team members including registrars and Advanced Trainees in palliative medicine, • Develop and support continuing education, quality and audit programmes within the department as agreed with the Clinical Leader • Develop and implement relevant research activities consistent with the strategy of the department in agreement with the Clinical Leader • Develop and review service specific guidelines, policies and protocols • Educate, up skill, and support clinical staff in primary palliative care provision

Key accountabilities	Deliverables / Outcomes
4. Teamwork & professional development	• Participate in developing , reviewing and implementing, as required, the department's strategic plan • Constructively and collaboratively engage as a member of the clinical team, supporting strategic direction of team and contributing to its development. • Ensure teaching , learning and audit/research skills are maintained and continuously developed in line with best practice and lifelong learning principles • Establish annual goals, objectives, performance targets and strategies to meet these, with the Clinical Director. This includes Maintenance of Professional Standards requirements, such as attending organised academic clinical/ CME meetings, to ensure ongoing vocational registration • Maintain Palliative Medicine knowledge and clinical competence through continuing self-education including attendance at relevant courses/seminars/conferences and review of relevant literature. • Participate in teaching activities consistent with the strategy of the department and in discussion with the clinical leader and providing evidence based and best practice approach to palliative care education. • Participate in research activities and clinical development projects consistent with the strategy of the service and in discussion with the clinical leader.
5. Te Tiriti o Waitangi	• Te Tiriti Partnership: Uphold the principles of Te Tiriti o Waitangi by actively engaging in partnership with Māori patients, whānau, and iwi/Māori health providers to ensure care is responsive to their needs and aspirations. • Equity and Access: Promote equitable health outcomes by recognising and addressing systemic barriers faced by Māori, and by advocating for culturally safe, accessible palliative care services. • Cultural Safety: Embed Māori models of health and wellbeing (e.g., Te Whare Tapa Whā) into clinical practice, supporting holistic care that values wairua, whānau, tinana, and hinengaro.
6. Health & Safety	▪ 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
Teamwork	• Works constructively - develops and maintains excellent working relationships with other team members; seeks out opportunities to support others in achieving goals • Works cooperatively- willingly sharing time, knowledge and expertise with colleagues • Works flexibly – is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments • Works collaboratively - to achieve objectives for the good of the whole; • contributes to and accepts consensus team decisions. • Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community • Recognises and respects individual differences/roles.
Communication/Interpersonal skills	• Actively listens, draws out information & checks understanding. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. • Empathises with others and considers their needs and feelings. • Addresses strong emotion (e.g anger/sadness) effectively and with compassion.
Quality and Innovation	• 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
Integrity and trust	• 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
Leadership & Organisation	• Can marshal resources (people, funding, material, support) to get things done • Develops and communicates a vision for the future, inspiring commitment to the goals of the

Competency	Behaviours
	organisation/team. • Establishes an action plan and achieves priority goals • Can orchestrate multiple activities at once to accomplish a goal • Uses resources effectively and efficiently • Arranges information and files in a useful manner • Copes with stress and understands personal limitations. Is proactive and displays initiative.
Value diversity	• Understands the principles of Te Tiriti o Waitangi and how these apply • within the context of health service provision • Applies the notion of partnership and participation with Maori within the • workforce and the wider community • Promotes and participates in targeting Maori health initiatives by which • Maori health gains can be achieved

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Ideally two years demonstrated clinical expertise in specialist palliative medicine, with experience in hospital palliative medicine desired.
- The individual is required to undertake 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:
 - i. The New Zealand Medical Council
 - ii. The Health & Disability Commissioner

B. Essential Professional Qualifications / Accreditations / Registrations:

- Eligible for/achieved vocational registration as a medical practitioner with the New Zealand Medical Council
- Fellowship of the Australasian College of Physicians (palliative medicine subspecialty) or Australasian Chapter of Palliative Medicine or equivalent
- Evidence of maintenance of Professional Standards Programme within the appropriate professional body overseeing this.

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

- Teamwork - Able to maintain good professional relationships and be respectful of other team members' skills; able to work as an integral member of a multidisciplinary team.
- Having a commitment to Health and Independence Improvement goals, the values and goals of CCHV and to continuous learning and performance development
- Demonstrated evaluative and analytical skills
- Having a consumer and service orientated approach
- Excellent written and verbal communication skills

- Good organisational ability
- Able to work in pressure situations and prioritise work appropriately
- Self motivated

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