

Position Description

Position	Consultant Medical Oncologist
Team / Service	Medical Oncology
Directorate	Blood, Cancer, Palliative Care and Pharmacy
District	Capital, Coast & Hutt Valley
Responsible to	Operations Manager, Clinical Leader
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	Mainly based at Wellington Hospital. 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 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

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.

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Hutt Valley

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

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.

Service Perspective

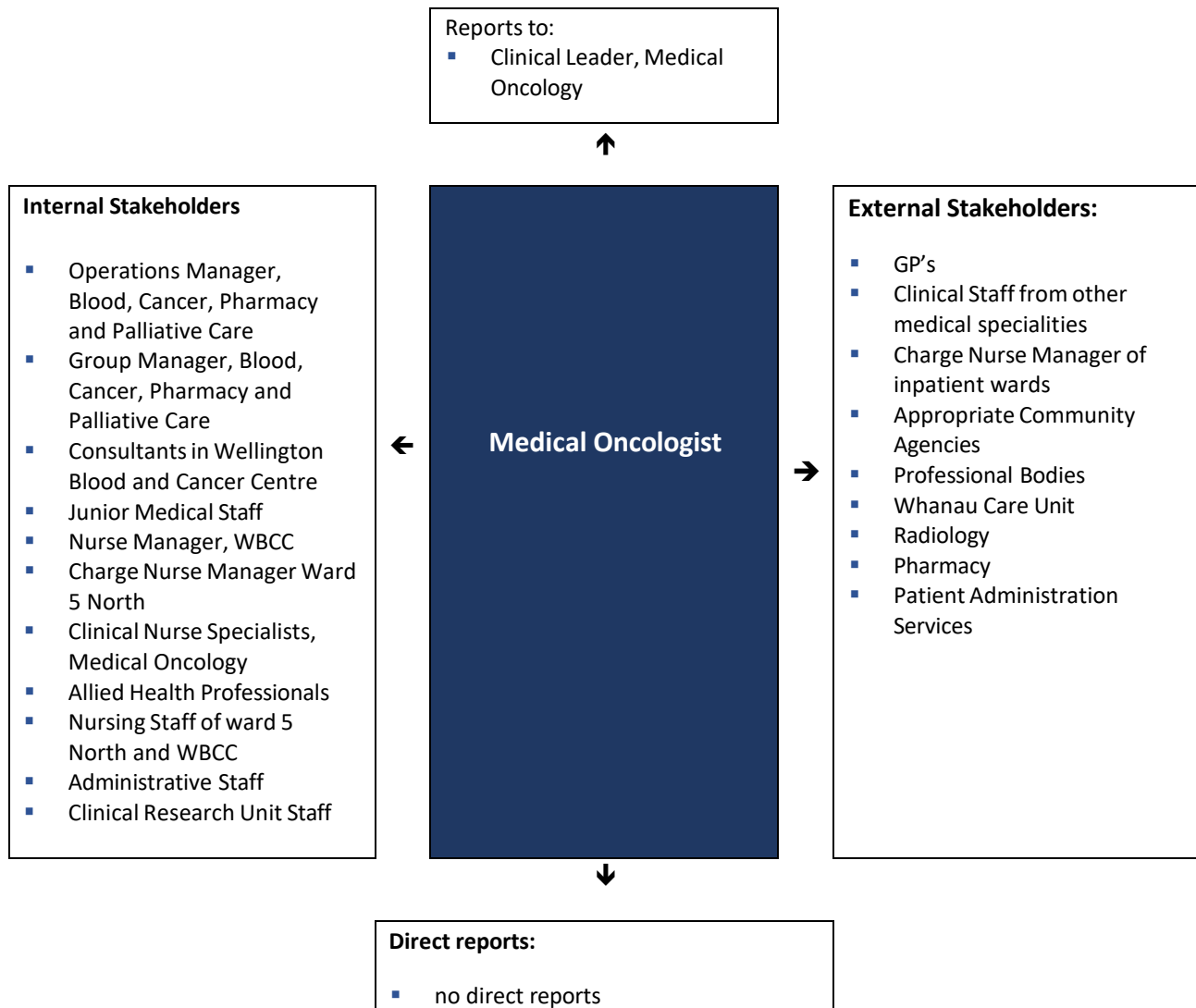
The Wellington Blood & Cancer Centre (WBCC) incorporates the specialties of Medical Oncology, Radiation Oncology and Clinical Haematology into an integrated regional and supra-regional blood and cancer service.

Patients reside in the Wellington, Wairarapa and Kapiti Coast regions. Supra- regional services extend beyond these boundaries to cover the MidCentral region and Nelson-Marlborough.

Ambulatory care forms the main focus of WB&CC's patient activities and represents some 70% of the contracted workload.

Services provided in the WBCC include specialist consultation and treatment for referred medical oncology, radiation oncology and haematology patients and 24 hour acute clinical assessment and inpatient care. The Centre has an active Clinical Research Unit currently participating in 42 clinical studies.

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
Commitment to Health and Independence Improvement Goals	- Is committed to the values and goals of CC - Is committed to continuous learning and performance development - Encourages the development of all team members
Teamwork	- Develops and maintains positive relationships and works in partnership with other team members - Develops rapport and builds networks of constructive working relationships with key people - Effectively uses team dynamics and individual operating styles to build team processes and strengths - Shares knowledge and works cohesively with the team
Innovation	- Is innovative in the development of business initiatives and projects - Is proactive and motivated and responds to new challenges and opportunities - Develops new and/or more effective work processes and

Competency	Behaviours
	▪ systems through lateral thinking and creativity
Work Approach	▪ Is results focussed and committed to making a difference ▪ Plans and organises own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected ▪ Adjusts work style and approach to fit in with requirements ▪ Focuses on quality improvements and customer satisfaction ▪ Perseveres with tasks and achieves objectives despite obstacles
Communication	▪ Practises active and attentive listening ▪ Is confident and appropriately assertive in dealing with others ▪ Deals effectively with conflict
Partnership with Maori	▪ Understands the principals 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 workplace and the wider community ▪ Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved ▪ Implements strategies that are responsive to the health needs of Maori

Experience and Capability

Essential qualifications, skills and experience

a. Knowledge and Experience:

- Medical Oncology clinical experience
- Subspecialty expertise in melanoma, lung cancer, sarcoma or head and neck cancer would be advantageous, although not required

b. Essential Professional Qualifications / Accreditations / Registrations:

- Be fully qualified to practice in the specialty of Medical Oncology, with vocational registration from the Medical Council of New Zealand or eligibility for registration as a specialist medical oncologist.
- Current practicing certificate from the Medical Council of New Zealand
- Current New Zealand Driver's License

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

- Demonstrates team leadership skills and the ability to motivate people
- Interpersonal skills include sensitivity to issues of others
- Evaluation and Analytical Skills - an evaluative, logical and systematic approach
- Communication Skills- both orally and in writing - articulate and persuasive
- Demonstrates a broad and balanced perspective - can adopt a lateral approach, receptive to sharing of ideas, keeping a sense of proportion and identifying when things are not quite right
- Able to make decisions under pressure
- Personal organisational skills- structures, organised and methodical, making good use of time
- Ability to prioritise activities and needs
- Able to cope with stressors of work such as the pressure and frustration arising from competing demands
- Self-motivated- has energy, drive and enthusiasm, and shows initiative and a willingness to work hard
- Self-insight and integrity - realistic confidence in one's knowledge and achievements, fundamental honesty to oneself and others
- Alerts management to any potential conflicts of interest
- Ability to work as a team member
- Culturally safe
- Professional demeanour

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.