

Position Description

Position	Senior Medical Officer – Diabetes and Endocrine
Team / Service	District Diabetes and Endocrine Service
Group	Sub Specialty Medicine
District	Capital, Coast & Hutt Valley District
Responsible to	Clinical Leader – Diabetes and Endocrine Operations manager – Sub Specialty Medicine
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 multiple sites across the Capital, Coast and 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 (CCHV) 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 vision for the CCHV Diabetes and Endocrine Service is to be a centre of excellence empowering health professionals, patients and their whānau to maximise their ability to self-manage their diabetes or endocrine related health.

The service has four inter-related components:

1. Endocrine specialist care
2. Diabetes specialist care
3. Specialist diabetes community management and nursing support service
4. Diabetes Research Centre

The service is committed to equitable and high quality prevention, assessment and specialised diabetes and endocrine care. Our mission is to ensure that every person in our district living with diabetes has equitable access and the resources to manage.

We work closely with other specialists within CCHV, and also with primary providers and contribute to regional and national work related to diabetes and endocrine.

The service is made up of a clinical leadership team, Senior Medical Officers, Registrars, Senior Nursing team, psychologists and administrative support. Services are delivered primarily over four locations: Hutt Valley Hospital, Kāpiti Health Centre, Kenepuru Hospital, and Wellington Regional Hospital.

Purpose of the role

The purpose of the Senior Medical Officer (SMO) role is to provide equitable, patient centred, and quality diabetes and endocrine specialist medical care to patients within the CCHV district. The SMO plays a pivotal role in the department and includes;

- Providing evidence based care to patients in a variety of settings, but primarily in the outpatient clinic setting
- Participate in and develop our District Diabetes and Endocrine Service
- Actively engage in and lead quality improvement projects, clinical audit activities, service development and new initiatives.
- Teaching and supporting registrars and other junior doctors, nursing and allied health team.

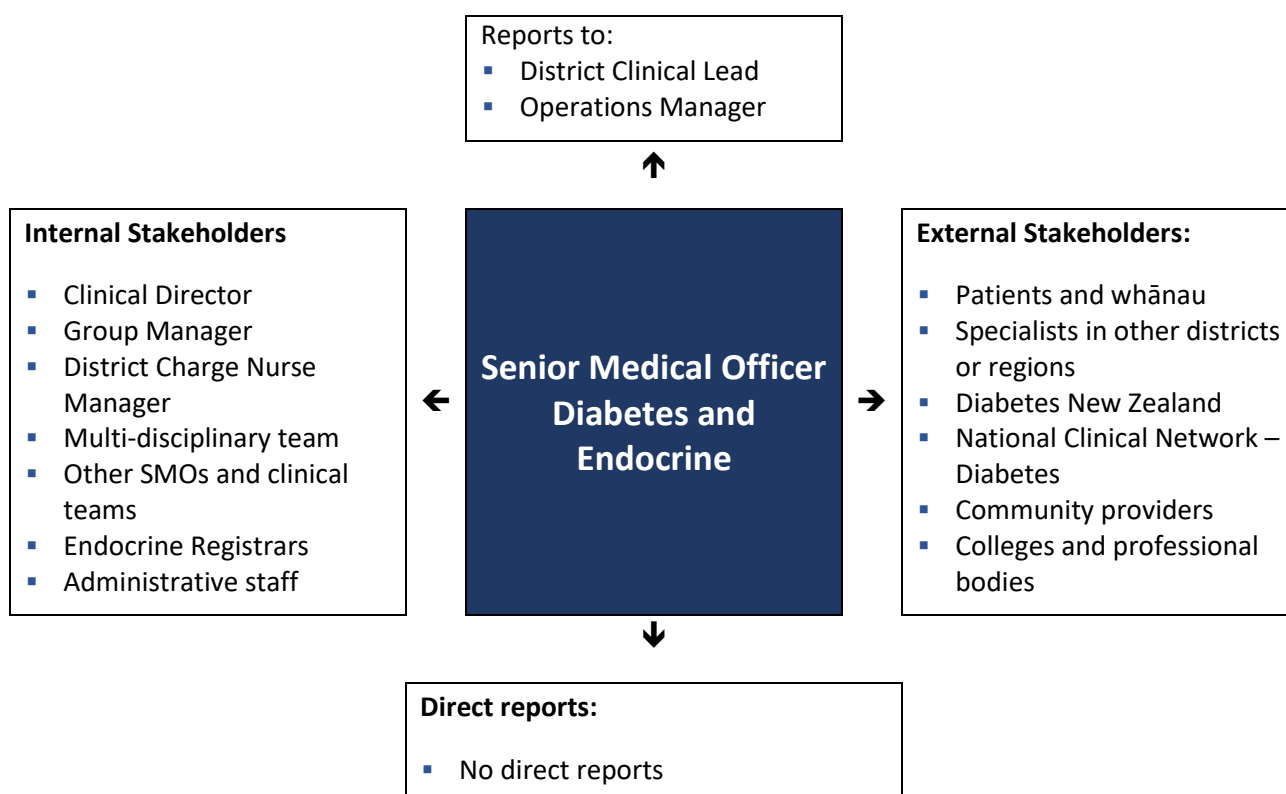
Key Accountabilities

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. Provision of clinical service	- Provide assessment, diagnosis, treatment and ongoing care in collaboration with the multi-disciplinary team - Provide diabetes and endocrine care to a high standard in a range of settings include inpatient, outpatient, virtual and community settings as required by the service - Assessment, clinical decisions and plans are documented appropriately, timely, clearly and in accordance with organisational policy and legislation - All observations, designated tests, results and treatments are documented, follow established guidelines and are actioned and signed off as per our policies and procedures. - Patient care meet expected best practice guidelines. - Referrals to other specialists, departments and hospitals are appropriate, collegial and timely as per our policy and procedures. - Clinics include independent SMO clinics, but also supervision and oversight of junior doctor clinics, allied and nursing teams. - Referrals are accepted and prioritised based on the specialty waiting times guidelines. - Provide advice and support to clinical teams as appropriate. - Ensure clinic time is fully utilised and support activities to reduce wait times and reach organisational targets. - Contribute to the day time call cover for the Diabetes and Endocrine team but also other specialities within the CCHV district. - Promotes education and learning opportunities for self, and contributes to education within the service, and district as required.
2. Leadership	- Actively contributes to departmental activities, service planning and quality improvement. - Can marshal resources (people, funding, material, support) to get things done - Can orchestrate multiple activities at once to accomplish a goal - Uses resources effectively and efficiently - Arranges information and files in a useful manner in accordance with policy and legislation - Takes part in credentialing activities, both professional and departmental.
4. Continuous improvement and innovation	- Establish and contribute to a culture of continuous improvement, ensuring linked and cohesive district view of the 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. - Supports colleagues in a positive way with quality improvement and change.

Key accountabilities	Deliverables / Outcomes
5. Te Tiriti o Waitangi	- 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	- 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	- 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	- Can marshal resources (people, funding, material, support) to get things done - Can orchestrate multiple activities at once to accomplish a goal - Uses resources effectively and efficiently - Arranges information and files in a useful manner
Planning	- 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	- Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, best practice guidelines, experience, and judgement - Most of their solutions and suggestions turn out to be correct and accurate when judged over time - Sought out by others for advice and solutions
Problem Solving	- 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	- 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.
Negotiating	- Can negotiate skilfully in tough situations with both internal and external groups; - Can settle differences with minimum noise; - Can win concessions without damaging relationships; - Can be both direct and forceful as well as diplomatic; - Gains trust quickly of other parties to the negotiations; - Has a good sense of timing

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Extensive clinical experience and expertise in Diabetes and Endocrinology
- The SMO 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, professional and legislative requirements.
- Record of working successfully in multi-disciplinary team with evidence of clinical leadership, collegiality and professionalism.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Must be eligible or currently registered on the Specialist Register of the Medical Council of New Zealand
- Trained in the speciality of Endocrinology through the Royal Australasian College of Physicians programme or an accepted equivalent

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

- Commitment to equity, Te Tiriti o Waitangi and culturally safe clinical practice
- Promoting an environment of safe and quality clinical practice and collegial support to colleagues
- Focused on patient centred care and continuous improvement
- Role modelling and communicating our shared vision and values,

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