

Position Description

Position	Senior Medical Officer - Obstetrician and Gynaecologist
	Clinical Lead - Obstetrics
Team / Service	Women's Health Service
Group	Women's and Children's
District	Capital, Coast & Hutt Valley Districts
Responsible to	Combined Clinical Leader – Women's Health Service Clinical Director – Surgery and Women's Health
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 may be expected to work from multiple sites across the district. Wellington Regional Hospital; Kenepuru Community Hospital; Paraparaumu Health Centre

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 and Kapiti. 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 Women's Health Service is a tertiary provider of Obstetrics and Gynaecology services. Services are provided over three sites; Wellington, Kenepuru and Paraparaumu. The maternity service across the district provides care to 5,000 birthing people per annum. Primary care is provided at all facilities. Secondary care is provided at Wellington Regional hospital and Hutt hospital. Wellington Regional hospital provides tertiary care to the central region.

Women's Health services:

- A multidisciplinary team located in Wellington (Birthing Suite and Antenatal/Postnatal wards) provide comprehensive secondary and tertiary care and support to Lead Maternity Carers (LMC) who also use the facility
- Midwifery led primary birthing facilities at Kenepuru and Paraparaumu
- A Maternal Fetal Medicine (MFM) service, focusing on the wellbeing of women and infants who have complications or complex health needs
- A community midwifery team who provide primary and secondary antenatal and postnatal midwifery care. Labour and birth care is provided by Birthing Suite midwives.
- Inpatient postnatal care is provided at Wellington and the primary birthing facilities at Kenepuru and Paraparaumu
- Primary maternity services are also provided by self-employed LMCs

Secondary and Tertiary Gynaecological services include:

- Gynae Oncology care in partnership with the Gynae Oncology service in Waitaha/Christchurch hospital, and the Wellington Cancer Centre including Radiation Oncology, Medical Oncology and Palliative Care services. A general gynaecological service offering surgery at Wellington and Kenepuru, plus outpatient services at Wellington, Kenepuru and Paraparaumu
- Te Mahoe Unit offers counselling and termination of pregnancy services.
- Subspecialist Fertility services
- Specialist Endometriosis and UroGynaecology teams.

Acute Assessment service:

- This service operates five days a week for women requiring acute assessment of maternity and gynaecological conditions.

Ultrasound service:

- A comprehensive diagnostic and therapeutic ultrasound service for Women's Health Service.

Purpose of the role

The Obstetrician and Gynaecologist is required to provide and supervise the care and management of acute and non-acute patients within a multidisciplinary team environment.

This will be conducted in accordance with the policies and guidelines of Capital, Coast and Hutt Valley District. The Consultant Obstetrician/Gynaecologist will support and lead junior medical staff within the service.

The expectation is the successful candidate will assume the role of Clinical Lead – Obstetrics once grounded in the service. This role provides clinical leadership that delivers a sustainable high quality service integrated with the wider districts. You will work in partnership with a number of Clinical and Operational Leads to meet expenditure, revenue and actual budgets, as per the Key Relationships and Authorities table (below). Building and maintaining effective working relationships between management and clinicians is key to achieving quality outcomes for patients and efficient functioning of services. For Clinical Leaders this means having close communication, good understanding and solid support from their Clinical Director, Operations Director, Operations Manager, Professional Nursing/Midwifery Leaders and Theatres management.

Providing leadership for continuing organisational change and day-to-day issues without overlooking important longer term matters is important in this role. Fulfilling day-to-day people management and service management responsibilities need to be balanced with issues of service development and sustainability. Making good use of forums with other Clinical Leaders can facilitate quicker issue resolution and decision-making.

Recruiting and retaining specialists is another area requiring sustained effort and attention. Recruiting experienced specialists is difficult and takes a long time. A close working relationship is also required with the RMO Unit for junior doctor staffing.

All this is within the context of multiple demands on Clinical Leaders' time. The nature of the role means that the Clinical Leader as clinician must always be responsive to acute needs. Meeting clinical demands and providing service leadership requires excellent time management within the time allocated for clinical leadership responsibilities.

The tenure of this role is for 3 years, with an ability to continue to 6 years by agreement.

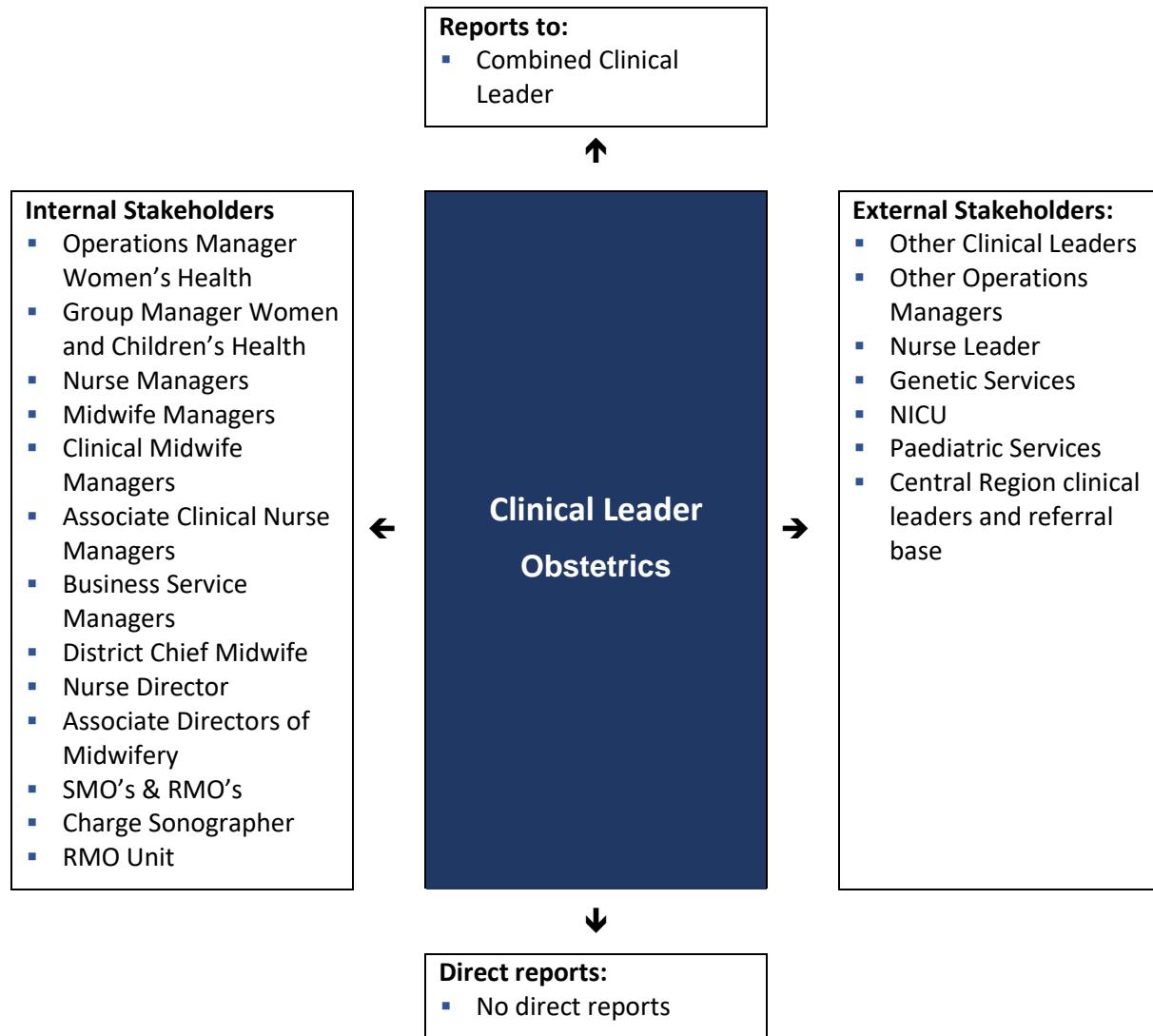
Key Accountabilities

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. Leadership	<ul style="list-style-type: none">▪ Attend monthly Clinical Leader's meeting and service meetings.▪ Can marshal resources (people, funding, material, support) to get things done▪ Actively obtain feedback from clinicians▪ Liaise and cooperate with Operations Directors and Managers and change management HR team on migration plans and change initiatives▪ Uses resources effectively and efficiently▪ Arranges information and files in a useful manner
2. Teamwork	<ul style="list-style-type: none">▪ Constructively engages as member of management team▪ Regular meetings with the Combined Clinical Leader, Operations Manager, Midwife Managers, Clinical Leader Obstetrics,▪ Collaboratively working out strategies

Key accountabilities	Deliverables / Outcomes
3. Continuous improvement and innovation	<ul style="list-style-type: none"> ▪ Shared responsibility (with Operations Manager) for the service's operational plan including staffing plan and operational and capital expenditure ▪ Establish a culture of continuous improvement, ensuring linked and cohesive district view of the support 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 ▪ Complaint management, HDC response, Serious Adverse Events
4. 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.
5. 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
6. Professional Development	<ul style="list-style-type: none"> ▪ Develop networks to learn from beyond the Service and the learning is applied ▪ Maintains a close link with the University of Otago to develop research opportunities and \ or shared appointments.

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▪ Can anticipate future consequences and trends accurately▪ Has broad knowledge and perspective▪ Uses diplomacy and tact

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ Can diffuse even high-tension situations comfortably
Organising	<ul style="list-style-type: none"> ▪ 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	<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
Building Effective Teams	<ul style="list-style-type: none"> ▪ Blends people into teams when needed ▪ Creates strong morale and spirit in her/his team ▪ Shares wins and successes ▪ Fosters open dialogue ▪ Lets people finish and be responsible for their work ▪ Defines success in terms of the whole team ▪ Creates a feeling of belonging in the team
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.
Negotiating	<ul style="list-style-type: none"> ▪ 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:

- A commitment to ongoing professional and personal learning, involvement in professional development and motivation to achieve high quality results
- Knowledge and experience in high risk Obstetrics
- Previous Leadership experience is desirable
- Ability to participate in the training and development of registrars and other clinical staff

B. Essential Professional Qualifications / Accreditations / Registrations:

- Fully qualified to practice in the speciality of Obstetrics and Gynaecology.
- Support for acute gynaecology presentations will be provided if the applicant has an obstetric focus

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

- Leadership and management qualities and have an interest in and aptitude for taking on the role of Clinical Leader
- Communication at all levels
- Honesty and integrity
- Professional standards
- Proven ability to contribute and participate co-operatively in a multi-disciplinary team environment
- To maintain harmonious professional relationships working in collaboration with team colleagues and involved in the unit's ongoing management of the patient

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