

Position Description

Position	Consultant Haematologist
Service	Haematology Department
Group	Wellington Blood, Cancer, and Palliative Care Services
District	Capital, Coast & Hutt Valley and Wairarapa Districts
Responsible to	Clinical Leader – Haematology
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 and 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.

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.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

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.

As part of the regional cancer network, the service maintains strong collaborative relationships with partner organisations, including MidCentral Hospital, to support coordinated cancer care, shared clinical pathways, and access to specialist services across the region.

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.

Group Perspective

The key areas of focus for the Cancer, Specialist Services and Community Group are:

- To lead and develop new models of care as well as new ways of working across the health system between primary, community, and secondary care settings
- To participate in the collaboration with Hutt Valley and Wairarapa to establish wider regional clinical services
- To strengthen a quality and patient safety culture through an effective clinical governance framework
- The establishment of sustainable work force models within the Group
- To ensure improved financial performance in line with the district's financial recovery plan
- To participate in the Integrated Collaborative Care priorities as they relate to the Group and support the provision of better, sooner, more convenient services across the wider region

The Group oversees three operational areas:

- Blood & Cancer, Renal, Pharmacy and Palliative Care
- Specialist Services
- Community, ORA and Kenepuru Services

Team/Service Perspective

The Wellington Blood and Cancer Centre (WBCC) integrates Radiation Oncology, Medical Oncology and Clinical Haematology into a regional and supra-regional cancer service for patients across Wellington, Wairarapa, Hutt Valley and Kapiti Coast, with additional coverage extending to the Mid-Central region. Outreach services are provided at Masterton Hospital, with clinics also held at Kenepuru and Hutt Valley Hospitals. WBCC includes an active Clinical Research Unit participating in multiple clinical studies.

Ambulatory care represents approximately 70% of the service's contracted workload and includes specialist consultation and treatment for referred oncology and haematology patients. Cancer care is delivered in close collaboration with surgical and diagnostic services through a multidisciplinary meeting (MDM) framework, supporting coordinated treatment planning and alignment with Ministry of Health priorities including Faster Cancer Treatment (FCT) indicators and national tumour standards.

The Clinical Haematology service provides care for patients with malignant and non-malignant haematological disorders including acute and chronic leukaemias, lymphomas, myeloma, myeloproliferative and myelodysplastic disorders, haemostasis and thrombosis conditions, and autoimmune haematological diseases.

WBCC provides autologous and allogeneic stem cell transplantation and works closely with national partners, including the Malaghan Institute of Medical Research, to support clinical research and emerging cellular therapies such as CAR-T treatment.

Role Perspective

The incumbent shall carry out the duties of a Haematologist for both malignant and non-malignant conditions, providing quality care to patients, ensuring that the services provision is provided in an, efficient and cost-effective manner.

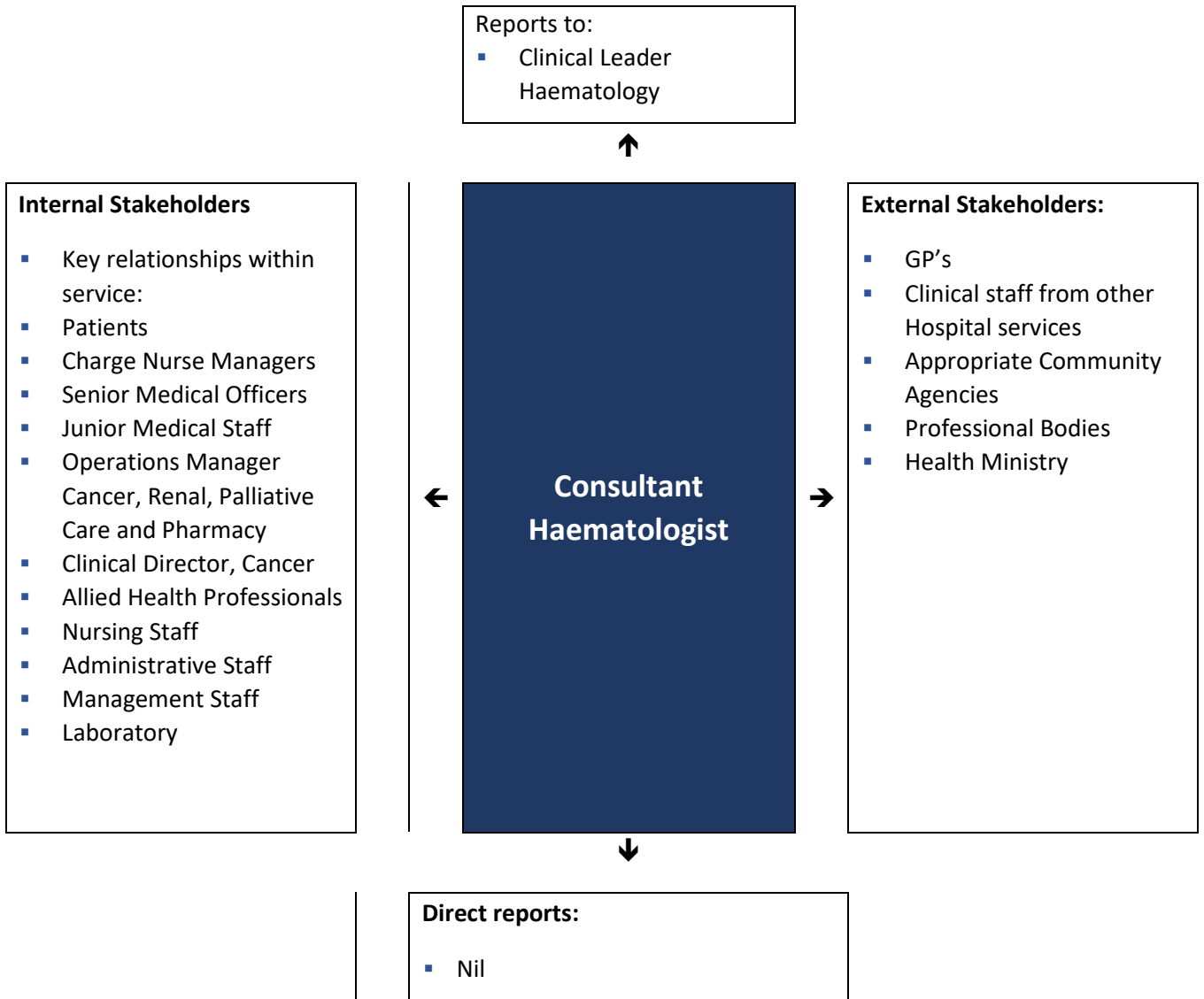
Key Accountabilities

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.

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>
Clinical Practice	<ul style="list-style-type: none"> • Provide specialist haematology assessment, investigation and treatment for inpatient and outpatient services, ensuring high-quality, patient-centred care and optimal health outcomes. • Lead the clinical management of haematology patients including admissions, ward rounds, outpatient clinics, treatment planning, discharge and follow-up care. • Supervise and support junior medical staff, reviewing and ratifying clinical decisions and providing clinical leadership within the service. • Work collaboratively with the multidisciplinary team to ensure care is integrated, appropriate and efficient, with patients managed as outpatients or day-stay where clinically suitable. • Participate in regional outpatient clinics and outreach services for assessment of new referrals and ongoing management of haematology patients. • Participate in the haematology on-call roster and laboratory roster, providing specialist advice and support to laboratory services. • Ensure compliance with district clinical pathways, protocols, and policies, and contribute to their development and continuous improvement. • Maintain effective communication with patients, whānau and primary care providers, ensuring patients are informed about their condition, treatment and care plans in accordance with the Code of Rights and relevant legislation.
Education and Training	<ul style="list-style-type: none"> • Actively contribute to haematology education and training of junior doctors and nursing staff. • Undertakes teaching sessions/courses for registrars, house surgeons, nurses and paramedical staff. • Provides clinical supervision to junior medical staff
Continuous Quality Improvement	<ul style="list-style-type: none"> • Actively contribute to Continuous Quality Improvement activities within the service. • Identifies improvement opportunities and notifies the manager of these. • Participates in the service's quality improvement activities. • Provides good patient/client service and is responsive to patient/client requests or complaints. • Complies with standards and works to improve patient/client satisfaction.

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>
Risk Minimisation	<ul style="list-style-type: none"> • Actively contributes to risk minimisation activities within the service. • Identifies risks and notifies the manager of these. • Participates in the service’s risk minimisation activities. • Complies with the District’s Reportable Events policy and other policies and procedures. • Participates in audits.
Occupational Health & Safety	<ul style="list-style-type: none"> • Complies with responsibilities under the Health and Safety at Work Act 2015. • Has read and understood the Health & Safety policy and procedures. • Actively supports and complies with Health & Safety policy and procedures. • Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

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	<ul style="list-style-type: none"> • Is committed to the values and goals • Is committed to continuous learning and performance development. • Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members ▪ Has a friendly manner and a positive sense of humour ▪ 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
Quality and 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
Work Approach	<ul style="list-style-type: none"> ▪ 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 improvement and customer satisfaction. ▪ Perseveres with tasks and achieves objectives despite obstacles.
Communication	<ul style="list-style-type: none"> ▪ Listens with a preparedness to understand. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Clinical haematology experience (essential)
- Applicants with expertise in stem cell transplantation and cellular therapies are particularly encouraged to apply.
- Fellowship in clinical and laboratory haematology (desirable)
- 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, a receptive to and sharing of ideas, keeping a sense of proportion and identifying when things are not quite right.
- Able to make decision under pressure.
- Personal organisational skills – structures, organised and methodical, making good use of time.
- Ability to prioritise activities and needs.
- Accounts for off-campus time incurred in performance of duties.
- 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

B. Essential Professional Qualifications / Accreditations / Registrations:

- Completed requirements for FRACP or equivalent or be fully qualified to practice in the speciality of Clinical Haematology, with vocational registration from the Medical Council of New Zealand or eligibility for registration as a specialist Haematologist.
- Current New Zealand Drivers Licence or recognised international drivers licence

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