Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Consultant Ophthalmologist – Medical Retinal Specialist
Reports to	Clinical Leader – Ophthalmology Operations Manager – Ophthalmology
Location	Wellington, Hutt Valley, Kenepuru
Department	Ophthalmology
Salary band (indicative)[i]	As per ASMS SECA
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to provide ongoing care to patients with medical retinal disorders, which includes consulting and Intravitreal injection clinics. Consultant ophthalmologist services are provided in OPD clinic settings at Wellington, Hutt Valley Hospital and Kenepuru. There is a large component of teaching and supporting nurses and allied health staff. Supervision and training of RMOs is an important aspect of the role.

The Ophthalmology Department provides a secondary and tertiary ophthalmic service for the Capital, Coast and Hutt Valley District. Tertiary services are also provided for the lower north island and upper south island. The main outpatient department and inpatient beds are based at Wellington Regional Hospital.

Outpatient clinics provide comprehensive ophthalmic assessment on a referral basis from medical practitioners, public health vision screening technicians and optometrists. A 24-hour acute service is provided at Wellington Regional Hospital. Most ocular surgery is now carried out on a day case basis.

The ophthalmology service has a multi-disciplinary team approach with allied health, SMO, RMO and nursing input to patient care. The Clinical Leader, Ophthalmology, provides collegial leadership in achieving specific annual targets and outcomes and in identifying and implementing service development initiatives.

The Operations Manager, Surgical Services and the Clinical Leader work in partnership and are responsible for the service leadership and management including budgeting, resourcing and oversight of contract achievement as well as providing advice to the team and supporting and developing Team Leaders.

The medical retinal service supports patients across the Wellington District with both elective and acute care.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Duties	• Takes professional care of and undertakes delegated clinical responsibilities for patients admitted under his/her care. • Conducts outpatient clinics and ward rounds, and other duties, using the allocated time efficiently and effectively towards achieving the goals of the annual Business Plan. • Oversees Registrar's activity to ensure patient care is delivered in accordance with standards and policy • Manages workload to ensure clinical time is reallocated where cancellations of one aspect of clinical care occur e.g. theatre cancellations • Sees and advises promptly on patients referred for a specialist opinion. • Provides General on call support including on call, acute theatres and acute clinics. • Assessment and management plans are clearly documented and implemented. • Practical expertise is demonstrated in diagnostic and therapeutic procedures undertaken. • Participate in relevant multidisciplinary team meetings discussing the care of patients. • To participate in the education of the patient and relevant others about his/her illness and treatment. • Obtain informed consent for proposed treatment/procedures. • This role forms part of the general Ophthalmology on-call roster
Leadership	• Leads practice innovation and initiatives. • Is identified as an expert/leader in the area of ophthalmology • Sets expected standard by modelling expert clinical skills and professional practice • Promotes patient management that reflects current knowledge, research and best practice. • Incorporates an awareness of broader health policies on provision of care delivery within the health system. • Responds with constructive strategies to meet new challenges and initiates/ adopts change early. • Networks with team members from a wide range of clinical disciplines, to ensure timely and effective clinical management of the patients. • Fosters and participates in peer education, peer review processes, case review and reflective practice. • Actively involved in local and national reviews of guidelines and policies for ophthalmology.

Stakeholder engagement	• Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services. • Constructive strategic and tactical relationships and partnerships are developed with a range of groups and individuals both internal and external to the DHBs that supports and enables problem solving and the implementation of solutions • A partnering approach is implemented to the delivery of services to the DHBs in a way that facilitates and supports shared agenda and objectives.
Continuous improvement and innovation	• Establish a culture of continuous improvement, ensuring linked and cohesive 2DHB 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.
Key Result Area	**Expected Outcomes / Performance Indicators**
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Patients • Group Manager/ Clinical Director: Surgical Services Directorate • Deputy Clinical Director: Surgery • Operations Manager: Anaesthesia & Theatre • Clinical Director: Organisational Development and Patient Safety • RMO Unit • Charge Nurse Manager: SAPU • Other Nurse Leaders	• Operations Manager • Ophthalmology Department staff • Eye Department Charge Nurse Manager • Nurse Coordinator: ophthalmology • ACNM: Ophthalmology Theatre • Kenepuru and Hutt Staff • Outpatient Charge Nurse Manager Hutt Valley • Clerical Support Staff

About you – to succeed in this role

You will have

Essential:

- Fully qualified to practice in the speciality of Ophthalmology.
- Registration, or eligibility for registration, with the Medical Council of New Zealand, as a Consultant Ophthalmologist.

Desired:

- Demonstrate a high degree of clinical skill, particularly in the field of medical retinal ophthalmology.
- Proven ability to participate in a multi-disciplinary team environment.
- Ability to manage time effectively and meet deadlines.
- Effective listening skills, verbal, non-verbal and written communication skills.
- An ability to accept and delegate responsibility appropriately.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.