

Position Description

Position	Intensive Care Specialist
Team / Service	Intensive Care Services
Directorate	Patient Flow Directorate
District	Capital, Coast & Hutt Valley
Responsible to	ICU Director(s)
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 the Intensive Care Unit & High Dependency Unit (ICU & HDU) in Wellington Regional Hospital, Newtown, Wellington

Te Whatu Ora

The Health System in Aotearoa New Zealand 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 healthcare to a population base of approximately 445,000 New Zealanders and tertiary services to over 1 million.

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:

- 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
- Values:** 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.

Unit Perspective

Wellington Hospital is the tertiary referral centre for the lower North Island and upper South Island of New Zealand. This gives us a tertiary referral population of over 1 million New Zealanders within a geographic radius of 300km.

Wellington Hospital's ICU supports six public hospitals that have intensive care units and one hospital that does not. To manage such a large area, the Wellington Aeromedical Retrieval Service (WARS) is run from within the ICU (>1200 missions per year). We are the regional Major Trauma Centre.

Wellington ICU provides care across two areas. The main ICU (Level 3) has 24 ICU-capable bedspaces which are fully staffed. An additional 12-bed HDU (Level 5) opened in 2025, with an additional 4 ICU beds planned in the next few years, taking total capacity to 40 critical care beds. This will make us the largest critical care facility in New Zealand. We look after paediatrics, neurosurgical, trauma, cardiothoracic, vascular, renal, general medical and surgical patients. We don't manage burns or plastics in our hospital, nor spinal injuries but are involved in their transfers to the centres that do. In the last year with the purchase of new equipment,

we are now capable of providing both VV & VA ECMO. New Zealand has one dedicated paediatric intensive care unit in Starship Hospital in Auckland (700km north). We manage most children (around 200 per year) but refer the very young or complex on to them.

Wellington ICU sees a wide range of patients and pathologies. We admit over 2500 patients each year accounting for about 190,000 patient hours; 19% of these are planned (elective) admissions and include around 300 cardiothoracic patients. The median length of stay for patients is 46 hours (IQR 27-80), which reflects the acuity of those we admit, especially when electives are factored in. We ventilate around 50% of admissions and have an ICU mortality of approximately 7%.

More information about our service can be found on our website at wellingtonicu.com

Purpose of the role

- To provide consultant services in Intensive & High Dependency Care
- To participate in an acute on call roster out-of-hours
- To provide consultant services to the Wellington Aeromedical Retrieval Service when rostered
- To actively participate in relevant service and clinical meetings related to the service
- To assist with the supervision and training of Resident Medical Officers (RMOs) rostered to the service
- To actively participate in quality improvement activities, clinical audit activities and continuing medical education
- To contribute to service and organisational initiatives in clinical practice

Key Accountabilities

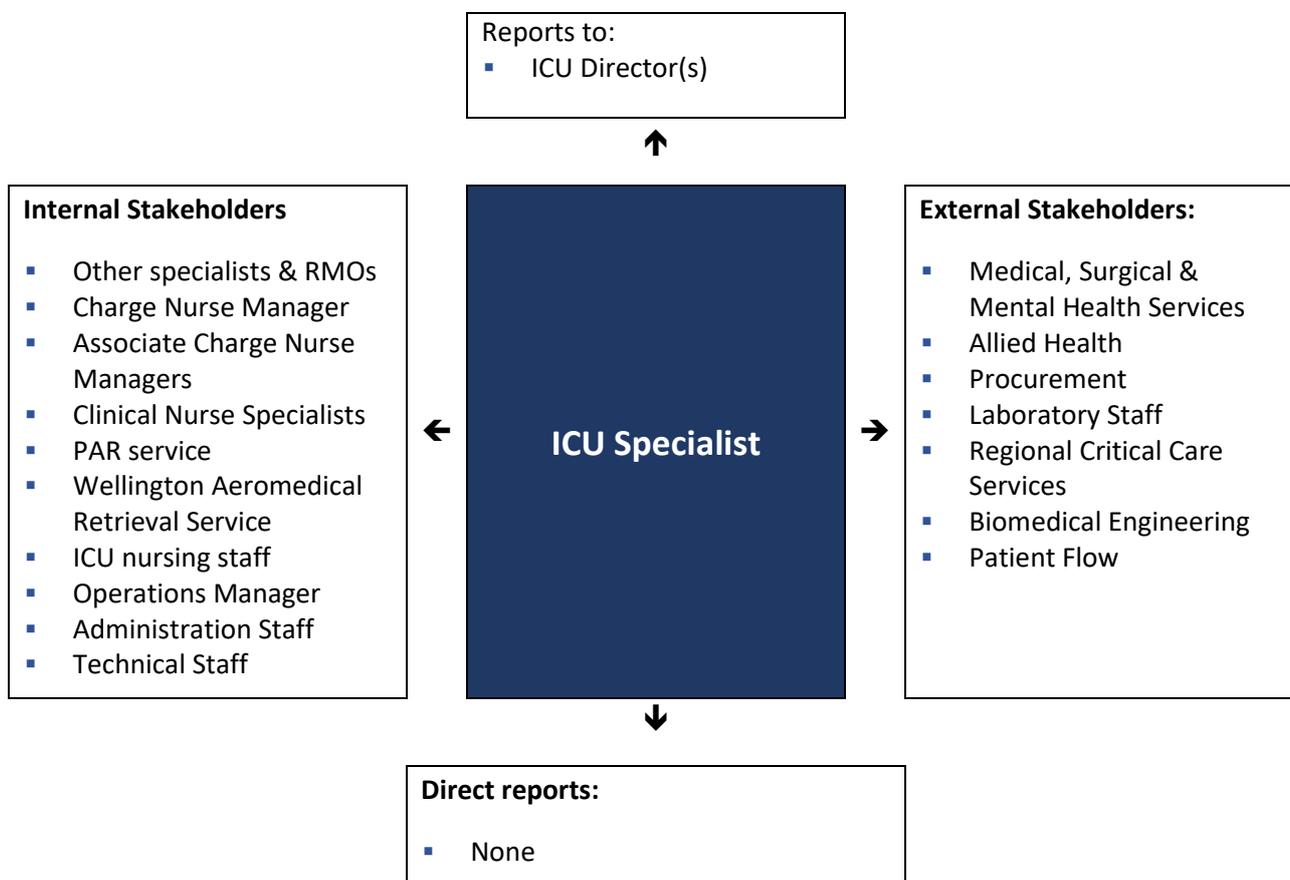
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
Clinical Care: to provide high quality care for patients to achieve the best possible outcomes	<ul style="list-style-type: none"> • Conducting ward rounds at other times in accordance with service policy • Attend the daily radiology meeting & other regular meetings as required • Providing specialist services as required for patients in the unit in accordance with Service and Capital and Coast clinical protocols, guidelines and policies • Being available at all times when rostered to be on-call, respond immediately to calls, and attend the ICU urgently when required • Providing supervision and assistance to the RMOs as is appropriate for each level of skill and ability • When on-call, provide advice to the Patient At Risk nurse-led service and supervision of the Medical Emergency Team (MET) service, both of which are staffed and run from within ICU • Participating in major incident management planning and training
Regional Clinical Care: provide support to regional hospitals and their medical	<ul style="list-style-type: none"> ▪ Providing advice to regional hospital staff as required of a tertiary hospital service

<p>staff to assist them with patient care</p>	<ul style="list-style-type: none"> ▪ Co-ordinating and supervising, as requested, aeromedical transport of patients when clinically indicated. This may include retrieval to Wellington but also transfer to other centres, including those providing national (quaternary) services ▪ Assisting with the continuing education needs of regional staff and units
<p>Service Development</p>	<ul style="list-style-type: none"> • Attending service meetings • Contributing to the audit, quality assurance, and data collection activities of the service • Contributing to the ongoing development of the service by participating in planning and service improvement activities, and developing and implementing policies and documentation • Supporting and fostering multidisciplinary care for patients within the unit • Supporting research activities • Providing clinical and professional leadership as a member of the senior staff of the service • Using time and resources efficiently towards achievement of service objectives • Establishing and maintaining professional relationships with external organisations such as Wellington School of Medicine, and professional bodies and groups
<p>Education and Teaching: use knowledge & expertise to help with education and professional development of all staff</p>	<ul style="list-style-type: none"> • Participating in the teaching of RMOs, nursing staff and other allied staff • Giving presentations to service, hospital and regional meetings
<p>Stakeholder Engagement</p>	<ul style="list-style-type: none"> ▪ 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 organisation that supports and enables problem solving and the implementation of solutions ▪ A partnering approach is implemented to the delivery of services to Te Whatu Ora in a way that facilitates and supports shared agenda and objectives
<p>Professional Development: Ensure maintain high standards, skills and expertise</p>	<ul style="list-style-type: none"> • Participating in the intensive care Maintenance of Professional Standards • Measuring own clinical outcomes through clinical audit and peer review • Maintaining CICM membership • Maintaining personal clinical competency by continued education • Participating in annual performance management • Practising in a manner consistent with established ethical standards as defined by the New Zealand Medical Council • Being compliant with relevant legislative requirements

	<ul style="list-style-type: none"> • Demonstrates professional standards of behaviour and a high standard of professional and personal integrity • Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses/ seminars/conferences; reading relevant literature • Utilises appropriately annual entitlement of Continuing Medical Education Leave • Attends and actively participates in local post-graduate medical education activities • Participates in service credentialing and recommendations
Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve 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.
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

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
Patient Care & Clinical Practice	<ul style="list-style-type: none"> Able to deliver contemporary critical care management to a high standard and in accordance with agreed international practice & evidence Demonstrates competence in all aspects of care and service delivery Access to critical care for patients is maximised through the maintenance of productivity and efficient and effective services Builds confidence & resilience within the ICU team
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Able to work within and foster a flat hierarchy Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ Excellent communication skills that are adaptable to a wide range of situations including areas where health literacy may be poor
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
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. Qualifications:

- Fellowship of the College of Intensive Care Medicine (FCICM)
- Vocational registration or eligibility for vocational registration in Intensive Care with the Medical Council of New Zealand (MCNZ)

B. Knowledge, Skills & Experience:

- High level of skill and competence in Intensive Care Medicine
- Evidence of contribution and participation in the development of Intensive Care Medicine, through membership or participation in professional groups or working parties
- Ability to communicate effectively with patients, support persons
- Ability to work as a team member
- Demonstrates effective and functional relationships with a wide range of people
- Understanding of current equipment and information technology issues that will develop the competencies of Wellington ICU as a 'centre of excellence'
- Ownership of individual decisions where appropriate in order to meet responsibilities and accountability of the role
- Ability to foster and maintain wide and rich professional networks in New Zealand and overseas
- Ability and enthusiasm to teach in small groups or at the bedside
- Experience in change management and an understanding of the significance and consequence of different approaches
- Demonstrates knowledge of and commitment to continuous quality improvement methods most relevant to health, particularly Intensive Care Units

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.