

Position Description

Position	Fellow in Pain Medicine (Fixed Term)
Team / Service	Pain Management Service
Group	Hospital Flow Directorate
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Leader, Pain Management
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, Kenepuru and Hutt Hospitals

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.

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.

Team Perspective

The Wellington Regional Pain Unit was set as a multi-disciplinary team in 1996. It currently comprises medical staff, three FFPMANZCAs, a liaison psychiatrist and an occupational health physician, along with a full complement of allied health professionals including physiotherapy, OT and psychology and a specialist nurse. The Chronic Pain Service is a regional service, also encompassing teaching obligations and research.

The Wellington Regional Pain Unit falls within the Department of Anaesthesia at Te Whatu Ora – Capital, Coast, as an established revenue producing service with its own budget. It also incorporates the Acute Pain Management Service, comprising specialist nursing, and SMOs and Anaesthesia Registrars on rotation from the Department of Anaesthesia.

It holds the Tertiary Pain Service contract with ACC and contributes clinical outcome data to the Australasian ePPOC (electronic persistent pain outcome collaboration- University of Wollongong)

Pain Medicine is now recognised as an independent vocational scope by the New Zealand Medical Council.

Role Perspective

The Fellow is responsible for ensuring that all clinical steps necessary to assist patients to achieve optimal health, wellbeing and safety through the provision of appropriate assessment, intervention and education. The Fellow, as well as providing high quality diagnosis, treatment and follow-up of patients, is responsible for supporting the clinical development of this service.

The Fellow works as a part of a multi-disciplinary team comprising other consultant pain physicians, a consultant psychiatrist, a consultant in occupational medicine, nurses, psychologists, physiotherapists, occupational therapists. The incumbent acts as a specialist physician for the team.

Role Description

Pain Clinic Referrals

- Undertake medical assessment of patients - appropriate depth of assessment completed for individual patients. Liaison with referring agency and Pain Unit staff maintained. Patient's expectations appreciated and need for psychosocial input assessed. Appropriate consultation with supervision maintained.
- Undertake continuing clinical care of patients, including anaesthetic interventions and following management plans developed in collaboration with Pain Unit staff. Performing specific treatments and procedures, monitoring and assessing outcomes. Maintaining appropriate consultation with supervisors.

Pain Management (PMP)

- Participation in application interviews with Pain Management Programme candidates. This includes completing application interviews, clarifying patient's expectations and motivations for participation and discussions on the conclusion of participation.
- Oversee medical safety of PMP patients in conjunction with other staff.
- Teaching within program on pain pathology, medications and anaesthetic procedures.

Data Collection Upkeep

- Participate in the upkeep and maintenance of the service data base.

Clinical Research

- Initiate, develop and/or participate in pain research as appropriate.

Acute Pain Service

- Participate in management of acute and chronic pain in in-patients of Wellington Regional Hospital. Liaison with referring service and nursing staff, and appropriate consultation with supervisors.
- Work alongside the anaesthetic registrar assigned to the service, under supervision of the Clinical Director of the service.
- Co-operate with the Palliative Care Service in the management of terminal patients, where patients' and relatives' expectations are appreciated and appropriate collegial co-operation and co-ordination achieved.
- Teaching of nurses and other personnel on topics related to the service.
- Initiate, develop and participate the new ongoing research projects of the service so that the expectations of Clinical Director of the service are met.
- Liaison with research personnel of Medical School as appropriate.

Palliative Care

- To participate in care of patients in the Mary Potter Hospice and /or palliative care hospital in-patients under the supervision of the Director and other specialists in the hospice / palliative care team

Alcohol and Drug Services

- To participate in meetings and liaise with the service related to patient care with the option of more in-depth training

Purpose of the role

The purpose of the role is to enable the appointee to acquire the necessary skills to undertake and complete training in the speciality. Training is accredited by the Faculty of Pain Medicine (FPM) of the Australian & New Zealand College of Anaesthetists (ANZCA) towards Fellowship of FPM. Rotation will occur through the Acute Pain Service and there will be opportunity to work with the Addictions and Palliative Care services to gain experience in all aspects of Pain Medicine.

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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
<p>Clinical Responsibility</p> <p>To assess, diagnose and appropriately treat patients within the clinical setting that the Fellow is working in.</p> <p>To advise, consult and liaise with the patient and relevant others about the likely outcomes of the illness, with or without treatment.</p> <p>To work alongside other professionals and provide medical expertise within the multi-disciplinary approach to patient care.</p> <p>To attend and actively participate in regular meetings for the purposes of assessment, for planning and implementing treatment and for reviewing progress with treatment.</p>	<ul style="list-style-type: none"> ▪ Assessment and management plans are clearly documented and implemented. ▪ The patient understands the management of, or intervention with the illness. ▪ Appropriate information is given ensuring patients are aware of and in agreement with proposed treatment. ▪ The benefits to the patient from joint management of appropriate professionals are demonstrated.
<p>To have the skills and experience in a broad range of recovery orientated treatment modalities</p>	<ul style="list-style-type: none"> ▪ The appropriate and established ethical standards of practice are met.
<p>To practise in a manner consistent with established ethical and clinical practice standards as provided by the Medical Council of New Zealand, the Faculty of Pain Medicine of the Australian & New Zealand College of Anaesthetists and other relevant professional bodies.</p>	<ul style="list-style-type: none"> ▪ Patient case notes, documentation and diagnosis accuracy is of a high standard

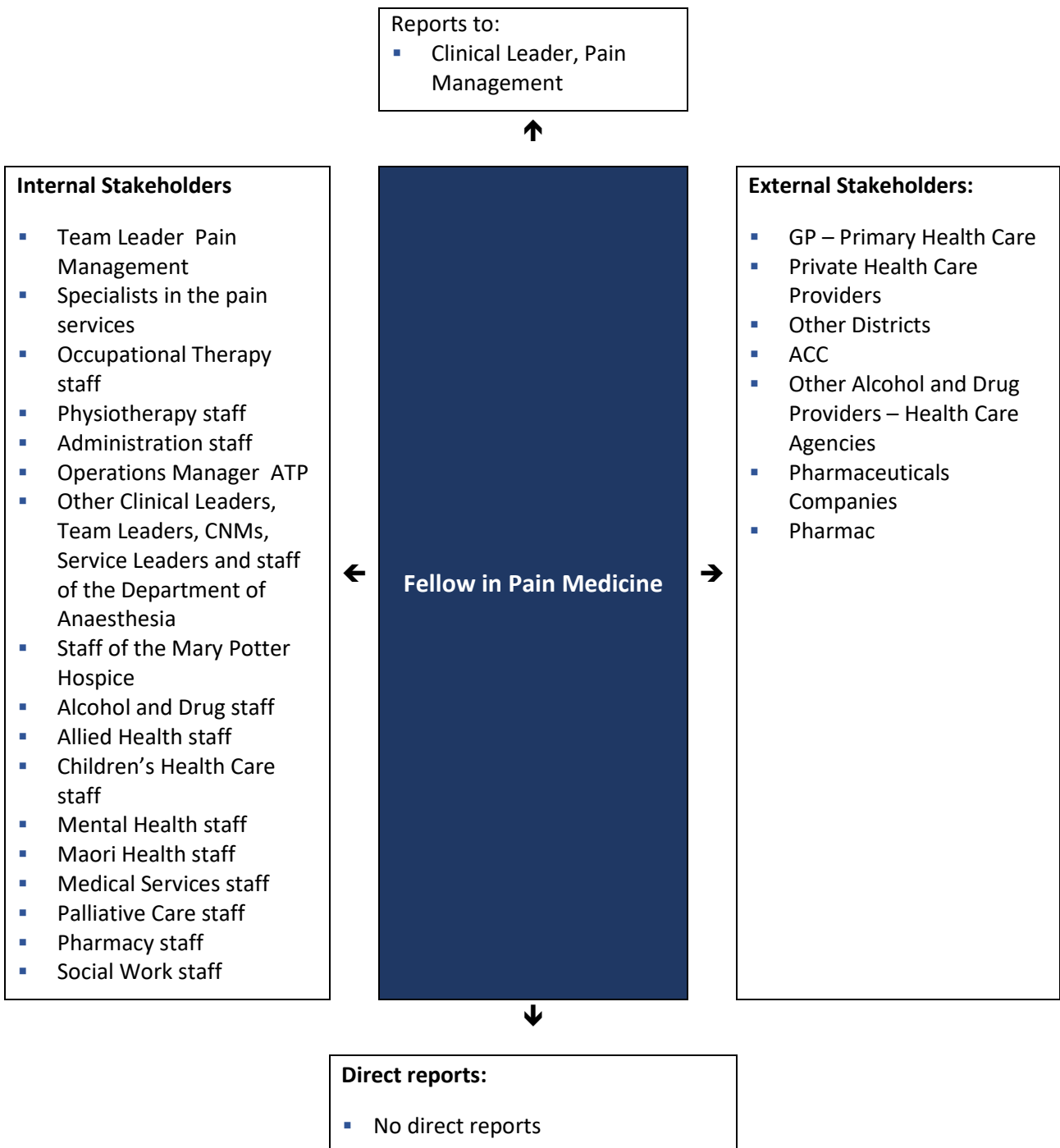
Key accountabilities	Deliverables / Outcomes
<p>To be familiar with commonly applied clinical protocols, such as in prescribing and reviewing psychotropic medications, as well as with matters such as person administered self-medication, the Preferred Medicines List etc.</p> <p>To assume an active role in the training and development of medical students and other staff.</p>	<ul style="list-style-type: none"> ▪ All such protocols and practice standards are adhered to. ▪ Evidence of active participation in training and development of medical students and other staff.
<p>Team responsibility / Consultation, Liaison</p> <p>To consultant for other Health professionals.</p> <p>To participate with the specialists in providing equitable sharing of the clinical service load, both inpatient and outpatient.</p>	<ul style="list-style-type: none"> ▪ Work is performed in collaboration with medical colleagues, nurses, and other health professionals involved in ongoing management of the patient. ▪ Allocated sessions, clinics, reporting times are used efficiently and effectively to reach output targets and objectives of the annual business plan.
<p>Research, Planning & Audit</p> <p>To initiate and participate, in clinical research, as negotiated and agreed.</p>	<ul style="list-style-type: none"> ▪ Clinical research is completed and ethical guidelines followed.
<p>To participate in audit activities which assist with the development of high quality service.</p>	<ul style="list-style-type: none"> ▪ Timely advice is provided to the Clinical Leader on trends in the speciality, predicted needs and future developments to provide input to strategic and operational plans.
<p>To contribute to service development activities, including policy and service planning and the evaluation and review of this service.</p> <p>To assist with the provision of statistics, reports and service data.</p>	
<p>Statutory/Legal Responsibilities</p>	

Key accountabilities	Deliverables / Outcomes
<p>To comply with relevant statutory requirements, such as the Mental Health (Compulsory Assessment and Treatment) Act, Criminal Procedure (Mentally Impaired Persons) Act, Intellectual Disability (Compulsory Care & Rehabilitation) Act, Protection of Personal & Property Rights Act and the Privacy Act, as well as the general requirements placed upon any medical practitioner.</p> <p>Comply with the provisions of the Privacy Act in respect of patient confidentiality.</p>	<ul style="list-style-type: none"> ▪ All such legal and statutory duties are undertaken and performed appropriately eg, Medical Practitioners Act, ACC, Coroners Act, Drugs Act.
<p>Cultural Awareness and Responsiveness</p> <p>Apply the principles of cultural safety in own practice.</p>	<ul style="list-style-type: none"> ▪ Assist people to feel safe culturally and support them in the pursuit of cultural affirmation and cultural self determination ▪ Work in line with the principles of the Treaty of Waitangi - ▪ Partnership ▪ Protection ▪ Participation

Key accountabilities	Deliverables / Outcomes
<p>Continuous Quality Improvement</p> <p>Actively contribute to Continuous Quality Improvement activities within the service.</p>	<ul style="list-style-type: none"> ▪ 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.
<p>Risk Minimisation</p> <p>Actively contributes to risk minimisation activities within the service.</p>	<ul style="list-style-type: none"> ▪ Identifies risks and notifies the manager of these. ▪ Participates in the service’s risk minimisation activities. ▪ Complies with C&C DHB Reportable Events policy and other policies and procedures. ▪ Participates in audits.
<p>Health and Safety</p> <p>Complies with responsibilities under the Health & Safety in Employment Act 1992</p>	<ul style="list-style-type: none"> ▪ Has read and understood health and safety policy and procedures. ▪ Actively supports and complies with health and safety policy and procedures. ▪ Actively participates in the hazard management and identification process. ▪ Proactively reports and remedies any unsafe work condition, accident or injury. ▪ 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
<p>Te Tiriti o Waitangi</p>	<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.

Key accountabilities	Deliverables / Outcomes
<p>Other Tasks</p> <p>Undertake any other projects or tasks as required within reasonable scope of the position description.</p>	<ul style="list-style-type: none"> Projects are undertaken and completed to a high standard as assigned.

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 of C & C DHB. ▪ Is committed to continuous learning and performance development. ▪ Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none"> ▪ Develops and maintains positive relationships and works in partnership with other team members. ▪ Develops rapport and builds networks of constructive working relationships with key people. ▪ Effectively uses team dynamics and individual operating styles to build team processes and strengths. ▪ Shares knowledge and works cohesively with the team.
Innovation	<ul style="list-style-type: none"> ▪ Is innovative in the development of business initiatives and projects. ▪ Is proactive and motivated and responds to new challenges and opportunities. ▪ Develops new and/or more effective work processes and systems through lateral thinking and creativity.
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 improvements and customer satisfaction. ▪ Perseveres with tasks and achieves objectives despite obstacles.
Communication	<ul style="list-style-type: none"> ▪ Practises active and attentive listening. Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.
Partnership with Maori	<ul style="list-style-type: none"> ▪ Understand the principals of Te Tiriti o Waitangi and how these apply within the context of health service provision. ▪ Applies the notion of partnership and participation with Maori within the workplace and the wider community. ▪ Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved. ▪ Implements strategies that are responsive to the health needs of Maori.

Competency	Behaviours
	Te Whatu Ora – Capital, Coast may change the position description with the agreement of the position holder as the needs of the business change.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Applicants must be registered or be eligible for registration as a Medical Specialist with the Medical Council of New Zealand.
- Committed to registering as a trainee with the Faculty of Pain Medicine and to completing training to become a Fellow of the Faculty
- Proven ability to participate in a multi-disciplinary team environment.
- An ability to accept and delegate responsibility appropriately.
- Ability to participate in the training and development of Registrars.
- Ability to manage time effectively and meet deadlines.
- Effective listening skills, verbal, non-verbal and written communication skills.

B. Essential Professional Qualifications / Accreditations / Registrations:

- The Fellow must be fully qualified in their parent speciality and have general or vocational registration, or be eligible for vocational registration, with the Medical Council of New Zealand.

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

- Motivated to achieve high quality results.
- A commitment to ongoing professional and personal learning, with a high degree of commitment to the profession.

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