

## Position Description

<b>Position</b>	<b>Cardiology Fellow – Electrophysiology</b>
<b>Service / Directorate</b>	Cardiology
<b>Directorate</b>	Sub Speciality Medicine
<b>District</b>	Capital, Coast & Hutt Valley
<b>Responsible to</b>	Clinical Leader, Cardiology
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work from Wellington Regional Hospital.

## Te Whatu Ora

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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

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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.

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

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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

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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

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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

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The Cardiology Service provides secondary and tertiary care for patients with cardiac health problems.

Patients treated by the department on a secondary level are domiciled in the Wellington Region, Porirua basin and Kapiti Coast.

Tertiary referrals are accepted from the Hutt Valley, Palmerston North, Mid Central, Wairarapa, Whanganui, Hawkes Bay and Nelson-Marlborough districts. All modern cardiac services are represented – except cardiac transplantation and complex paediatric procedures.

The Cardiology department includes, outpatient clinics, including specialist outpatient clinics at Wellington, Hutt Valley, Kenepuru, Kapiti and Whanganui hospitals, a rehabilitation service and a range of diagnostic monitoring services at Wellington and a Cardiac Care Unit for acute cardiac assessment and management.

Day cases are managed in the Interventional Recovery Ward, adjacent to the cardiac catheter suite.

The cardiac procedure suite comprises of three catheter laboratories where a range of diagnostic and therapeutic activities are performed including:

- Cardiac catheterisation
- Coronary angiography and angioplasty
- OCI, IVUS, FFR
- Complex PCI/CTO
- Temporary and permanent pacemakers
- ICD and CRT implantation
- Interventional Electrophysiology
- Structural Heart Disease interventions including TAVI, PFO, ASD and LAAC
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We also offer a broad range of diagnostic imaging including:

- Echocardiography including contract, 3D and stress echocardiography
- Transoesophageal echocardiography
- Cardiac MRI (1.5 and 3.0T)
- Cardiac CT

The Cardiology Department has strong associations with the on-site Wellington School of Medicine/University of Otago.

## Purpose of the role

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The Fellow will acquire expertise as the primary operator in arrhythmia procedures, including cardiac device implantation, and electrophysiology studies and ablation. Electrophysiology procedures and the majority of pacing procedures are undertaken in a large, purpose-built laboratory. We have 3D mapping capability, and provide a full suite of electrophysiology interventional procedures, including ablation for complex atrial and ventricular arrhythmia, with radiofrequency and cryoablation technology. The Fellow will spend approximately eight sessions per week in the laboratory and two sessions in SMO-led outpatient clinics.

Our unit comprises of two Electrophysiology SMOs and three additional pacing SMOs. We perform approximately 600 devices and 330 ablations per year.

Depending on their registration status with the Medical Council of New Zealand (MCNZ) Fellows may have an opportunity to contribute to the RMO roster or to the SMO roster cover.

During the fellowship, there is an expectation that the fellows will engage in research, and departmental education and teaching.

There will be an opportunity to attend international and national meetings, including quarterly video conferences of the NZ Cardiac Inherited Disease group, and the annual Heart Rhythm NZ meeting. The NZ arrhythmia community is a very collegial group, and fellows will find in the Wellington team a tight collaboration of dedicated healthcare professionals.

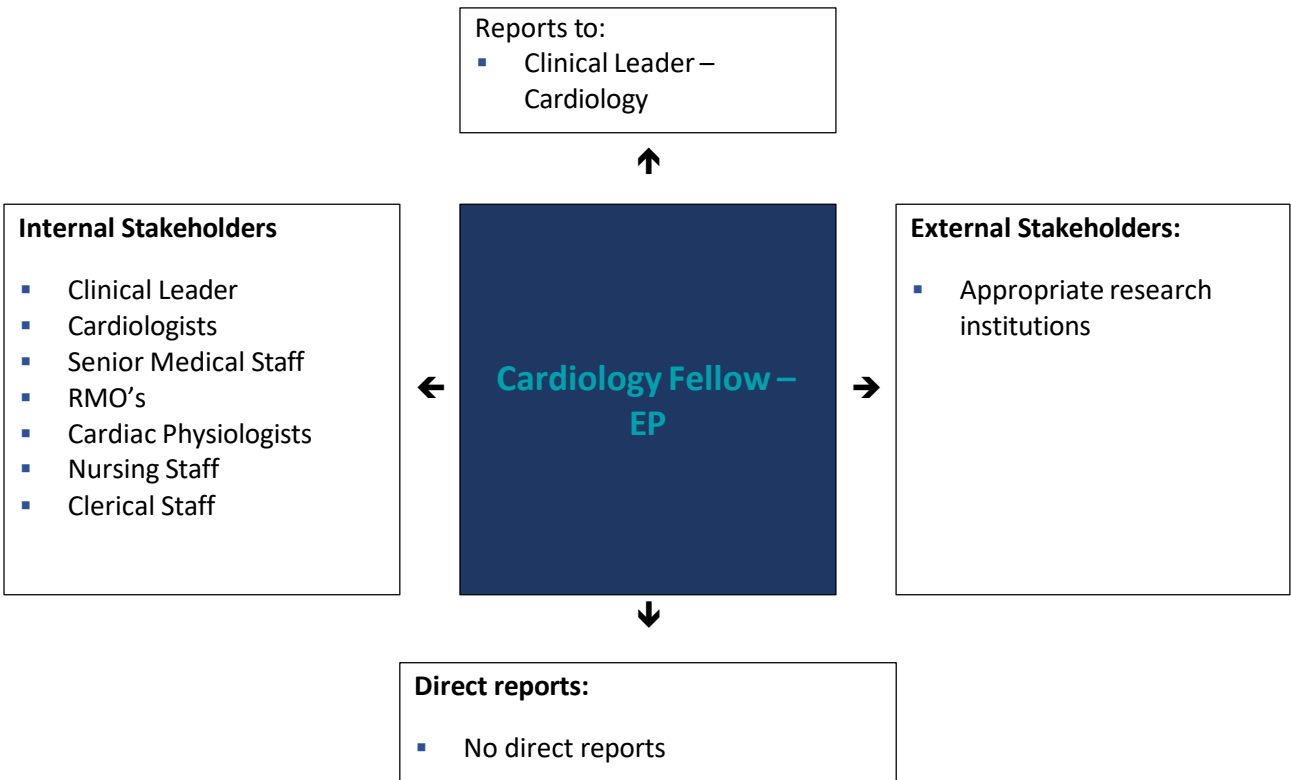
## Key Accountabilities

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. Care of Patients	<ul style="list-style-type: none"> <li>▪ Performance of diagnostic and interventional procedures in the cardiac catheterisation laboratories</li> <li>▪ Review of patients undergoing diagnostic and interventional procedure pre and post procedure</li> <li>▪ Review of out-patients.</li> <li>▪ Communicating and consulting with senior and junior medical staff and other health professionals for maintaining flow of information, solving problems and learning.</li> <li>▪ Being readily available for advice and/or intervention when on duty.</li> <li>▪ Initiating and maintaining high quality clinical.</li> <li>▪ Initiating prompt correspondence and other appropriate communication with outside practitioners.</li> <li>▪ Participation in the afterhours RMO, SMO On-Call roster for Cardiology (depending on experience)</li> <li>▪ Assessment and management plans are clearly documented and implemented</li> <li>▪ Practical expertise is demonstrated in diagnostic and therapeutic procedures undertaken</li> <li>▪ The patient understands the management or intervention of the illness</li> <li>▪ All protocols and practice standards are adhered to</li> <li>▪ Feedback from patients and staff is positive</li> </ul>
2. Research	<ul style="list-style-type: none"> <li>▪ Undertake research and clinical audit related to cardiology Imaging. All clinical trial coordination activities must comply with statutory and legislative requirements, eg               <ul style="list-style-type: none"> <li>○ Ministry of Health Guidelines for Good Clinical Research Practice (GCRP),</li> <li>○ Privacy Code 1993 and Health Information Privacy Code 1994.</li> </ul> </li> </ul>
3. Training and Education	<ul style="list-style-type: none"> <li>▪ Attend and participate in departmental and other appropriate general education sessions.</li> <li>▪ Participation in understanding, learning and reporting on cardiac, technical and other procedures.</li> <li>▪ Involvement in ongoing departmental clinical research and audit procedures.</li> <li>● Assist/participate as appropriate with ward in-service training programmes and department seminars.</li> </ul>
4. Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</li> <li>▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance</li> <li>▪ Cultural competence is grown across the team, supporting inclusion and partnership.</li> </ul>

<p>5. Health &amp; Safety</p>	<ul style="list-style-type: none"> <li>▪ Ensure all Health &amp; Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature</li> <li>▪ Actively support and ensure compliance with Health &amp; Safety policy and procedures; ensuring staff also support and comply.</li> <li>▪ Maintain a proactive culture of Health &amp; Safety supported by systems.</li> <li>▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities</li> </ul>
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## 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
<b>Interpersonal Savvy</b>	<ul style="list-style-type: none"> <li>▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</li> <li>▪ Builds appropriate rapport</li> <li>▪ Builds constructive and effective relationships</li> <li>▪ Uses diplomacy and tact</li> <li>▪ Can diffuse even high-tension situations comfortably</li> </ul>
<b>Organising</b>	<ul style="list-style-type: none"> <li>▪ Can marshal resources (people, funding, material, support) to get things done</li> <li>▪ Can orchestrate multiple activities at once to accomplish a goal</li> <li>▪ Uses resources effectively and efficiently</li> <li>▪ Arranges information and files in a useful manner</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>▪ Accurately scopes out length and difficulty of tasks and projects</li> <li>▪ Sets objectives and goals</li> <li>▪ Breaks down work into the process steps</li> <li>▪ Develops schedules and task/people assignments</li> <li>▪ Anticipates and adjusts for problems and roadblocks</li> <li>▪ Measures performance against goals</li> <li>▪ Evaluates results</li> </ul>
<b>Decision Quality</b>	<ul style="list-style-type: none"> <li>▪ Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement</li> <li>▪ Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</li> <li>▪ Sought out by others for advice and solutions</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>▪ Uses rigorous logic and methods to solve difficult problems with effective solutions</li> <li>▪ Probes all fruitful sources for answers</li> <li>▪ Can see hidden problems'</li> <li>▪ Is excellent at honest analysis</li> <li>▪ Looks beyond the obvious and doesn't stop at the first answer</li> </ul>
<b>Quality &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work.</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches.</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others.</li> <li>▪ Shows commitment to continuous learning and performance development.</li> </ul>
<b>Negotiating</b>	<ul style="list-style-type: none"> <li>▪ Can negotiate skilfully in tough situations with both internal and external groups;</li> <li>▪ Can settle differences with minimum noise;</li> <li>▪ Can win concessions without damaging relationships;</li> <li>▪ Can be both direct and forceful as well as diplomatic;</li> <li>▪ Gains trust quickly of other parties to the negotiations;</li> <li>▪ Has a good sense of timing</li> </ul>

## Experience and Capability

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Essential qualifications, skills and experience

**A. Knowledge, Skills & Experience:**

- Senior physician trainee with broad experience in the management of complex medical patients
- Background training in either a recognized Cardiology training program or in a general medicine or geriatric training program

**B. Essential Professional Qualifications / Accreditations / Registrations:**

- Applicants must be registered or be eligible to be registered as a Medical Specialist with the Medical Council of New Zealand
- FRACP written and clinical exams or equivalent, and preferably completion and approval of the RACP advanced training in Cardiology

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

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

**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.