

Position Description

Position	Orthopaedic Surgeon
Team / Service	Orthopaedics
Directorate	Surgical
District	Capital, Coast & Hutt Valley
Responsible to	Orthopaedic Clinical Leader Orthopaedic Operations Manager
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 Regional Hospital, Kenepuru Hospital and at times Wairarapa Hospital

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.

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.

Health New Zealand - 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 Surgical Service Group is one of six service groups within the Capital, Coast and Hutt Valley (CCHV) district provider. It encompasses a broad range of surgical specialties operating at both secondary and tertiary levels, delivering services to the local district, the Central Region, and, where required, a wider regional population.

Surgical procedures are primarily undertaken across Wellington, Hutt, and Kenepuru Hospitals, supported by a planned approach to outsourcing through contracted private providers to optimise access and capacity.

Outpatient services are delivered across multiple sites, including Wellington, Hutt Valley, Kenepuru, and Paraparaumu. Clinics are also provided through contracted private facilities, marae-based services, and collaborative arrangements with other regional hospitals.

Service Perspective

The Orthopaedic Service is responsible for the assessment and management of major trauma and fractures at Wellington Hospital, as well as the treatment of a broad range of musculoskeletal conditions—including traumatic, congenital, infective, degenerative, and malignant disorders—across Wellington and Kenepuru Hospitals. Orthopaedic surgical services and outpatient clinics are also delivered at Wairarapa Hospital.

The service provides a regional tertiary referral function, managing complex and specialised cases such as major trauma, revision joint arthroplasty, spinal conditions (including scoliosis), paediatric orthopaedics, and hand surgery.

Secondary care orthopaedic services are primarily provided to patients from the Wellington region, Kāpiti Coast, and Wairarapa, within the Capital, Coast and Hutt Valley (CCHV) district. Care is delivered across outpatient, day-case, and inpatient settings, with a small proportion of services provided in community-based settings.

Role Perspective

The Orthopaedic Surgeon provides high quality orthopaedic services to patients who come under their care. They will:

- Provide both acute and planned clinical care and supervision to patients requiring orthopaedic and fracture treatments in an inpatient and outpatient setting inclusive of operating theatre.
- Actively participate in relevant service and clinical meetings related to the orthopaedic service.
- Assist with the supervision and training of Resident Medical Officers rostered to the Orthopaedic service.
- Actively participate in quality improvement activities, clinical audit activities and continuing medical education.
- Contribute to service and organisational initiatives in clinical practice.
- Provide advice to the Clinical Leader, Service Leader and Operations Manager on Orthopaedic management matters and professional standards of practice, including matters relevant to output and contracts.

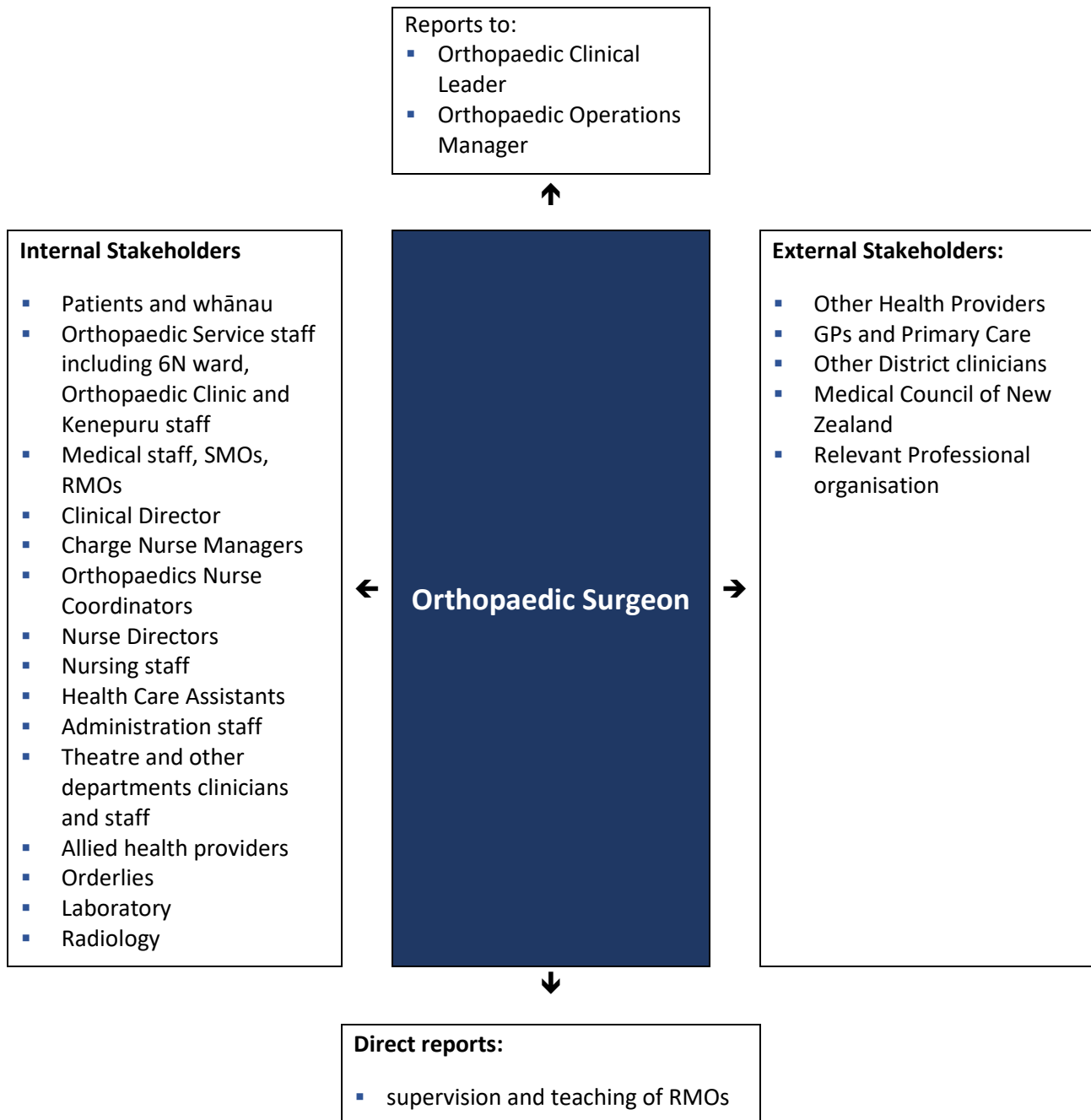
Key Accountabilities

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. Delivery of clinical care	<ul style="list-style-type: none"> ▪ Takes professional care of and undertakes clinical responsibilities for patients admitted under their care. ▪ Conducts outpatient clinics, ward rounds theatre and other clinical duties, using the allocated time efficiently and effectively towards achieving goals of the service. ▪ Sees and advises promptly on patients referred for a specialist opinion. ▪ Manages acute patients in a timely manner. ▪ Supervises acute and elective theatre sessions ▪ Provides a high standard of patient/client service and is responsive to patient/client requests or complaints. ▪ 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. ▪ Participates in the roster providing 24 hour cover for the service.
2. Patient information / informed consent	<ul style="list-style-type: none"> ▪ Gives patients and their families a full explanation of all procedures and treatments.
3. Staff and patient relations	<ul style="list-style-type: none"> ▪ Maintains effective interpersonal relationships with patients, relatives / whānau and multidisciplinary staff. ▪ Works to improve patient/client satisfaction. ▪ Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines.
4. Knowledge and practice updated and maintained	<ul style="list-style-type: none"> ▪ Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses /seminars / conferences; reading relevant literature.
5. Education and teaching of junior medical staff and other professional groups	<ul style="list-style-type: none"> ▪ Acts as a role model for medical staff and demonstrates high quality professional standards. ▪ Provides clinical supervision and teaching for House Surgeons and Surgical Registrars. ▪ Ensures the orientation, guidance, performance management and objective setting process and feedback to junior surgical staff is consistent with good employer relations and Council standards.
6. Maintenance of records and reports	<ul style="list-style-type: none"> ▪ Comprehensive, accurate and up-to-date medical records are maintained for all patients under their care.
7. Quality Initiatives / Risk Management	<ul style="list-style-type: none"> ▪ Promotes a culture of continuous quality improvement ▪ Attends and participates in regular departmental audit / peer review activities, including morbidity and mortality reports. ▪ Attends and participates in Quality Assurance activities.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Identifies improvement opportunities and notifies the Operations Manager of these. ▪ Complies with standards and policies. ▪ Pro-actively identifies and addresses risk and participates in the service's risk minimisation activities. ▪ Provides a high standard of patient service and is responsive to patient requests or complaints. ▪ Participates in Reporting of Events.
8. Administration of the Orthopaedic Service	<ul style="list-style-type: none"> ▪ Attends regular meetings of the service to collaborate with colleagues and with the Operations Manager and participates in decision making for this service. ▪ Leave arrangements are managed in conjunction with the Clinical Leader and Operations Manager. ▪ Utilises staff, technological, pharmaceutical and other publically funding resources prudently and efficiently for cost effective patient care. ▪ Understands department and wider hospital systems and functions and work collaboratively within a multidisciplinary team.
9. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Works 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.
10. Health & Safety	<ul style="list-style-type: none"> ▪ Ensures all Health and Safety obligations under the legislation are applied and managed to and promotes a culture of safe practice. ▪ Actively supports and complies with health and safety policy and procedures; ensuring staff also support and comply with their health and safety responsibilities. ▪ Proactively reports and remedies any unsafe work condition, incident or hazard including near misses in a timely manner. ▪ Maintains a proactive culture of health and safety supported by systems.

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
Interpersonal Savvy	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people within and outside of the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably
Integrity and Trust	<ul style="list-style-type: none"> ▪ Is widely trusted ▪ Is seen as a direct, truthful individual ▪ Can present the truth in an appropriate and helpful manner ▪ Keeps confidences ▪ Admits mistakes ▪ Doesn't misrepresent themselves for personal gain
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
Communication	<ul style="list-style-type: none"> ▪ Practices active and attentive listening. ▪ Explains information and gives instructions in clear and simple terms. ▪ Willingly answers questions and concerns raised by others. ▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.
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 ▪ Looks beyond the obvious and doesn't stop at the first answer
Building Effective Teams	<ul style="list-style-type: none"> ▪ Blends people into teams when needed ▪ Creates strong morale in their team ▪ Shares wins and successes ▪ Fosters open dialogue ▪ Lets people finish and be responsible for their work ▪ Defines success in terms of the whole team ▪ Creates a feeling of belonging in the team.

Experience and Capability

Essential qualifications, skills and experience

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

- A commitment to ongoing professional and personal learning, involvement in professional development and motivation to achieve high quality results
- Ability to participate in the training and development of registrar and other clinical staff

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registration with the Medical Council of New Zealand
- Vocational registration as Orthopaedic Surgeon with Royal Australasian College of Surgeons (RACS) or equivalent
- If applying from overseas, must meet the New Zealand Immigration Service requirements

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

- Leadership and management qualities and have an interest in and aptitude for taking on the role of Clinical Leader
- Communication at all levels
- Honesty and integrity
- Professional standards
- Proven ability to contribute and participate co-operatively in a multi-disciplinary team environment
- To maintain harmonious professional relationships working in collaboration with team colleagues and involved in the unit's ongoing management of the patient
- Team work (multidisciplinary)

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