

Position Description

Position	Spine Fellow – Orthopaedics – Fixed Term One Year
Team / Service	Orthopaedics
Directorate	Surgical
District	Capital, Coast & Hutt Valley
Responsible to	Operations Manager Orthopaedics for operational issues, Deputy Clinical Leader Orthopaedics (Spine) for clinical / professional oversight
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 and Kenepuru 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.

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 within CCHV district provider services. Specialties within the group are at secondary and tertiary level with service provision for the district, the Central Region and wider regions.

Surgical operation provision is largely across three hospitals (Wellington, Hutt and Kenepuru) and a district outsourcing plan with private providers. Outpatient clinics are held in Wellington, Hutt Valley, Kenepuru, and Paraparaumu, contracted at private provider sites, marae and through arrangements with other regional hospitals.

Service Perspective

The Orthopaedic Service provides for the management of major injuries and fractures at Wellington Hospital and treatment of injuries, congenital, infective, degenerative and malignant disorders of the musculoskeletal system at Wellington and Kenepuru Hospitals.

A regional tertiary service is provided for patients with complex major trauma, revision joint replacement, spinal disorders, scoliosis, paediatric, and hand surgery.

Orthopaedic patients for secondary care come mainly from the Wellington region, Kapiti Coast and Wairarapa for services provided by CCHV. Services are provided on an outpatient, day case and inpatient basis. Very small numbers are treated in the community.

Role Perspective

A fellowship period for up to twelve months allows a newly qualified surgeon the opportunity to work in a supportive, supervised environment, gaining further experience as an independent specialist. This provides educationally valuable employment opportunities while providing services to the Orthopaedic Service at Capital Coast.

The Spine Fellow is responsible for designated patients for the Orthopaedic Spine Team to which the Fellow is attached and they receive supervision and direction by the orthopaedic spinal surgeons. Specific services include:

- Operating sessions for both acute and planned treatment
- Outpatient clinics including First Specialist Appointments and Follow-Up clinics
- Management of orthopaedic spinal patients in 6N orthopaedic ward, outlier patients under the spine team and the High Dependency/Intensive Care Unit
- Spine on-call at SMO level
- Participation in relevant service and clinical meetings, quality improvements and clinical audits

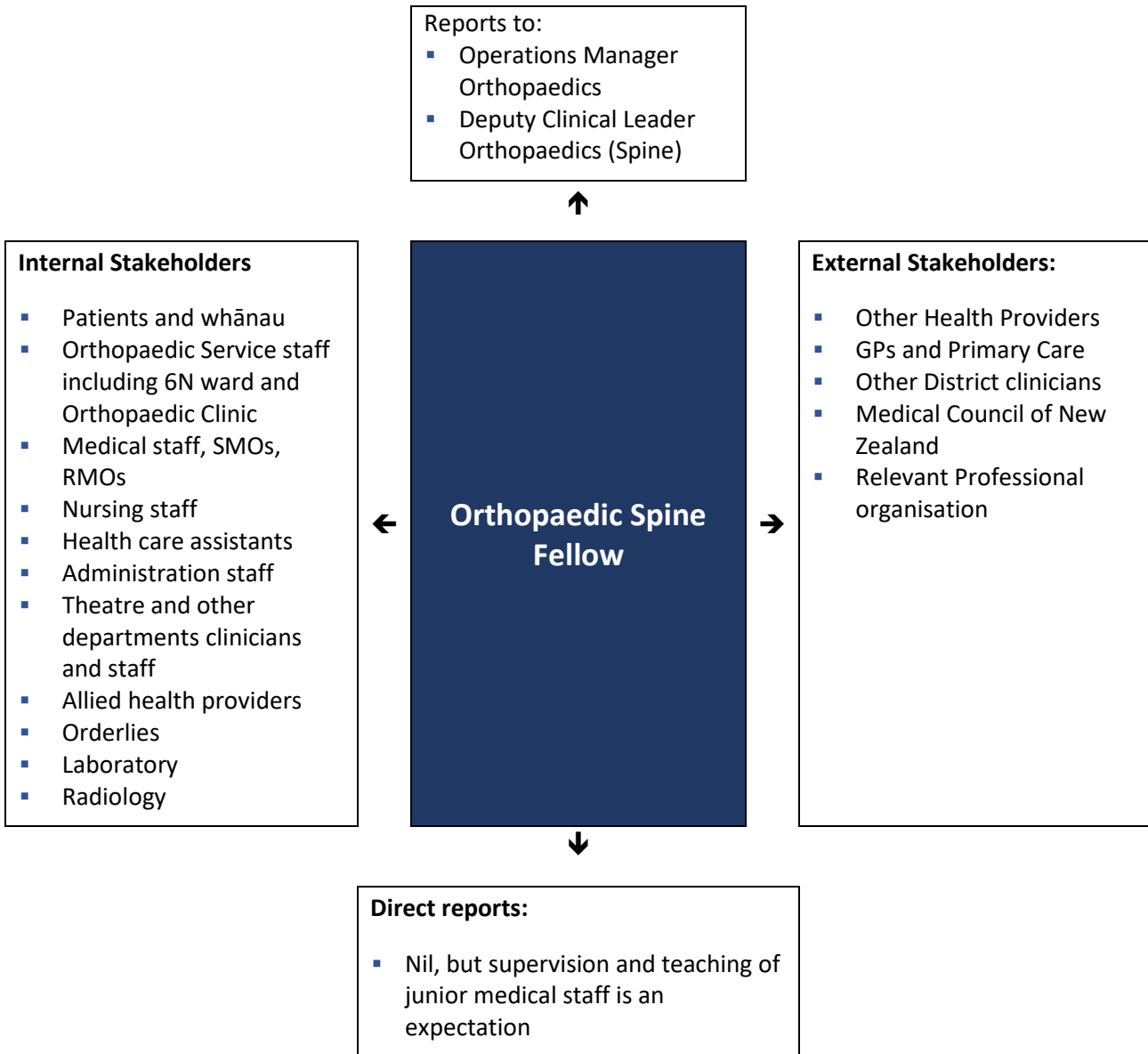
Key Accountabilities

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 delegated 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. ▪ 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
2. Leadership	<ul style="list-style-type: none"> ▪ Supervision and leadership of the team registrars, house officers and trainees. ▪ Clinical leadership is effectively demonstrated by working alongside other medical staff and other multidisciplinary staff within the department. ▪ Actively participates in the development of clinical and departmental policies and protocols as able or requested. ▪ Acts as a role model for medical staff and demonstrates high quality professional standards. ▪ Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines. ▪ Understands department and wider hospital systems and functions and work collaboratively within a multidisciplinary team. ▪ Fosters an environment where audit and teaching is valued and supported. ▪ Acts as an effective liaison and interacts with other departments to ensure excellent patient outcomes.
3. Continuous improvement and innovation	<ul style="list-style-type: none"> ▪ Promotes a culture of continuous quality improvement ▪ Participates in the service’s quality improvement and quality assurance activities, peer review and audits. ▪ Works to improve patient/client satisfaction. ▪ Complies with standards and policies. ▪ Quality of written records meets specified standards. ▪ Identifies risks and notifies the Clinical Leader / Operations Manager of these. ▪ Meets with colleagues to discuss and record performance issues and professional development.
4. Health & Safety	<ul style="list-style-type: none"> ▪ Actively supports and complies with health and safety policy and procedures and safe systems of work. ▪ Ensures own and others safety at all times. ▪ Proactively reports and remedies any unsafe work condition, incident or hazard including near misses in a timely manner.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> Is involved in health and safety through participation and consultation.

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. Knowledge, Skills & Experience:

- This role would suit someone who has finished their final examinations and wants to progress in a supported environment
- Recent experience in orthopaedic spinal surgery
- Able to deal with a wide range of conditions both acute and planned
- Works well in collaboration with the multidisciplinary team

B. Essential Professional Qualifications / Accreditations / Registrations:

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

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