

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Senior Medical Officer Renal
Reports to	Clinical Leader, Renal Service
Location	Capital, Coast & Hutt Valley District (CCHV) This position is expected to work from multiple locations across the district – Wellington Regional Hospital (WRH), Kenepuru Hospital, Hutt Hospital, Kapiti Health Centre, and Wairarapa
Department	Renal Service
Date	2026
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
Salary	ASMS Collective Agreement

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

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 will 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.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the service

The Renal Service provides a full renal service for the management of acute and chronic renal disease to CCHV. This includes outpatient consultations, inpatient care, renal transplant services, thorough pre-dialysis work up and ongoing dialysis care. CCHV is also a tertiary centre and provides advanced renal care, and renal transplant services to the Central Region, and Nelson Marlborough District.

At CCHV we have an in-centre Dialysis Unit at Wellington Regional Hospital (WRH), and two satellite units at Kenepuru Hospital and Hutt Valley Health Hub. The service maintains a strong focus and commitment to home-based dialysis, both peritoneal and haemodialysis. There is a home dialysis training unit based close to WRH.

Outpatient clinics are provided at WRH, Hutt Hospital, Kenepuru Hospital and Kāpiti health centre and Wairarapa.

Renal inpatient care is primarily provided on Ward 5 North, Level 5 WRH building. Ward 5 North has 40 beds and is shared with medical oncology, radiation oncology, and haematology. The ward provides a full renal medical and nursing service including diagnostic investigations, peritoneal dialysis, and renal transplantation. In addition it provides general medical, surgical and nursing care for renal patients. Acute inpatient services operate 24 hours a day, seven days a week. At all times, there is a renal SMO on duty or on call to provide clinical advice and direct patient care.

CCHV is the renal transplant centre for the Central Region, and Nelson/Marlborough District. We are part of the Australian and New Zealand Paired Kidney Exchange programme, so play an important role in both living and deceased renal transplants.

About the role

The primary purpose of the role is to be a Senior Medical Officer (SMO) within the renal service. This includes providing high quality specialist renal patient care and active participation within the renal service. The SMO is a leader within the medical team, and is involved in quality improvement, audits, maintaining and improving standards of practice, protocol and guidelines development, and holds portfolios within the service.

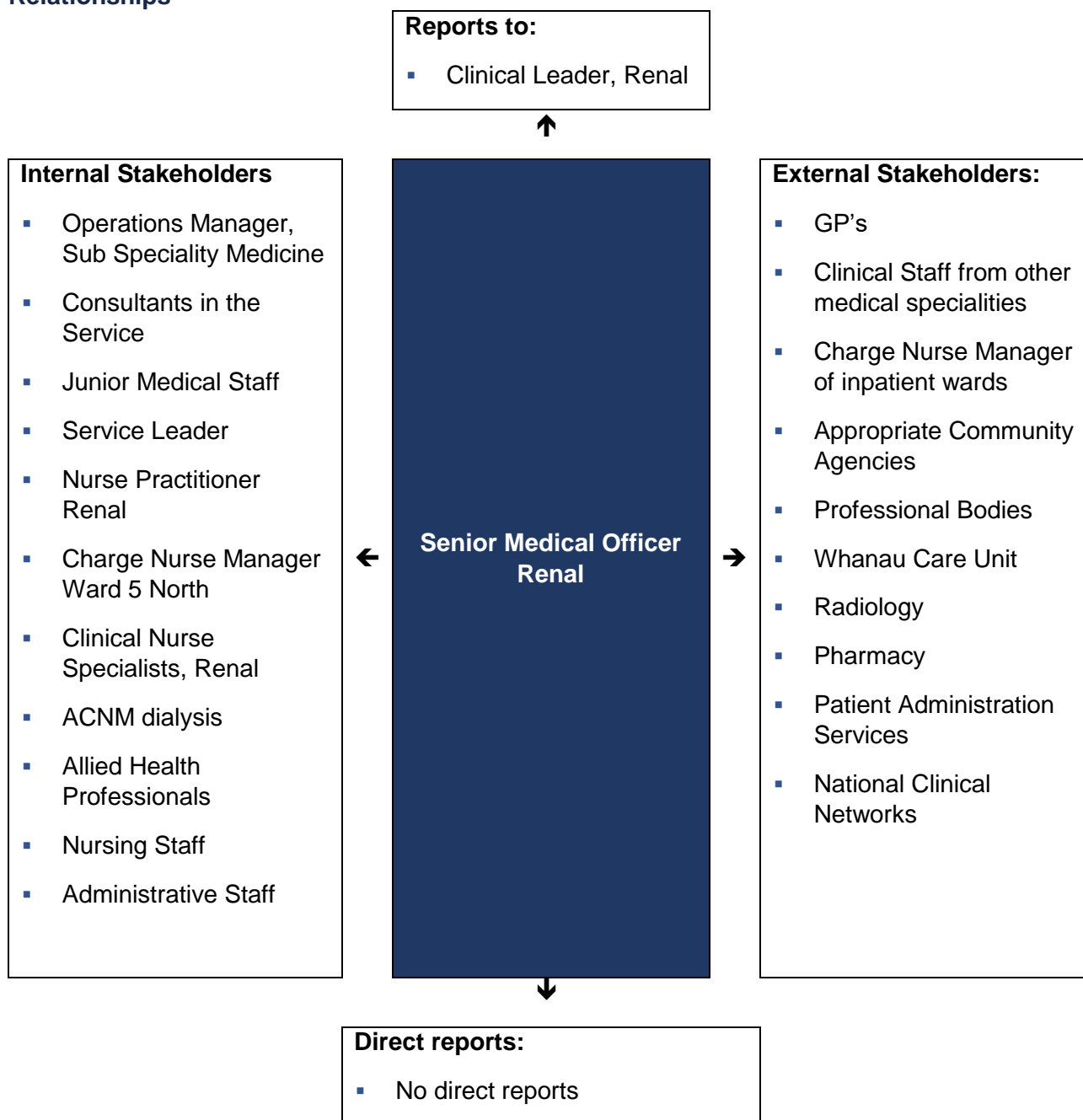
Education and role modelling to junior doctors, and other clinical staff within CCHV is a priority. SMOs supervise, mentor and provide support to junior doctors in accordance with the requirements of the Royal Australasian College of Physicians, Medical Council of New Zealand and organisational policies and guidelines.

Key Result Area	Expected Outcomes / Performance Indicators
Technical outcomes / accountabilities	<ul style="list-style-type: none"> • To provide medical practice that delivers a sustainable high quality service to renal patients • Assesses, diagnoses and manages appropriately patients within the clinical setting (inpatients and outpatients) in which the SMO is working by; • Consulting and liaising with other professionals involved with the patient • Participating in the education of the patient and relevant others about his/her/their illness and treatment. • Obtaining informed consent for proposed treatment/procedures in accordance with the policy • Taking part in relevant multidisciplinary team meetings and discussing the care of patients • Adhering to the protocols, guidelines and practice standards pertaining to the area of clinical practice • Practicing in a manner consistent with established ethical standards as provided by the Medical Council of New Zealand. • Taking responsibility for supervising the work of registrars, house surgeons and medical students where required and for other health professionals involved in the management of the patient and providing support to junior medical staff on call and on duty. This includes reviewing decisions of junior medical staff and being responsible for the ratification and/or modification of orders as appropriate • Providing a quality service in accordance with the Renal Service objectives and within the available resources • Participating with other Medical Staff in providing equitable sharing of the clinical service load, both inpatient and outpatient • Acting as a consultant to other health professionals • Ensuring that statutory and regulatory requirements are adhered to in practice and documentation • Participation in an on call roster as rostered. If unable to do on call, cover must be arranged and notification made to the clinical leader

<p>Leadership</p>	<ul style="list-style-type: none"> • Understands strategic goals and assists the clinical leader and service leader to maintain and promote the service and CCHV organisational goals • Assists clinical leader to establish and maintain clinical engagement in the service • Participates in staff training at all levels when requested • Participates in registrar training • Contribute to continuous service improvement by using initiative to improve policies, procedures and practice • Role models professional behaviour and clinical best practice processes
<p>Professional development</p>	<ul style="list-style-type: none"> • Is enrolled in recognised Continuing Professional Development (CPD) program and keeps up to date with requirements of the program • Maintains membership of appropriate professional College • Participates in an annual performance review and credentialing process
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
<p>Equity</p>	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses
<p>Culture and People Leadership</p>	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implements and maintains People & Culture strategies and processes that support and provide an environment where employee experience, development, and performance management drive achievement of the organisation’s strategic and business goals • Ensures renal service culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
<p>Innovation & Improvement</p>	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast

	<ul style="list-style-type: none"> • Develops and maintains appropriate external networks to support current knowledge of leading practices
<p>Collaboration and Relationship Management</p>	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
<p>Health & safety</p>	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture
<p>Compliance and Risk</p>	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit • Understands, and operates within, the financial and operational delegations of their role, ensuring peers and team members are also similarly aware.

Relationships



About you – to succeed in this role

You will have

Essential:

- Be fully qualified to practice in the speciality of Renal Medicine, with vocational registration from the Medical Council of New Zealand or eligibility for registration as a specialist renal physician.

- Current practising certificate from the Medical Council of New Zealand
- Current New Zealand Drivers Licence

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Renal clinical experience
- Higher Degree in Renal Medicine or related field

You will be able to

Essential:

- Relate to all kinds of people
- Diffuse high tension situations comfortably
- Build constructive and effective relationships
- Manage workload, delegate appropriately, and work efficiently and effectively
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and reflect on own practice
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Communication Skills- both orally and in writing - articulate and persuasive
- Demonstrates a broad and balanced perspective - can adopt a lateral approach, receptive to sharing of ideas, keeping a sense of proportion and identifying when things are not quite right
- Able to make decisions under pressure
- Personal organisational skills- structures, organised and methodical, making good use of time
- Ability to prioritise activities and needs
- Able to cope with stressors of work such as the pressure and frustration arising from competing demands
- Self-motivated- has energy, drive and enthusiasm, and shows initiative and a willingness to work hard
- Self-insight and integrity - realistic confidence in one's knowledge and achievements, fundamental honesty to oneself and others
- Alerts management to any potential conflicts of interest

- Culturally safe
- Professional demeanour

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*