Health New Zealand
Te Whatu Ora

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

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.

Title	Consultant Geriatrician
Reports to	Operations Manager Inpatient CAHOA, Clinical Leader ORA
Location	Kenepuru & Wellington
Department	ORA Medical
Date	September 2026
Salary band (indicative)[i]	ASMS SECA
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

To provide medical practice that delivers a sustainable high quality service to patients in conjunction with the multidisciplinary team. Working in conjunction with multidisciplinary team within a community facing Health of Older Persons and Rehabilitation service.

Key Result Area	Expected Outcomes / Performance Indicators	
1. Clinical Practice	▪ Assesses, diagnoses and manages appropriately patients within the clinical setting in which the Consultant 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 illness and treatment;	▪ Assessment and management plans are clearly documented and implemented; ▪ Practical expertise is demonstrated in diagnostic and therapeutic procedures undertaken; ▪ The benefit to the patient from joint management of appropriate professionals is demonstrated; ▪ It is demonstrated that the patient understands

	▪ Obtaining informed consent for proposed treatment/procedures; ▪ Taking part in relevant multidisciplinary team meetings and discussing the care of patients; ▪ Providing the level of service as specified in the yearly output targets; ▪ 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; ▪ Providing a quality service in accordance with Service objectives and within the available resources; ▪ Participating with other Medical Staff in providing equitable sharing of the clinical service load, both inpatient, community and outpatient; ▪ Acting as a consultant to other health professionals; ▪ Ensuring that Statutory and Regulatory requirements are adhered to in practice and documentation; ▪ Maintaining and participating in a satisfactory on call roster.	appropriately the management or intervention of the illness; ▪ Helpful communications and explanations are given in ensuring patients are aware of and in agreement with proposed treatment; ▪ The dignity and humanitarian needs of the patient, the patient's family and cultural background are taken into account; ▪ The yearly output targets are met; ▪ All such protocols and practice standards are adhered to; ▪ That the appropriate and established ethical standards of practice are met; ▪ Patient case notes, documentation and diagnosis accuracy is of a high standard; ▪ 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; ▪ Patients are assigned to and selected from waiting lists in accordance with their clinical requirements; ▪ Harmonious working relationships are maintained with staff and individuals within and outside the service; ▪ Timely advice is provided to Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans;

		▪ Assists with the provision of statistics, reports and service data; ▪ Roster obligations are fulfilled; ▪ Professional advice is given when required; ▪ An active role is taken in teaching sessions/courses for registrars, house surgeons, nurses and allied health staff; ▪ All such legal and statutory duties are; ▪ undertaken and performed appropriately e.g., Medical; ▪ Practitioners Act, ACC, Coroners Act, Drugs Act; ▪ Services of a high standard are available out of hours; ▪ That there is regular contact of junior staff with senior staff out of hours.
2. Non-Clinical Leadership	▪ Provides advice as requested relevant to the development of an annual service plan; ▪ Participates or leads in teaching sessions for Registrars; ▪ Participates or leads in teaching sessions for other RMO and Medical students, when requested; ▪ Participates in staff training at all levels when requested; ▪ Participates in educating and training undergraduate and graduate, medical and paramedical staff; ▪ Assists Clinical Leader to establish and maintain clinical engagement in the service; ▪ Understands strategic goals and assists Clinical Leader to maintain and promote Service & CCHV organisational goals	▪ There is evidence of attendance at forums that should lead to engagement and involvement in solving problems; ▪ There is evidence of active engagement with and developmental conversations and performance reviews of RMOs and other staff Feedback from Clinical Leader; ▪ Evidence of an understanding of the services long-term goals and plans Harmonious working relationships are maintained with staff and individuals within and outside the service. Timely advice is provided to Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans. Assists with the provision of statistics, reports and service data; ▪ Roster obligations are fulfilled.
3. Professional Development	▪ Is enrolled in recognised; ▪ Continuing Professional;	▪ Supplies a copy of yearly CME record from that program for Service personal record;

	▪ Development (CPD) program and; ▪ keeps up to date with requirements of the program Maintains membership of appropriate professional College Participates in an annual personal performance and development review; ▪ Initiates and participates when appropriate in clinical research approved by the Research Ethics Committee and as requested by or negotiated with the Clinical Leader or Service Leader.	▪ Supplies an updated personal CV for Service personal record; ▪ Undergoes annual appraisal; ▪ College membership maintained There is an annual performance assessment done; ▪ Clinical research is completed and ethical guidelines followed.
4. Administration	▪ Performs required administrative functions when required; ▪ Performs other service delegated administrative functions promptly, as requested; ▪ Attends Service and other meetings as required.	▪ Letter responses, Coroner's, policy, ACC and other similar reports are done within time frames; ▪ Attendance is recorded, apologies for non-attendance sent in time.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• 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.

Compliance and Risk	• 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 & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
▪ [Medical Practitioners/GPs ▪ Other organisational staff ▪ Colleges and Professional Bodies ▪ NGOs and external agencies	▪ ORA Clinical Leader ▪ CAHOA Clinical Director ▪ ORA SMO's & RMOs ▪ CAHOA Operations Managers ▪ ORA Team Leaders and Service Managers ▪ Multi/Interdisciplinary Team members ▪ Patients \ Clients and whānau ▪ Inpatient wards ▪ Other Service SMOs ▪ Other departments – Radiology, laboratories, theatre, etc. ▪ Administrative Staff

About you – to succeed in this role

You will have

Essential:

- [Vocationally registered in Internal Medicine with the Medical Council of New Zealand (MCNZ)
- FRACP or equivalent qualification
- Appropriate membership in Professional Bodies (i.e., Medical indemnity insurance, College)
- Annual Practicing Certificate
- Full NZ Drivers Licence
- The individual is required to undertake clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined from time to time by:
  - The New Zealand Medical Council
  - The Health & Disability Commissioner
  - The individual must be able to demonstrate a high degree of clinical skill.
  - Experience in working with multidisciplinary Teams and community services

You will be able to **Essential:**

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.