Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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	Senior Medical Officer – Orthopaedics
Reports to	Orthopaedic Clinical Leader & Operations Manager
Location	Wellington, Kenepuru and Wairarapa
Department	Orthopaedic Service Capital Coast
Date	9-11-2026
Salary band (indicative)[i]	As per ASMS
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 provide high quality orthopaedic services to patients who come under their care. They will:

- Provide both acute and planned clinical care and supervision to patients in Wellington, Kenepuru and Wairarapa who require 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 Result Area	Expected Outcomes / Performance Indicators
1. Delivery of clinical care	• 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	• Gives patients and their families a full explanation of all procedures and treatments.
3. Staff and patient relations	• 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	• 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	• 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	• Comprehensive, accurate and up-to-date medical records are maintained for all patients under their care.
7. Quality Initiatives / Risk Management	• 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.
8. Administration of the Orthopaedic Service	• 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.

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

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

Relationships

External	Internal
▪ Other Health Providers ▪ GPs and Primary Care ▪ Other District clinicians ▪ Medical Council of New Zealand • Relevant Professional organisation	• Patients and whānau • Orthopaedic Service staff including 6N ward, Orthopaedic Clinic, Kenepuru staff • Medical staff, SMOs, RMOs • Clinical Director • Charge Nurse Managers • Orthopaedics Nurse Coordinators • Nurse Directors • Nursing staff • Health Care Assistants

	• Administration staff • Theatre and other departments clinicians and staff • Allied health providers • Orderlies • Laboratory • Radiology

About you – to succeed in this role

You will have

Essential:

- 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
- Flexibility to work across multiple sites

Desired:

- [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

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.

[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.