

Position Description

Position	Locum General Surgeon, Specialist Medical Officer, Fixed term 1 year
Team / Service	General Surgery
Directorate	Surgical
District	Capital, Coast, Kenepuru & Hutt Valley
Responsible to	Service Manager General Surgery, Orthopaedics and General Outpatients for operational issues, Clinical Head of Department General Surgery 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 Hutt Hospital, but may at times work in various hospitals – including private – across the district.

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.

In 2018 Wellington the Lonely Planet voted Wellington the 'coolest capital' and the best city in New Zealand.

We offer access to sports, great schools – private and public and have lots of areas to explore for those keen on outdoors pursuits.

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.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

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.

Service Perspective

We are planning to expand our department and retirements of senior surgeons are likely. While in a transition phase we require an increase in our General Surgeons.

We are also looking out to 2023 or 2024 as part of succession planning for this service to ensure continuity of service.

Purpose of the role

- Provision of high quality care to general surgical patients with a wide range of acute and elective surgical conditions
- To participate in the general surgical on call roster in a 1:7 rotation
- Provision of inpatient and outpatient care
- To support and lead junior medical staff and take an active role in interdisciplinary team education and actively support and utilise nurse specialist role/s as appropriate
- To actively participate in quality improvement, clinical audit activities and service development meetings and initiatives

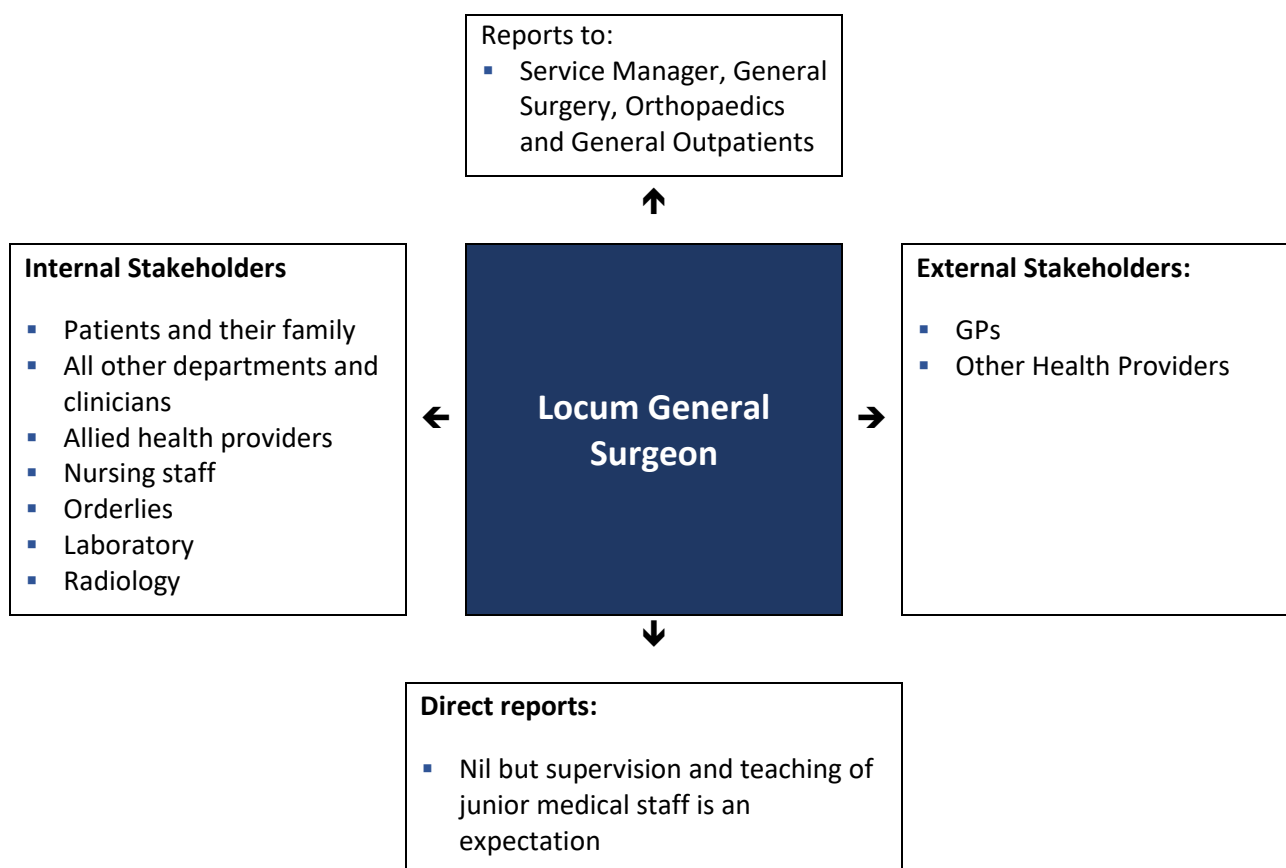
Key Accountabilities

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. Technical outcomes / accountabilities	<ul style="list-style-type: none">▪ Relates well to all kinds of people – inside and outside the organisation▪ Builds appropriate rapport▪ Builds constructive and effective relationships▪ Uses diplomacy and tact▪ Can diffuse even high-tension situations comfortably
2. Leadership	<ul style="list-style-type: none">▪ 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.▪ Maintains harmonious and productive relationships with all colleagues▪ Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines▪ Understands department and wider hospital systems and functions and works collaboratively within a multidisciplinary team▪ Supports the service business plan targets▪ Fosters an environment where audit and teaching is valued and supported
3. Stakeholder engagement	<ul style="list-style-type: none">▪ Interfaces with clinicians in other hospitals and other specialties▪ Liaises when appropriate with GPs and other health providers
4. Continuous improvement and innovation	<ul style="list-style-type: none">▪ Establish a culture of continuous improvement, ensuring linked and cohesive 2DHB view of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector.
5. Te Tiriti o Waitangi	<ul style="list-style-type: none">▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> 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.
6. Health & Safety	<ul style="list-style-type: none"> Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. Is aware of own medical and dental status including Covid, TB, HIV, Hepatitis etc. Ensures actively manages own health Displays commitment through actively supporting health and safety initiatives Ensures all staff maintains adequate safety standards on the job through consultation, training and supervision Ensures own and others safety at all times Complies with policies, procedures and safe systems of work Reports all incidents/accidents, including near misses in a timely fashion

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 Acumen	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably
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
Leadership	<ul style="list-style-type: none"> Clinical leadership is effectively demonstrated by working alongside other medical staff and other multidisciplinary staff within the department Provision of supervision and education for the junior medical team 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 Maintains harmonious and productive relationships with all colleagues Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines Understands department and wider hospital systems and functions and works collaboratively within a multidisciplinary team Supports the service business plan targets
Decision Quality	<ul style="list-style-type: none"> Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time Sought out by others for advice and solutions
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 Can see hidden problems' Is excellent at honest analysis Looks beyond the obvious and doesn't stop at the first answer
Quality & Innovation	<ul style="list-style-type: none"> Provides quality service to those who rely on one's work. Looks for ways to improve work processes - suggests new ideas and approaches. Explores and trials ideas and suggestions for improvement made by others. Shows commitment to continuous learning and performance development.
Professional development including	<ul style="list-style-type: none"> Undertakes appropriate continuing medical education in order to maintain competency as required by professional college Maintains a high level of competency as indicated by national and international trends

Competency	Behaviours
Clinical Medical Education (CME)	<ul style="list-style-type: none"> • Involvement in innovations in work practices e.g. guidelines, new procedures, service redesign etc. • Responsible for undertaking Continuing Medical Education in order to maintain competency and stay clinically up-to-date with current techniques and sharing with other colleagues • Takes an active part in credentialing and re-credentialing that will occur throughout the period of employment

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- At least 2 years post graduate experience in general surgery
- Able to deal with a wide range of conditions both acutely and electively
- Works well in a collaboration with the multidisciplinary team

B. Essential Professional Qualifications / Accreditations / Registrations:

- Vocationally registered in General Surgery with the Medical Council of New Zealand (MCNZ)
- FRACS or equivalent qualification and able to register for with the MCNZ
- Relevant experience and training
- If applying from overseas, you must meet the New Zealand Immigration Service requirements

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

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.