

Position Description

Position	Consultant Radiologist (SMO) - Radiology
Team / Service	Radiology Department, Hutt Hospital
Directorate	Medical & Acute Services
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Head of Department, Service Manager, 24 Hours and Clinical Support
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 at Hutt Hospital

Health New Zealand

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.

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 Health New Zealand.

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.

Team/Service Perspective

The Radiology Department at Hutt Hospital is part of the Hospital Operations Group of the Capital, Coast & Hutt Valley district.

The Radiology Department serves the population of the Hutt Valley and Wairarapa areas. The Department receive a wide variety of clinical referrers, including regional Plastic Surgery and Rheumatology services as well as referrals from 2 Emergency Departments providing X-Rays, Ultrasounds, MRI and CT scans.

Mō tō mātou rōpū – About Our Team

The Department is a friendly, professional and dedicated team of approximately 80 staff; with a "Can Do" attitude who ensure the best possible care for our patients. The department includes: Radiologists, Sonographers, Medical Imaging Technologists, MRI Technologists, Nurses and Health Care Assistants, Administration/Bookings Team, and Data/IT/Quality staff.

The Department offer a supportive workplace culture with a commitment to your ongoing professional development and well-being, and we have a strong focus on outgoing quality improvements and constructive relationships with clinical colleagues. The Radiology Department also hold International Accreditation New Zealand (IANZ) accreditation.

Purpose of the role

To provide consultant radiology services, which will facilitate the provision of appropriate high quality radiological services to the clinical specialities of the Hutt Radiology Department. This includes an advisory and diagnostic service in all matters relating to radiological examinations, including equipment evaluation, quality control, appropriate procedures, determination, interpretation, advice and support to clinical departments and emergency support. There is also a requirement for interventional radiology for our services. It is expected that the behaviour of staff will reflect the values and culture of the hospital, including that of open disclosure.

The Hutt Radiology Department also provides radiology reporting and on site services to Health New Zealand Wairarapa. You would be expected to be on site at Wairarapa Hospital on a rotational basis – approximately 1 day per month.

Clinical Responsibilities

The medical practitioner is required to undertake their 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:

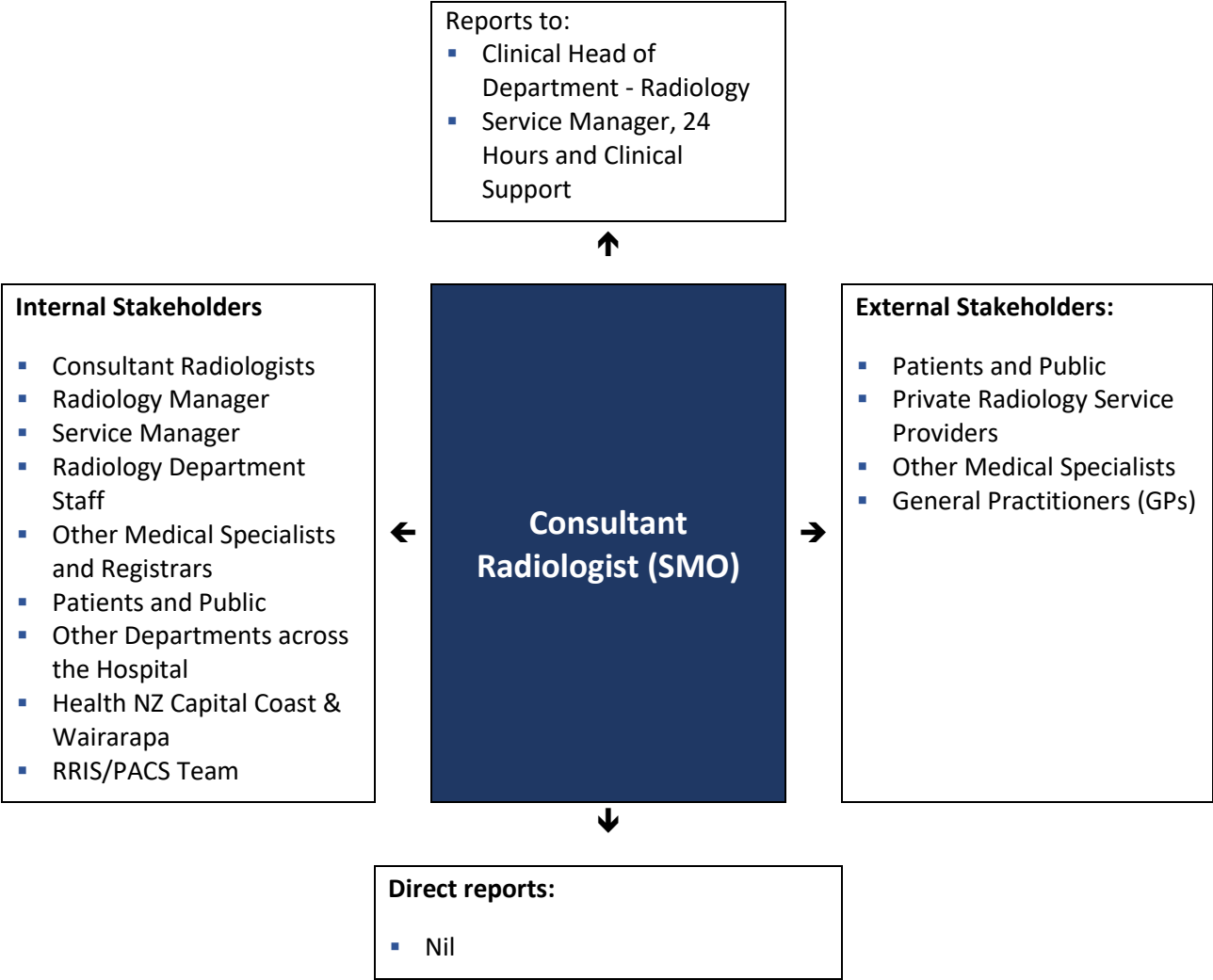
- The NZ Medical Association's code of ethics;
- The practitioner's relevant medical college(s) and / or professional associations(s);
- The NZ Medical Council;
- The Office of Radiation Safety (CSP5);
- The Health & Disability Commission; and
- The employer's policies and procedure except to the extent that they may be inconsistent with any other provision of this agreement.

The Consultant Radiologist will provide effective, efficient and professional clinical radiology services during contracted sessions. This may include performance of general radiology reporting, fluoroscopy, CT, MRI, Ultrasound and Interventional Radiology.

Clinical coverage of the radiology services is shared on a weekly session timetable with on-call duties by Radiologists and consists of an extensive range of radiological procedures, reporting, clinical meetings and consultations.

To actively support the growth and development of the departments in expertise and procedures offered.

Key Relationships & Authorities



Key Accountabilities

Ensure that your health and safety practice meets the requirements of health and safety at work legislation, applies Health New Zealand’s policies and processes and contributes to a culture of safe practice.

General Accountabilities

Key accountabilities	Deliverables / Outcomes
General Accountabilities	<ul style="list-style-type: none"> ▪ Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the DHBs Code of Conduct. ▪ Respond to the changing needs of the DHB, performing other tasks as required. ▪ Champion equality and diversity in the workplace including the Treaty of Waitangi.
Clinical	<ul style="list-style-type: none"> ▪ Ensure open disclosure is adhered to within the DHBs between staff, patients and their families. ▪ Ensure adequacy and accuracy of patient records. ▪ Reports are dictated and verified for dispatch on a timely basis. ▪ Reports reflect a high standard of competency and accuracy. ▪ Deal with correspondence relating to patients under care as appropriate. ▪ Participate in developing and updating protocols and guidelines for general and specific examinations. ▪ Participate in the development of clinical pathways that impact on Imaging. ▪ Actively contribute to choosing wisely culture to ensure appropriate resource allocation ▪ Actively contribute and regularly attend team/clinical meetings. ▪ Participate in discussions regarding site development, capital equipment purchases and implementation of annual business plans. ▪
Leadership and Instructing	<ul style="list-style-type: none"> ▪ Contribute to teaching and supervision of junior staff on regular basis. ▪ Take responsibility for supervising the work of radiology registrars when required. ▪ Undertake teaching of House Surgeons and Registrars in other medical disciplines promoting appropriate resource utilisation and adherence to high clinical standards. ▪ Attend and actively participate in clinical departmental meetings for the purpose of assessment, planning and implementing treatment. ▪ Act as a team leader for the performance of special procedures. ▪
Service Provision – Provide the highest standard of patient	<ul style="list-style-type: none"> ▪ Responsible for providing consultant radiology services of a high quality to the clinical specialities of Hutt and Wairarapa DHBs; this includes diagnostic and interventional radiology. ▪ Share in the delivery of a full range of radiological procedures at Hutt and Wairarapa DHBs on a rostered basis.

<p>focussed, evidence based care</p>	<ul style="list-style-type: none"> ▪ Participate with the other consultants in the department in providing limited after hour’s coverage. ▪ Use allocated sessions, clinics and reporting times effectively for image reporting. ▪ Be familiar with, and carry out all appropriate techniques for providing general and specified special radiological procedures. ▪ Assess, diagnose and appropriately treat patients within the clinical setting. ▪ Adhere to the protocols, guidelines and practice standards pertaining to the area of clinical practice. ▪ Liaise with other health professionals involved with patient care. ▪ Work in conjunction with medical colleagues, nurses, medical imaging technologists (MITs) and other health professionals to provide optimum care and satisfaction for patients. ▪ Actively support the radiology service. ▪ Maintain harmonious and productive working relationships. ▪ Be aware of the role of patient advocates and patient’s rights and ensure informed consent has been obtained in accordance with the imaging service policies and protocols.
<p>Quality Assurance</p>	<ul style="list-style-type: none"> ▪ Audit other radiologists’ reports on a regular and continuing basis. This is achieved by: <ul style="list-style-type: none"> i. Random audit of reports. ii. Dual reading CT Colonography examinations. iii. Consultation with fellow radiologists on specific subjects. ▪ Undertake peer review through team meetings, informal case discussions, and presentation of difficult patients at weekly disciplinary meetings. Medical audits are undertaken regularly and discussed at joint meetings with other medical officers. ▪ Adhere to Quality Control measures including Office of Radiation Safety guidelines in practice, and in teaching and supervision of MITs and medical staff. ▪ Participate in the teaching of Radiology Registrars and student MITs as required. ▪ Document clinical-radiological meetings ▪ Participate in performance review with other specialities e.g. clinical-radiological conference, patient reviews and presentations. ▪ Collaborate with colleagues to maintain a quality assurance programme for the Imaging service. The programme will include mechanisms to review patient care, patient diagnosis, standards of radiology and audit of waiting lists.
<p>Professional Development and Continuing Medical Education</p>	<ul style="list-style-type: none"> ▪ Undertake appropriate continuing medical education in order to maintain competency as required by professional college. ▪ Participate in Innovations in work practices e.g. guidelines, new procedures, service redesign etc. ▪ Undertake Continuing Medical Education (CME) in order to maintain competency and stay clinically up to date with current radiological techniques and sharing with other colleagues.

	<ul style="list-style-type: none"> ▪ Participate in credentialing and re-credentialing that will occur throughout the period of employment. ▪
Administration	<ul style="list-style-type: none"> ▪ Agree to recognise specific administrative responsibilities within the imaging service. ▪ Adhere to the medical and administrative policies within the department and the wider DHB. ▪ Demonstrate responsible and effective use of resources. ▪ Attend to enquiries and complaints from patients, relatives, staff or management in an appropriate and timely manner. ▪ Serve on local and national committees as agreed with the Clinical Director and Radiology Manager; if appropriate to the development of imaging services. ▪ Complete appropriate documentation required for Hutt Hospital purposes e.g. leave forms, claims and reports.
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 ▪ 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.
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. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

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 – up, down, and sideways, inside and outside the organization ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships with customers and key stakeholders ▪ Communicates sensitive messages or disagreements with tact and diplomacy ▪ Brings conflict into the open and facilitates resolution ▪ Encourages the expression of differing and opposing views ▪ Can diffuse even high-tension situations comfortably
Leading & Motivating People	<ul style="list-style-type: none"> ▪ Creates a climate in which people want to do their best ▪ Motivates and inspires staff to always do their best ▪ Actively shares information, ideas and experience with others ▪ Invites input from each person and shares ownership and visibility ▪ Makes it clear how each individuals work fits into the overall business direction and strategic priorities ▪ Is someone people like working for and with
Process Management	<ul style="list-style-type: none"> ▪ Good at figuring out the processes necessary to get things done ▪ Knows how to organize people and activities ▪ Understands how to separate and combine tasks into efficient work flow ▪ High level of organisational and time management skills
Ethics and Values	<ul style="list-style-type: none"> ▪ Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times and acts in line with those values ▪ Treats people with respect and courtesy ▪ Rewards the right values and disapproves of others ▪ Practices what he/she preaches
Customer Focus	<ul style="list-style-type: none"> ▪ Is dedicated to meeting the expectations and requirements of internal and external customers ▪ Promotes and models a strong customer focus ▪ Gets first-hand customer information and uses it for improvements in services ▪ Acts with customers in mind ▪ Establishes and maintains effective relationships with customers and gains their trust and respect
Drive for Results	<ul style="list-style-type: none"> ▪ Articulates a compelling vision for their part of the organisation ▪ Can be counted on to exceed goals successfully ▪ Is constantly and consistently one of the top performers ▪ Steadfastly pushes self and others for results

Competency	Behaviours
Decision Quality	<ul style="list-style-type: none"> ▪ Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement ▪ Sought out by others for advice and solutions
Strategic Agility	<ul style="list-style-type: none"> ▪ Sees ahead clearly ▪ Can anticipate future consequences and trends accurately ▪ Has broad knowledge and perspective ▪ Is future oriented ▪ Can articulately paint credible pictures and visions of possibilities and likelihoods ▪ Can create competitive and breakthrough strategies and plans
Integrity and Trust	<ul style="list-style-type: none"> ▪ Is widely trusted ▪ Treats people with respect and courtesy ▪ Can present the unvarnished truth in an appropriate and helpful manner ▪ Keeps confidences ▪ Admits mistakes ▪ Does not misrepresent him/herself for personal gain ▪
Dealing with Ambiguity	<ul style="list-style-type: none"> ▪ Promotes a positive attitude towards and can effectively deal with change ▪ Can shift gears comfortably ▪ Can decide and act without having the total picture ▪ Is not upset when things are up in the air ▪ Does not have to finish things before moving on ▪ Can comfortably handle risk and uncertainty
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.
Taking Accountability	<ul style="list-style-type: none"> ▪ Takes personal responsibility for making things happen ▪ Reinforces Hutt Valley DHB values with others and leads by example ▪ Supports and advocates Hutt Valley DHBs position on all issues ▪ Demonstrates personal ownership of decisions made by the management team ▪ Acts ethically and with integrity and Is open and honest with others ▪ Actively pursues self-learning and development

Experience and Capability

Essential qualifications, skills and experience

A. Essential Professional Qualifications / Accreditations / Registrations:

- Registered with the Medical Council of New Zealand (MCNZ) through the vocational pathway
- Eligible to be employed in New Zealand (NZ Citizens or eligible for employment visa / NZ residency)

B. Essential Skills and Experience:

- Proven ability to work within a multidisciplinary team.
- Delivery of a wide range of Medical Imaging procedures including but not restricted to: General Radiology, CT, MRI, Fluoroscopy, Ultrasound, and Image guided interventions.

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

Health New Zealand 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.

Date Effective _____

Manager’s Name & Signature _____

Employee’s Name & Signature _____