

Position Description

Position	Breast Radiologist
Team / Service	Regional Screening Services
Directorate	Hospital Operations
District	Capital, Coast & Hutt Valley and Wairarapa Districts
Responsible to	Clinical Director Regional Screening (clinical matters) & Service Manager (operational matters)
Children's Act 2014	This position is not children's worker, requiring a safety check with Ministry of Justice vetting before commencing
Location	Base in Hutt Valley. However, you would be expected to work across the wider region if required.

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.

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. Kāpiti 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 Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti 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.

Purpose of the role

Provision of consultant breast radiology services which will facilitate high quality radiological services to the clients and patients of Breast Screen Central (who provide screening for Breast Screen Aotearoa in the Wellington region) and the sub-regional DHB symptomatic breast services. This includes an advisory and diagnostic service in all matters relating to radiological breast examinations, including determination of and triage of appropriate procedures, reporting breast procedures, performing invasive diagnostic procedures, equipment evaluation, quality control, teaching, advice and support to staff within Breast Screening and Symptomatic Breast Services and referrers. It is expected that the behaviour of staff will reflect the values and culture of the DHB, including that of open disclosure.

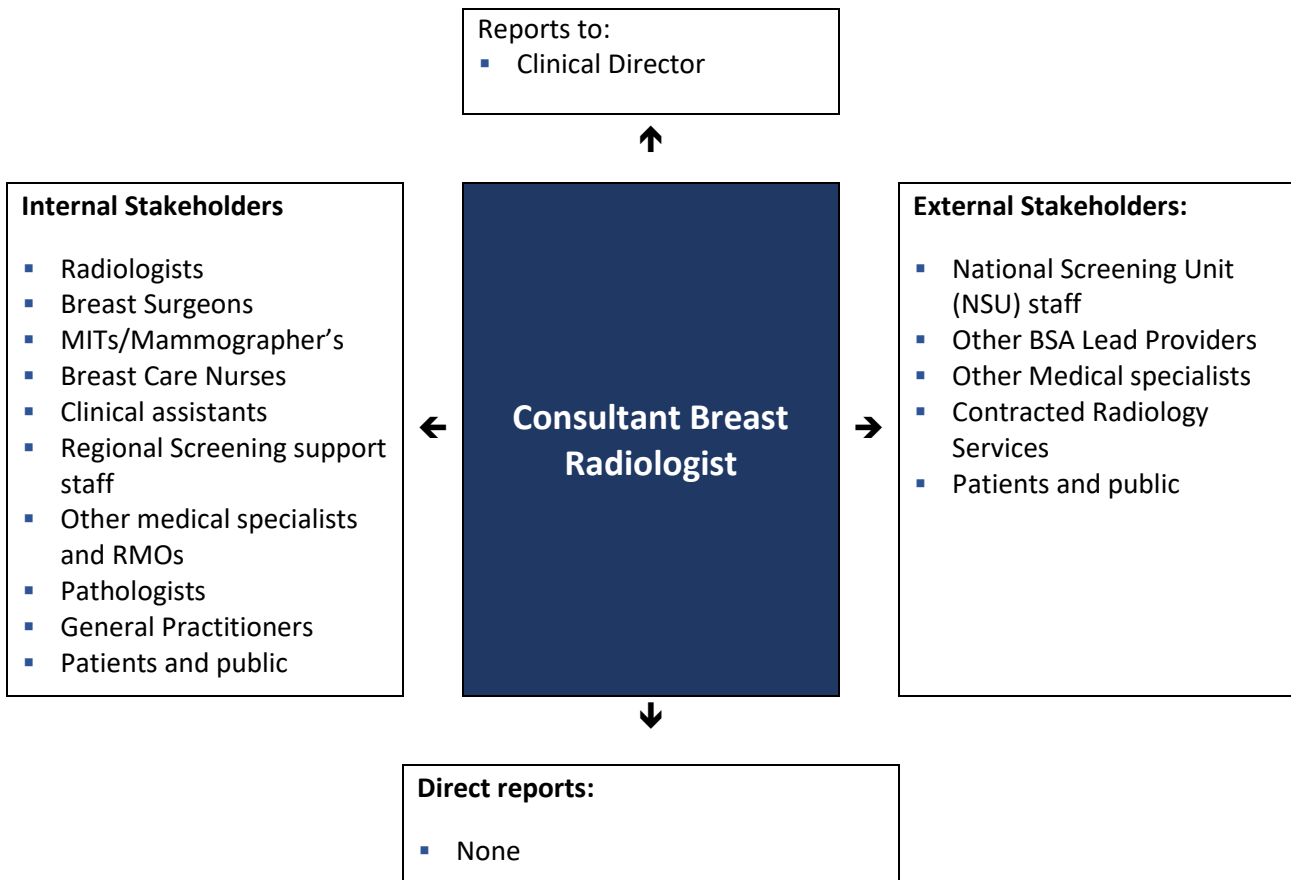
Key Accountabilities

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
<p>To supervise and interpret breast imaging examinations</p>	<ul style="list-style-type: none"> • All imaging examinations are completed and reported to a high standard • Supports the MITs in obtaining high quality images and facilitates technical problem solving. • Supervises acquisition of mammography, tomosynthesis, contrast enhanced mammography and breast MRI and provides high quality reports • Adheres to unit protocols and BreastScreen Aotearoa National Policy and Quality Standards in carrying out these procedures. • Analyses own reading statistics and takes corrective action where appropriate.
<p>To be familiar with and carry out all appropriate techniques for providing high quality assessment and diagnostic services.</p>	<ul style="list-style-type: none"> • Perform and report breast ultrasound • Perform and report guided biopsies and localisations using ultrasound, stereotaxis, tomosynthesis and MRI • Adherence to the protocols, guidelines and practice standards pertaining to the area of clinical practice. • Liaise with other health professionals involved with the women. • Women receive optimum care and are satisfied with the service they receive. • Participate in radiologist review meetings and Multi-Disciplinary meetings • Inform, assess and diagnose women within the clinical setting.
<p>Provides adequate and accurate patient records.</p>	<ul style="list-style-type: none"> • Ensures all assessment data is entered on the computer system where required • Ensures manual and dictated reports are timely and completed to a high standard • Deal with correspondence relating to patients under care
<p>Continuously participates in the development of the departments including teaching, training and supervision as required.</p>	<ul style="list-style-type: none"> • Acts as a team leader for the performance of special procedures, including triaging referrals according to evidence based appropriateness criteria. • Liaises with and educates referrers regarding appropriate imaging. • Harmonious and productive working relationships are maintained. • Participates in discussions re site development, capital equipment purchases. • Participates in the teaching and supervision of junior staff including radiology registrars and fellows.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> • Attends and actively participates in clinical departmental meetings for the purpose of assessment, planning and implementing treatment. • Provides support to Lead MRT in ensuring the MQA programme meets the required standards.
<p>Continually ensures a high level of clinical practise through auditing and peer review processes</p>	<ul style="list-style-type: none"> • Clinic-radiological meetings are documented • Quality control guidelines are adhered to. • Continually evaluate through peer review by: <ul style="list-style-type: none"> i) Random audit or reports ii) Attendance at interval cancer review meetings • Quality control measures are adhered to including NRL guidelines in practice and in teaching and supervision of MRT's and medical staff.
<p>DHB values, culture and codes of behaviour that includes adherence to hospital policies and procedures to ensure ethical care</p>	<ul style="list-style-type: none"> • Can do attitude that promotes leading by example, shows innovation and acts courageously. • Trust through openness, honesty, respect and integrity. • Striving for excellence. • Open disclosure is adhered to within the DHB's between staff, patients and their families. • The DHBs do not tolerate behaviour that may be perceived as bullying or harassment
<p>Undertake appropriate continuing medical education in order to maintain competency as required by professional college and BSA</p>	<ul style="list-style-type: none"> • Meets the CPD requirements of BreastScreen Aotearoa and NZMC
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Service activity, development and implementation is undertaken in accordance with the provisions of the Treaty of Waitangi. • Consultation is undertaken with appropriate Maori communities. • Ensures Maori patients enjoy the same quality of care as others
<p>Occupational Health & Safety</p>	<ul style="list-style-type: none"> • Displays commitment to the Workplace Health and Safety Programme Policy and relevant procedures through promotion, active planning and support. • Ensures own and others safety at all times. • Reports all incidents/accidents, including near miss and damage incidents

Key Relationships & Authorities



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

Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Process Management	<ul style="list-style-type: none"> • Can simplify complex processes • Gets more out of fewer resources
Directing Others	<ul style="list-style-type: none"> • Is good at establishing clear directions • Maintains two-way dialogue with others on work and results • Brings out the best in people • Is a clear communicator
Ethics and Values	<ul style="list-style-type: none"> • Adheres to Hutt DHB values during both good and bad times • Practices what he/she preaches
Client Focus	<ul style="list-style-type: none"> • Acts with clients foremost in mind • Ensures each of her/his/their clients receive best practice care irrespective of ethnicity, gender, religion or sexual orientation. • Establishes and maintains effective relationships with clients and gains their trust and respect
Drive for Results	<ul style="list-style-type: none"> • Can be counted on to strive for improving client care
Strategic Agility	<ul style="list-style-type: none"> • Can anticipate future consequences and mitigate risks
Integrity and Trust	<ul style="list-style-type: none"> • Can present the 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"> • Can effectively cope with change • Can comfortably handle risk and uncertainty
Motivating Others	<ul style="list-style-type: none"> • Creates a climate in which people want to do their best • Empowers others • Makes each individual feel his/her work is important • Is someone people like working for and with
Interpersonal Savvy	<ul style="list-style-type: none"> • Builds appropriate rapport • Builds constructive and effective relationships • Uses diplomacy and tact • Can diffuse even high-tension situations comfortably
Decision Quality	<ul style="list-style-type: none"> • Makes decisions based on evidence • Effectively uses the scientific method • Learns from mistakes

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Experience as a breast Radiologist preferably in a population based screening programme
- Proven expertise in performing breast ultrasound and supervising work up views and tomosynthesis
- Experience in stereotactic, ultrasound guided and MRI guided FNA, Core Biopsy, vacuum assisted biopsy and localisation techniques.
- Experience reporting breast MRI

- Experience as a functioning member of a Breast Clinical Multidisciplinary team
- Demonstrated commitment to continuing education.
- Committed to audit and protocol development.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Meets the MCNZ criteria for vocational registration as a diagnostic radiologist
- Meets the criteria for accreditation as a screen reading and assessing radiologist within BreastScreen Aotearoa

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.