

Position Description

Position	Consultant Anaesthetist
Team / Service	Anaesthesia
Directorate	Surgical
District	Capital, Coast & Hutt Valley
Responsible to	Service Manager, Surgical Support, Clinical Head Of Department Anaesthesia, Clinical Head Of Department ICU
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	Hutt Hospital

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.

[TeWhatuOra.govt.nz](https://www.TeWhatuOra.govt.nz)

Capital, Coast | Private Bag 7902, Newtown, Wellington 6342 | 04 385 5999
Hutt Valley | Private Bag 31907, Lower Hutt 5010 | 04 566 6999

Te Kāwanatanga o Aotearoa
New Zealand Government

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
- Values:** 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

To provide a high standard of clinical practice and clinical expertise in Anaesthetic and Intensive Care services, including day-case anaesthetics, theatre sessions, outpatient anaesthetic assessment clinics, critical care and sedation services and acute pain management. The position provides clinical advice and guidance to associated health professionals and health managers on matters of professional standards of practice.

A component of the role involves supervision and instruction for Resident Medical Officers, and to actively participate in quality improvement activities, clinical audit activities and continuing medical education.

Key Accountabilities

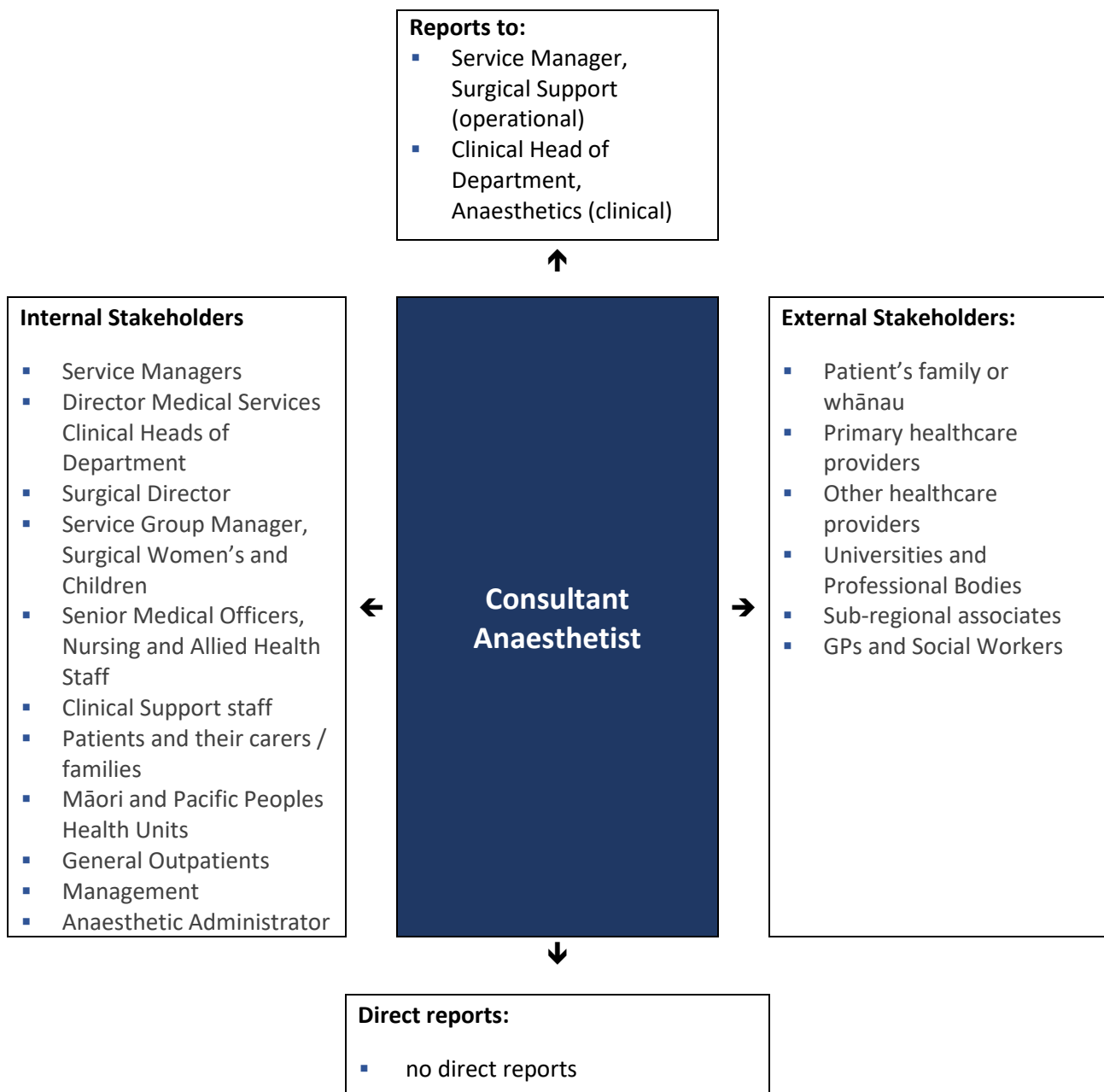
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
Clinical	<ul style="list-style-type: none"> • Maintain a high standard of professional care in accordance with the New Zealand Medical Association's Code of Ethics, The NZ Medical and Dental Council, The Health and Disability Commissioner, College guidelines, statutory and regulatory requirements and the Hutt Valley District Health Board policies and procedures. • Take professional care of, and assume clinical responsibility for patients admitted under his/her name and for all medical patients after hours when on call. • See and advise promptly on patients referred for specialist opinion, this could include telephone and other ad hoc consultations. • Assessment and treatments are instigated based on best practice outcomes for the patient. • Assessment and management plans are appropriate, clearly documented and auditable. • All observations, designated tests and treatments are documented and follow established guidelines. • Referrals to other specialists, departments and hospitals are as appropriate. • Documentation is appropriate, timely, accurate and legible. • Patient Handover process between medical teams is safe, effective and documented. • Deliver care in a sensitive, inclusive fashion, taking into account ethnic and other interests, together with recognition of patient's rights. • Actively supports multidisciplinary models of care including specialist nurses, allied health staff and others as required. • Actively supports the specialist nurse activities and community based clinics. • Participates in multidisciplinary team meetings. • Provides education to nurses and other allied health professionals as appropriate. • Liaises with general practitioners and other health care professionals as required. • Ensure that your health and safety practice meets the requirements of health and safety at work legislation, applies the DHB's policies and processes and contributes to a culture of safe practice.
Service Provision	<ul style="list-style-type: none"> • Provides the highest standard of patient focused, evidence based care.

	<ul style="list-style-type: none"> • Participates in audit and other activities relating to the maintenance and improvement of clinical standard. • Works towards the achievement of goals and objectives of HVDHB and those of the service. • Identifies risk factors as they pertain to the services and implements and maintains strategies to manage and minimise risk. • Actively promotes health to patients and their families to achieve positive health outcomes. • Preparation of police, coroner, legal, ACC and similar reports within given timeframes. • Research and study related to treatment of specific patients is undertaken where necessary. • General clinics. This would include oversight of registrar and specialist nurses. • Provides advice and support to clinical teams managing the service. • Works with sub-regional partners to support the delivery of secondary service care across the sub-region. • Referrals are accepted and prioritised based on the specialty waiting times guidelines. • Agreed service contract volumes are targeted, monitored and achieved. • Actively supports community-based activities. • Suggests, participates and develops new initiatives to assist in reducing acute presentations. • Participates and medically leads the development and delivery of service quality. • Completes ward rounds and ward work as required. • Completes Pre-theatre assessments as applicable. • Completes operating lists and post-operative recovery work.
Leadership	<ul style="list-style-type: none"> • Supervises/teaches junior medical, nursing and allied health staff. • 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. • Results of training is measurable against positive patient outcomes. • 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.

	<ul style="list-style-type: none"> • Supports the service business plan targets. • Fosters an environment where audit and teaching is valued and supported. • Fosters an environment that encourages all staff to have a stake in the future of the department. • Acts as an effective liaison and interacts with other departments to ensure excellent patient outcomes
Continuing Medical Education	<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. • Involvement in innovations in work practices e.g. guidelines, new procedures, service redesign etc. • Responsible for undertaking Continuing Medical Education (CME) 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.
Administration	<ul style="list-style-type: none"> • Ensures medical, health and safety and administrative policies within the service are adhered to. • Completes 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

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 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
Interpersonal Savvy	<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

Competency	Behaviours
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
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

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Is able to demonstrate a high degree of clinical skill and competence in perioperative anaesthesia care and pain management.
- Has proven ability to participate effectively in a multidisciplinary team environment.
- Has effective written and oral communication skills.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Holds registration from the Medical Council of New Zealand approving a scope of practice in Anaesthesia.

C. Someone well-suited to the role will place a high value on the following:

- Has an understanding of Maori culture, is sensitive to multicultural practices, and has a commitment to honour bicultural obligations under the Treaty of Waitangi.
- Has a commitment to ongoing professional and personal learning.
- Has a commitment to clinical quality management.
- Has a commitment to support and contribute to the training programme for junior staff.

**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.