

Position Description

Position	Intensive Care Specialist
Team / Service	Intensive Care
Directorate	Hospital Operations
District	Capital, Coast & Hutt Valley
Responsible to	Clinical Heads of Departments Anaesthesia & Intensive Care Unit (ICU) Operations Manager Acute & IOC
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 or in a combined role across Wellington Regional and Hutt Hospital sites

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. 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:

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| 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.

Team / Service Perspective

Hutt Hospital is a busy 270-bed facility providing secondary services for Lower and Upper Hutt cities and we are the tertiary centre for regional Plastics, Oral Maxillofacial (OMF), Burns and Rheumatology services. We have a suite of eight operating rooms and an eight bed ICU/High Dependency Unit (HDU). There are over 8000 operative procedures per year in General Surgery, Orthopaedics, ENT, Gynaecology, Dental, Plastics, reconstruction and OMF, and we have 1,800 deliveries annually in the Obstetric Unit.

We provide critical care services to over 700 patients per year, 60% of which are acute medical admissions. We also provide tertiary level care for burns, plastic and maxillofacial surgery as well as general surgery, orthopaedics, obstetrics, gynaecology, Ear Nose and Throat (ENT) and ophthalmic surgery. We are in the

process of expanding our critical care service with a staffing model that support all eight beds. This includes increasing the Patient at Risk Service (PARS) team to provide 24/7 cover complemented by a full roster of junior doctors. Early 2023, we will be able to offer acute haemofiltration (dialysis) service for our critically ill patients and we aim to be recognised by the College of Intensive Care Medicine as a Level 2 ICU.

Purpose of the role

- Clinical sessions will include work in:
 - the Intensive Care Unit
 - pain management
 - provide consultant SMO services in Intensive and High Dependency Care
- To participate in an acute on-call roster
- On-call responsibilities include oversight of other services staffed from within the ICU including the Patient At Risk (PAR) nurse-led service and the hospital Medical Emergency Team (MET)
- To actively participate in relevant service and clinical meetings related to the service
- To assist with the supervision and training of Resident Medical Officers rostered to the service
- To actively participate in quality improvement activities, clinical audit activities and continuing medical education
- To contribute to service and organisational initiatives in clinical practice
- Provides clinical advice and guidance to associated health professionals and health managers on matters of professional standards of practice
- Option to work solely at Hutt Hospital or across the Capital, Coast and Hutt Valley district sites (i.e. Wellington Regional and Hutt Hospitals)

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 Care To provide high quality care for patients in anaesthesia and intensive care services	<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 Capital, Coast, Hutt Valley district policies and procedures. ▪ To provide a high standard of clinical practice and clinical expertise in Intensive Care services ▪ 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.

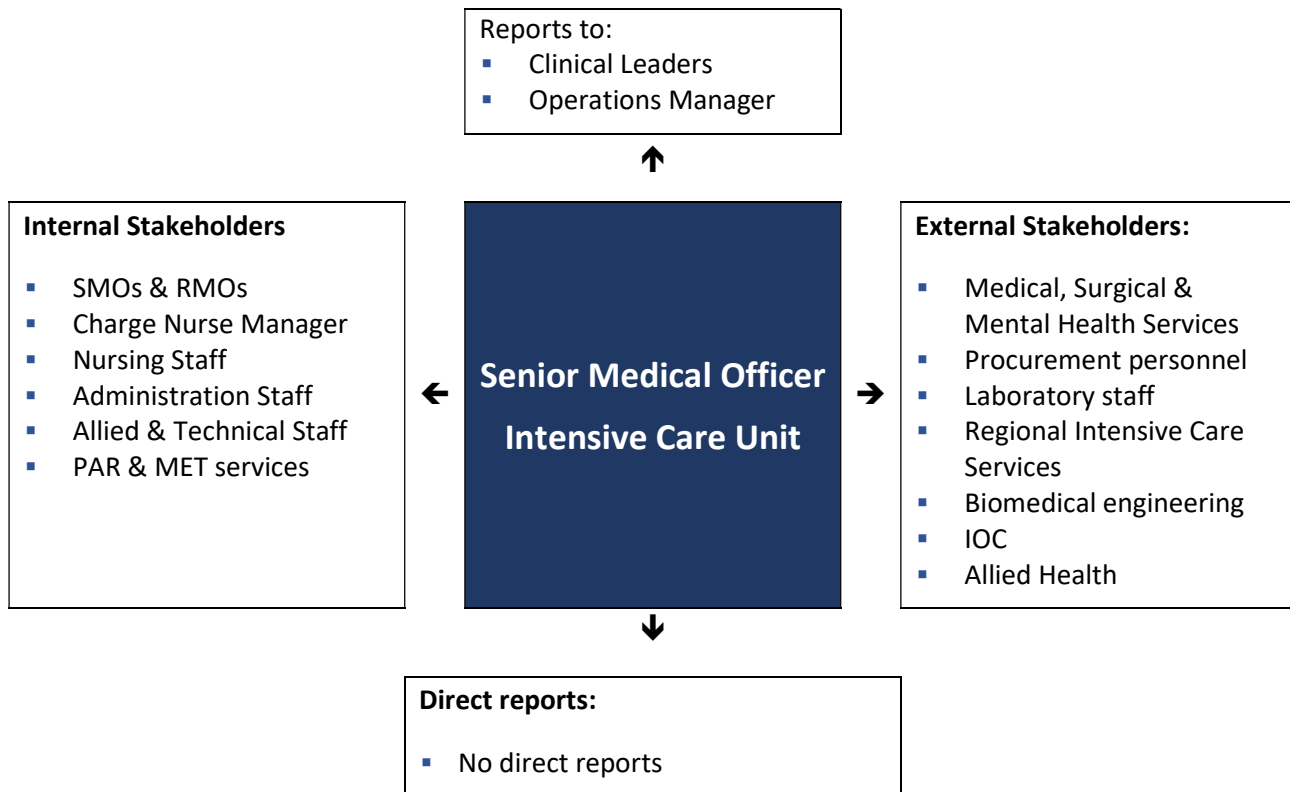
Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Referrals to other specialists, departments and hospitals are as appropriate. ▪ Documentation is appropriate, timely, accurate and legible. ▪ Patient Handover process between medical teams is safe, effective and documented. ▪ 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 district/national policies and processes and contributes to a culture of safe practice. ▪ Advanced, clinically-based training, including experience in all subspecialties (intensive care, pain, paediatric, obstetric, cardiac and neurosurgical anaesthesia).
<p>Service Provision</p> <p>Provides the highest standard of patient focused, evidence based care.</p>	<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.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> 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 & Teaching To use knowledge and expertise to help with the education and professional development of all staff	<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. 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. Participates in recruitment processes as appropriate
Cultural To provide culturally sensitive and appropriate practice	<ul style="list-style-type: none"> Consulting and liaising with the Tangata Whenua and their representatives to provide culturally sensitive practices. Practising in a culturally safe manner.
Professional Development & Continuing Medical Education (CME) Ensure maintain high standards, skills and expertise	<ul style="list-style-type: none"> Registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Organisation's area. Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Vocational Registration in Intensive Care Medicine Holds the Fellowship of the CICM (FCICM) or equivalent, and participation in the CICM continuing professional development programme. Measuring own clinical outcomes through clinical audit and peer review. Maintaining an appropriate college membership.

Key accountabilities	Deliverables / Outcomes
	<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. Participating in annual performance management. Practising in a manner consistent with established ethical standards as defined by the New Zealand Medical Council. Being compliant with relevant legislative requirements. Demonstrating professional standards of behaviour and a high standard of professional and personal integrity.
Corporate	<ul style="list-style-type: none"> Supporting organisation-wide initiatives. Fostering goodwill, cooperation and collegiality between all clinical and non-clinical colleagues and between the Intensive Care Service and other services. Complying with quality standards, hospital policies and procedures. 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.
Quality Actively contribute to Continuous Quality Improvement activities within the service	<ul style="list-style-type: none"> Identifies improvement opportunities. Participates in the service's quality and risk improvement and minimisation activities. Provides good patient/client service and is responsive to patient/client requests or complaints. Complies with standards and works to improve patient/client satisfaction. Identifies risks and notifies the Service Leader of these. Complies with hospital Reportable Events policy and other policies and procedures. Participates in audits.
Health and Safety Complies with responsibilities under the Health & Safety in Employment Act 1992	<ul style="list-style-type: none"> Is aware own medical and dental status including TB, HIV, Hepatitis, COVID vaccination etc. Ensures actively takes care of own health. Has read and understood health and safety policy and procedures. Actively supports and complies with health and safety policy and procedures. Uses protective clothing and equipment. Actively participates in the hazard management and identification process. Proactively reports and remedies any unsafe work condition, accident or injury.



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
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▪ Knows what to measure and how to measure it▪ Can see opportunities for synergy and integration where others can't▪ Can simplify complex processes▪ Gets more out of fewer resources
Directing Others	<ul style="list-style-type: none">▪ Is good at establishing clear directions▪ Sets stretching objectives▪ Distributes the workload appropriately▪ Lays out work in a well-planned and organized manner▪ 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 an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times▪ Acts in line with those values▪ Rewards the right values and disapproves of others▪ Practices what he/she/they preaches
Customer Focus	<ul style="list-style-type: none">▪ Is dedicated to meeting the expectations and requirements of internal and external customers▪ 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">▪ Can be counted on to exceed goals successfully▪ Is constantly and consistently one of the top performers▪ Very bottom-line oriented▪ Steadfastly pushes self and others for results
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

Competency	Behaviours
Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted Is seen as a direct, truthful individual Can present the unvarnished truth in an appropriate and helpful manner Keeps confidences Admits mistakes Does not misrepresent him/herself for personal gain
Partnership with Maori	<ul style="list-style-type: none"> Understands the principles of Te Tiriti o Waitangi and how these apply within the context of health service provision. Applies the notion of partnership and participation with Maori within the workplace and the wider community. Promotes and participates in targeting Maori health initiatives by which Maori health gains can be achieved. Implements strategies that are responsive to the health needs of Maori.
Dealing with Ambiguity	<ul style="list-style-type: none"> Can effectively cope 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
Motivating Others	<ul style="list-style-type: none"> Creates a climate in which people want to do their best Can motivate many kinds of direct reports and team or project members Can assess each person's hot button and use it to get the best out of him/her Pushes tasks and decisions down Empowers others Invites input from each person and shares ownership and visibility Makes each individual feel his/her work is important Is someone people like working for and with
Innovation Management	<ul style="list-style-type: none"> Is good at bringing the creative ideas of others to fruition Has good judgement about which creative ideas and suggestions will work Has a sense about managing the creative processes of others Can facilitate effective brainstorming Can project how potential ideas may play out in practice
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 Uses diplomacy and tact Can diffuse even high-tension situations comfortably
Decision Quality	<ul style="list-style-type: none"> Makes good decisions 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

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- High level of skill and competence in anaesthesia, intensive care medicine and pain management.
- Evidence of contribution and participation in the development of intensive care medicine, through membership or participation in professional groups or working parties.
- Ability to communicate effectively with patients, support persons and whānau.
- Ability to work as a team member.
- Demonstrates effective and functional relationships with a wide range of people.
- Understanding of current equipment and information technology issues that will develop the competencies of the ICU as a 'centre of excellence'.
- Ownership of individual decisions where appropriate in order to meet responsibilities and accountability of the role.
- Ability to foster and maintain wide and rich professional networks in New Zealand and overseas.
- Actively working to maintain an ICU work environment where colleagues feel safe and want to work. This includes an expectation of enforcing a 'no bullying' policy as well as calling out others if this is witnessed, along with any other behaviour that would reasonably be deemed unacceptable in the workplace.
- Ability and enthusiasm to teach in small groups or at the bedside.
- Experience in change management and an understanding of the significance and consequence of different approaches.
- Demonstrates knowledge of and commitment to continuous quality improvement methods most relevant to health, particularly Intensive Care.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Organisation's area.
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Vocational Registration in Intensive Care Medicine
- Holds the Fellowship of the CICM (FCICM) or equivalent, and participation in the CICM continuing professional development programme.

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.