

Position Description

Position	Clinical Director (& Clinical Lead) - Regional Breast Screening
Team / Service	Regional Breast Screening Service
Group	Hospital Operations
District	Capital, Coast & Hutt Valley District
Responsible to	Clinical Director - Hospital Operations
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 - Hutt Valley

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.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

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.

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.

Team/Service Perspective

Organisational perspective

Capital, Coast and Hutt District receives funding to improve, promote and protect the health of the people within Wellington, Porirua and Kapiti region. We have an annual budget of more than \$1 billion which we use to deliver health services directly and as well as contacting external providers, such as general practices, rest homes, and pharmacists, to provide care.

Our District is the sixth largest in New Zealand with just over 300,000 people living in the district. We are also the leading provider of a number of specialist services, including neurosurgery, oncology, neonatal intensive care, and specialised mental health services, for the upper South and lower North Islands.

We operate the Wellington Regional Hospital, Kenepuru Hospital in Porirua, Kapiti Health Centre in Paraparaumu, and Ratonga Rua-o- Porirua, a Forensic, Rehabilitation and Intellectual Disability Hospital. We also provide a range of community-based services including district nursing, rehabilitation services, social work, alcohol and drug services, and home support services. Over 4,300 full-time equivalent staff work at Capital, Coast and Hutt District.

Role perspective

The Hospital Operations Group is one of six within CCHV district provider services. Specialties within the Directorate are at secondary and tertiary level with service provision for the district, the central Region and wider Regions. Surgical operating provision is largely across 3 hospitals (Wellington, Hutt, and Kenepuru) and a district outsourcing plan with private providers. Outpatient clinics are held at Wellington, Hutt Valley, Kenepuru, Paraparaumu, contracted at private provider sites, Marae and through hub and spoke arrangements at other regional hospitals.

This middle management role partners the Executive Directors Clinical and assists the CMO to translate strategy into plans that deliver the workforce requirements for RMOs. The Operations Manager:

- Influences, builds and refreshes systems, services or interventions that achieve the vision of the Group.
- Translates strategy into operational plans that improve the Capital Coast and Hutt Valley Provider Services capability and increase capacity to deliver agreed services.
- Balances meeting day-to-day operational challenges while keeping sight of directorate objectives and implementing system and process changes to provide solutions.

Breast Screen Capital Coast, Hutt Valley and Wairarapa facilitates linkages between and provides support for all those involved in breast screening management functions within Provider Services and across the sub-region to ensure consistency of management practices, provision of employment

agreement compliance and administration of employment issues relating to breast screening. Capital, Coast and Hutt Valley District provides a diverse range of high quality hospital and community based health services in the greater Wellington region.

Purpose of the role

The Clinical Director & Clinical Lead, Breast Screen Capital Coast, Hutt Valley and Wairarapa provides leadership to ensure that radiology and other clinical services are delivered in accordance with agreed clinical standards of practice and within the agreed annual Breast Screen Central business plan and to contribute to the strategic direction of the Breast Screen Central and Community Services Division of Capital, Coast and Hutt Valley District. The Clinical Director works in partnership with the Operations Manager Breast Screen to ensure that medical practices, standards and procedures support the delivery of high quality care to patients.

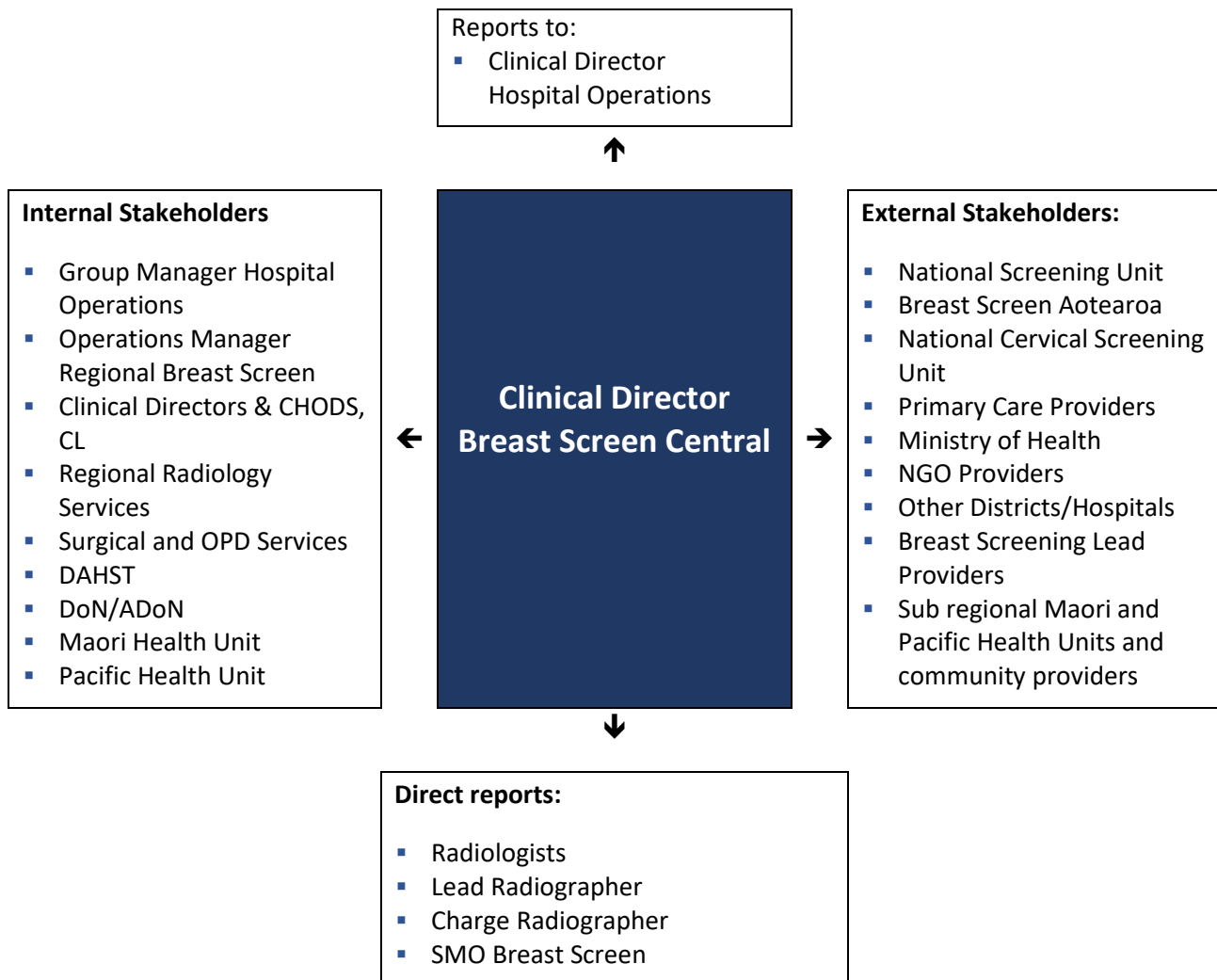
Key Accountabilities

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. Planning	<ul style="list-style-type: none">To provide clinical direction into the planning process for Breast Screen Central by overseeing the development and implementation of strategic and business plans which support Capital, Coast and Hutt Valley District strategic focus
2. Business Development	<ul style="list-style-type: none">To enhance the business by initiating policy recommendations and business development opportunities in partnership with Clinical Director, Hospital Operations
3. Clinical Risk / Quality	<ul style="list-style-type: none">To ensure compliance with clinical standards of practice, the Interim National Quality Standards, legislative requirements and Capital, Coast and Hutt Valley District policies in respect to clinical quality and risk through the implementation and monitoring of established systems and processes
4. Service Management	<ul style="list-style-type: none">To ensure that there is a balance between the clinical and business requirements of the service through an integrated approach to decision making
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 toEquity outcomes are front and centre in goals, performance monitoring and plans for service and team performanceCultural competence is grown across the team, supporting inclusion and partnership.
6. Leadership of Clinical Staff	<ul style="list-style-type: none">To ensure that all staff within the multidisciplinary team have sufficient information, advice support and resources to carry out their duties

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ To ensure that all clinical staff meet acceptable standards in relation to clinical practice and codes of behaviour and comply with INQS ▪ To provide leadership to ensure that breast screen services are efficient, effective and client focused ▪ To actively contribute to the selection and recruitment of all medical staff and to ensure that new staff are appropriately orientated ▪ To investigate complaints involving clinical staff in a timely effective manner in accordance with established policy ▪ To ensure clinical staff have opportunities for training and development ▪ To actively promote and encourage clinical research ▪ To liaise with the Charge MRT and Manager to ensure that clinical; staff receive regular feedback and that formal appraisal with each staff member is held at least annually both to review their performance and to discuss any training and/or development needs ▪ To provide confidential feedback of individual radiologist performance data every three months
7. Clinical Duties	<ul style="list-style-type: none"> ▪ Active participation in uni and multidisciplinary meetings with the Lead Providers to enhance Breast Screen Central's service to clients ▪ To report screening mammograms and actively participate in multidisciplinary assessment of screen detected mammographic abnormalities
8. Community Integration	<ul style="list-style-type: none"> ▪ To positively promote Breast Screen Central's goals of providing client centred community focused public health care
9. Problem Complexity	<ul style="list-style-type: none"> ▪ Problems which relate to the establishment of policies and protocols which allow the service to meet its contractual requirements while ensuring the clinic standards of practice are maintained
10. Scope for Action	<ul style="list-style-type: none"> ▪ Decisions – Impact of decisions may have a major effect, long term

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
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Understands Te Tiriti o Waitangi within the context of health service provision Leads others to understand the Districts' Te Tiriti o Waitangi policy and its application to District work and services Encourages meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels Challenges current processes and thinking, leading the development of new thinking that will deliver equitable outcomes with Maori enjoying and achieving health outcomes as Maori
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
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"> Is good at establishing clear directions Sets stretching objectives Distributes the workload appropriately Lays out work in a well-planned and organised manner Maintains two-way dialogue with others on work and results Brings out the best in people
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
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.
Negotiating	<ul style="list-style-type: none"> Can negotiate skilfully in tough situations with both internal and external groups; Can settle differences with minimum noise; Can win concessions without damaging relationships; Can be both direct and forceful as well as diplomatic; Gains trust quickly of other parties to the negotiations; Has a good sense of timing

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Expert clinical experience and knowledge
- Senior Leadership role in Health
- Management of a health service
- Experience dealing with the complexities of a large diverse organisation

B. Essential Professional Qualifications / Accreditations / Registrations:

- Specialist Registration
- Expertise in Breast Imaging

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

- Continual improvement focus
- Well-coordinated, effective, efficient and planned service provision
- Health equity
- Integrity within the organisation
- Valuing the contribution of individuals
- Pro-active management to achieve outcomes
- Devolution of decision making
- A commitment to contribute at a strategic level with Te Whatu Ora

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