

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

	Consultant Rheumatologist
Reports to	Clinical Head of Department - Rheumatology (Clinical) Operations Manager Sub Speciality Medicine (Operations)
Location	Wellington Regions - Hutt Valley, Wellington, Porirua, Wairarapa
Department	Rheumatology
Salary band (indicative)ⁱ	As per ASMS SECA
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

The focus of patient care in rheumatological conditions is active management through a shared decision making approach to control symptoms and prevent of joint and organ damage and disability. Timely and ongoing specialist intervention supports people to maintain wellbeing, have good quality of life and participate fully in society. This specialist-led care results in a reduced burden and cost on patients, whānau and their communities, and health system, social support services.

More than 705,000 New Zealanders live with one or more forms of arthritis, including rheumatoid arthritis, psoriatic arthritis and gout. Arthritis is a highly prevalent long-term condition that affects at least 17% of people in Aotearoa New Zealand; around 1 in 6 people aged over 15 years. Rheumatological conditions often affect young people with more than half the people diagnosed being of working age

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 practise 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 Medical Council of New Zealand;
- The Health and 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.

The appointee will:

- Accept role model and reinforce Health New Zealand | Te Whatu Ora's values in all aspects of his or her work.
- Accept and develop the culture of open disclosure as a basis for creating a safe environment for patients and staff including promoting a systems focused learning environment.
- Show personal and professional respect for all other Health New Zealand | Te Whatu Ora staff and our community.
- Adhere to the principles of the Health New Zealand | Te Whatu Ora Code of Conduct

Key Result Area	Expected Outcomes / Performance Indicators
To ensure provision of a high standard of medical care to patients in an inpatient, outpatient, virtual and community setting	• 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, results and treatments are documented, follow established guidelines and are actioned and signed off as per our policies and procedures. • Referrals to other specialists, departments and hospitals are as appropriate and timely as per our policy and procedures. • Documentation is appropriate, timely, accurate and legible. • Patient handover processes between medical teams is safe, effective and documented. • Patient assessments and treatments meet expected best practice guidelines where resourcing allows.
Service provision – provide the highest standard of patient focused, evidence based care	• To participate in audit and other activities relating to the maintenance and improvement of clinical standards. • To work towards the achievement of goals and objectives of Hutt Valley Hospital and those of the medical service. • Links with tertiary services are productive; improve service delivery, patient outcomes and own knowledge. • Provides clinical care in a manner consistent with established ethical standards as defined by the Medical Council of New Zealand. • Identifies risk factors as they pertain to services and implements and maintains strategies to manage and minimise risk. • Discussions and meetings with caregivers and patient families are held where necessary. • Actively promotes health to patients and their families to achieve positive health outcomes. • Procedure lists, pre procedure assessment and post procedure recovery are managed to best practice standards. • Preparation of Police, Coroner, ACC reports, event reporting, patient care reviews etc are completed within given timeframes.

	Research and study related to treatment of specific patient is undertaken where necessary
Deliver Clinics	- General clinics to be determined. This would include oversight of registrar and specialist nurses. - Provide advice and support to clinical teams as appropriate. - Work with sub-regional partners to support the delivery of secondary care across the sub region. - Referrals are accepted and prioritised based on the specialty waiting times guidelines. - Agree contract volumes are targeted, monitored and achieved.
Participate in acute on call rotational specialist roster	- Provide acute call cover for other physicians as appropriate and agreed. - Provide advice to teams caring for acutely ill patients is timely and appropriate
Support the care of patients within an interdisciplinary team	- 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. - Liaises with general practitioners and other health care professionals as required.
Adherence to hospital policies and procedures to ensure ethical care to actively contribute to regular meetings and demonstrate a commitment to business processes and policies ensuring ethical care	- Attend and contribute to regular departmental, academic and managerial meetings. - Participate and deliver on quality assurance requirements. - Adhere to organisational policies and procedures ensuring ethical care. - Provide cover for absences for colleagues taking annual/study leave in accordance with the SECA.
Rostered acute duties and call-back activities	- Supervision and guidance of RMO's for clinical procedures. - Telephone consults should be documented as best practice
Participation in Multi-Disciplinary Meetings	- Actively contributes to MDM for patients within Hutt Valley Hospital and across the region. - Participates in the care of patients in accordance with outcomes defined through the MDM process. - Participates on a local, regional and national level as required
Professional development Fulfil Maintenance of Professional Standards requirements. Take part in research	- Attend and contribute to post-graduate medical education. - Take part in research projects. - Demonstrate a commitment to continuing medical education. - Participate in activities that contribute to ongoing personal and professional development

projects and postgraduate teaching	
Clinical Leadership Responsibilities	• Teach postgraduate students as required. • Supervise/teach medical students, junior medical and nursing staff. • Is immediately available for advice and urgent acute problems to junior medical staff when on call and during normal business hours. • Leads and supports registrars in acute patient care and designated ambulatory clinics

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Patients and their carers • Primary Health Care Providers • Other healthcare providers • Universities and Professional Bodies • Sub-regional associates	• Chief Medical Officer • Clinical Director of Medical • Clinical Head of Medicine • Other clinicians, nursing, allied health staff • All staff within Medical and Surgical Services • Clinical Support Staff

About you – to succeed in this role

You will have

Essential:

- Vocationally registered in Internal Medicine (Rheumatology) with the Medical Council of New Zealand (MCNZ)
- FRACP or equivalent to be able to register for vocational registration with the MCNZ
- Work in collaboration with multidisciplinary team
- Able to provide consistently high standards of medical care
- Relevant experience and training
- Committed to clinical and communication excellence

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.