

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.

Title	Fellow - Intensivist
Reports to	Operationally – Operations Manager Acute & IOC Clinical Head of Department - Intensive Care Unit
Location	Hutt Hospital - Lower Hutt
Department	Intensive Care Unit - Hospital Operations
Date	September 2026
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:

This Fellow role provides intensive and high dependency care at Hutt Hospital, with the possible future option of a combined role across Hutt Hospital and Wellington Regional Hospital.

The role provides high-quality, patient-focused and evidence-based care; participates in the acute on-call roster; oversees ICU-supported services including the Patient at Risk Service and Medical Emergency Team when on call; supports pain management; contributes to clinical meetings, service initiatives, audit and quality improvement; and supervises and teaches resident medical officers, nursing staff and allied health professionals.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical care and patient management	- Provides a high standard of consultant clinical practice and expertise in intensive and high dependency care. - Assumes appropriate clinical responsibility for patients and responds promptly to requests for specialist advice, including telephone and ad hoc consultation. - Ensures assessment, treatment, management plans, observations, tests and handovers are evidence-based, clearly documented and auditable.

	• Delivers care that is sensitive, inclusive and consistent with patient rights, professional codes, College guidance, legislation and organisational policy
Service provision and patient flow	• Participates in the acute on-call roster and provides oversight of ICU-supported services, including Patient at Risk and Medical Emergency Team activity when on call. • Completes ward rounds and clinical work required by the service, including relevant pre-theatre, operating and post-operative recovery work where applicable. • Accepts and prioritises referrals appropriately and works with multidisciplinary and sub-regional partners to support timely, coordinated care. • Contributes to initiatives that improve service delivery, reduce avoidable acute presentations and support agreed service objectives
Clinical leadership, education and teamwork	• Provides visible clinical leadership and works collaboratively with medical, nursing, allied health and technical colleagues. • Supervises and teaches junior medical staff and contributes to the education of nursing and allied health staff. • Participates in relevant clinical and service meetings, policy and protocol development, and recruitment activity as appropriate. • Builds professional relationships that support safe care, collegiality, effective communication and multidisciplinary practice.
Quality, audit and risk	• Participates in clinical audit, peer review, quality improvement and risk minimisation activities. • Identifies improvement opportunities, reports risks and adverse events, and contributes to actions that improve patient and service outcomes. • Responds appropriately to patient and whānau feedback and supports compliance with organisational quality standards, policies and procedures. • Contributes to service redesign, new guidelines and other innovations in clinical practice.
Professional practice and development	• Maintains registration, vocational scope, credentialing and continuing professional development requirements relevant to intensive care medicine. • Participates in annual performance review, clinical audit and peer review, and remains current with national and international developments. • Practises consistently with Medical Council of New Zealand ethical standards and relevant legislative and regulatory requirements. • Demonstrates high standards of professional behaviour, personal integrity and accountability.
Cultural safety and equity	• Practises in a culturally safe manner and works with tangata whenua and their representatives where appropriate. • Applies Te Tiriti o Waitangi principles in health service delivery and supports equitable access and outcomes for Māori.

	Communicates effectively with patients, support people and whānau and adapts care to individual cultural and communication needs.
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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Escalate significant patient safety concerns, clinical deterioration, serious incidents, service continuity risks, professional conduct concerns and matters outside delegated authority to the Clinical Head of Department and/or Operations Manager, in accordance with organisational policy.

Relationships

External	Internal
Regional intensive care services	Clinical Heads of Department and Operations Manager

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| <ul style="list-style-type: none"> • General practitioners and other health care providers • Professional colleges and regulatory bodies • Sub-regional partners and community-based services | <ul style="list-style-type: none"> • Senior Medical Officers and Resident Medical Officers • Charge Nurse Manager, nursing staff and administration staff • Patient at Risk and Medical Emergency Team services • Medical, surgical and mental health services • Allied health, laboratory, biomedical engineering and procurement teams • Integrated Operations Centre |
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About you – to succeed in this role

You will have

Essential:

- Registered as a medical practitioner with the Medical Council of New Zealand, or eligibility for registration to practise within the organisation.
- Training towards a Fellowship of the College of Intensive Care Medicine (FCICM), or equivalent, with participation in the relevant continuing professional development programme.
- High-level skill and competence in intensive care medicine and pain management.
- Experience contributing to intensive care medicine through professional groups, working parties, audit, teaching or service development.
- Ability to communicate effectively with patients, support people and whānau and to work effectively as part of a multidisciplinary team.
- Commitment to a safe, respectful workplace and to continuous quality improvement

Desired:

- Experience in change management, service redesign and development of intensive care services.
- Experience teaching in small groups and at the bedside, and maintaining broad professional networks
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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.

Desired:

- Contribute to innovation, service redesign and cross-site collaboration in critical care
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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.