

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	Orthopaedic Surgeon
Reports to	Operations Manager Orthopaedics Clinical Leader Orthopaedics
Location	Hutt Hospital, Lower Hutt
Department	Orthopaedics
Date	12 October 2026
Salary band (indicative)ⁱ	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 Orthopaedic service provides for the management of major injuries and fractures at Hutt Hospital and treatment of injuries, congenital, infective, degenerative and malignant disorders of the musculoskeletal system at Hutt hospital and across the District.

A regional tertiary service is provided for patients with complex major trauma, scoliosis, paediatric and hand surgery.

Hutt Hospital has 8 operating theatres and a procedure suite for completing minor surgery under regional block or local anaesthetic. The Orthopaedic service provides both acute and elective services on site. Hutt Hospital also supports the regional burns and plastics service and the Orthopaedic service provides input to patients under the regional service as required.

Key Result Area	Expected Outcomes / Performance Indicators
Delivery of clinical Care	- Takes professional care of and undertakes delegated clinical responsibilities for patients admitted under his/her care. - Conducts outpatient clinics, ward rounds, theatre and other clinical duties, using the allocated time efficiently

	and effectively towards achieving the goals of the annual Business Plan. • Sees and advises promptly on patients referred for a specialist opinion. • Oversees Registrar's activity to ensure patient care is delivered in accordance with standards and policy. • Manages workload to ensure clinical time is reallocated where cancellations occur.
Provision of acute specialist care	• Acute Patients are managed acutely • Participates in the roster providing 24 hour cover for the service. • Supervises acute theatre sessions. • Leave arrangements are managed in conjunction with Clinical Leader and Operations Manager
Patient information/informed consent	• Gives patients and their families a full explanation of all procedures and treatments.
Staff and patient relations	• Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau.
Knowledge and practice updated and maintained	• Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses/seminars/ conferences; reading relevant literature.
Education and Teaching of Junior medical staff and other professional groups	• Provides clinical supervision and teaching for House Surgeons and Surgical Registrars. • Ensures the orientation, guidance, performance management and objective setting process and feedback to junior surgical staff is consistent with good employer relations and Council standards.
Maintaining records and reports to referring doctors	• Comprehensive, accurate and up-to-date medical records are maintained for all patients under the Medical Officer care.
Quality initiatives/risk Management	• Attends and participates in regular departmental audit/peer review activities, including morbidity/mortality reports. • Attends and participates in Quality Assurance activities. • Identifies improvement opportunities and notifies the Service leader of these. • Participates in the service's quality and risk improvement and minimisation activities. • Provides patient centred care and is responsive to patient/client requests or complaints. • Participates in Reporting of Events
Administration of the Orthopaedic Service	• Attends regular meetings of the Service to collaborate with their colleagues and, as requested, with the Operations Manager, Surgical Services, and participates in management decision making for this service. • Utilises staff, technological, pharmaceutical and other bulkily funded resources prudently and efficiently for cost effective patient care.

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.

Relationships

External	Internal
• Operations Managers of other specialities • RMO Unit • Other nurse leaders • Other clinical leaders •	• GM surgical Services • Orthopaedic department staff • CNM Orthopaedic ward • CNM fracture clinic and outpatients • Operations manager theatre • Admin support staff

About you – to succeed in this role

You will have

Essential:

- [Vocational registration in Orthopaedic surgery with the New Zealand Medical Council

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Desired:

- Subspecialty training in spine surgery

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.