

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	Emergency Physician
Reports to	Operations Manager Acute & IOC - operational matters Clinical Head of Emergency Department - clinical and professional matters
Location	Lower Hutt
Department	Hutt Emergency Department
Date	October 2026
Salary band (indicative)ⁱ	ASMS Specialist Scale
Children's Worker roleⁱⁱ	Yes - subject to confirmation under the Children's Act 2014

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 Emergency Physician provides high-quality, patient-focused and evidence-based care, together with clinical leadership, within the Emergency Department. The role participates in rostered clinical duties, generally between 8am and 12am, seven days per week with an over-night call roster to between 12-8am. The role works collaboratively with nursing, medical, multidisciplinary and specialty teams; develops effective relationships within and outside the organisation; contributes to quality improvement, audit, research and service planning; and maintains professional practice standards.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical patient care and service provision	- Provides specialist assessment and treatment based on the best outcome for the patient and delivers treatment decisions within the Emergency Department. - Transfers patients to the appropriate service in accordance with clinical guidelines and best practice.

	• Admits patients to APU under ED in accordance with documented admission criteria. • Maintains accurate and timely clinical documentation. • Provides emergency medicine advice and telephone consultation to other practitioners as required. • Provides patient-focused, evidence-based care and strives for excellence in clinical outcomes, delivery processes and relationships.
Clinical leadership, teamwork and communication	• Demonstrates clinical leadership by working alongside Emergency Department medical, nursing and multidisciplinary staff. • Acts as a professional role model and supports the development of a high-performing team. • Maintains respectful, harmonious and productive relationships and communicates effectively across disciplines. • Works collaboratively within department and wider hospital systems to support excellent patient outcomes. • Undertakes discussions with patients, whānau and caregivers as required and supports health promotion.
Quality improvement, audit and research	• Participates in service quality initiatives, peer review, credentialing and quality assurance requirements. • Contributes to measurement and improvement activities related to service performance and supports action plans where performance requires improvement. • Identifies and supports service research opportunities and champions appropriate new initiatives. • Fosters an environment where audit, teaching and continuous improvement are valued and supported. • Participates in departmental, academic, managerial and service planning activities as able or requested.
Risk, ethics and professional accountability	• Practises in accordance with relevant ethical and professional standards, the Medical Council of New Zealand, applicable professional bodies, the Health and Disability Commissioner, and organisational policies and procedures. • Understands clinical, financial and reputational risks relevant to the service and participates in departmental risk assessment and management. • Is competent in activating and managing emergency and major incident responses affecting the service. • Attends to patient complaints in accordance with organisational policy and contributes to relevant police, coroner and Accident Compensation Corporation reports. • Maintains professional standards, participates in credentialing, and actively pursues ongoing learning and development.
Departmental and organisational contribution	• Contributes to clinical and departmental policy and protocol development as able or requested. • Supports service business plan targets and effective liaison with other services and departments.

	- Participates in departmental, organisational and personal development activities through effective use of non-clinical time. - Reads and responds to direct patient referral correspondence and undertakes patient-specific research or study where required. - Promotes open disclosure, systemic learning, mutual respect and a safe environment for patients and staff.
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.
- Clinical safety concerns, serious incidents, major operational risks, professional or ethical concerns, and matters outside delegated authority must be escalated promptly to the Clinical Head of Emergency Department and/or Service Manager, as appropriate.

Relationships

External	Internal
• Patients, whānau and caregivers • General practitioners and other healthcare providers • Wellington Free Ambulance and emergency services • Universities, professional colleges and professional bodies	• Operations Manager and Clinical Head of Emergency Department • Group Manager, Hospital Operations • Nurse Manager and Emergency Department staff • Clinical Director and Chief Medical Officer • Medical, surgical, nursing, allied health and clinical support services • Other departments and services across Health New Zealand

About you – to succeed in this role

You will have

Essential:

- Vocational registration, or eligibility for vocational registration, in Emergency Medicine with the Medical Council of New Zealand.
- A current Annual Practising Certificate and satisfaction of organisational credentialing requirements
- Fellowship of the Australasian College for Emergency Medicine, or at least five years' experience working in a primary care or Emergency Department environment.
- Recent Emergency Physician experience, preferably in an accredited Emergency Medicine department.
- Experience participating in an Emergency Medicine 24-hour roster.
- Knowledge of the New Zealand health system, clinical risk in an emergency service, medical rostering, and effective multidisciplinary teamwork.

Desired:

- Demonstrated contribution to quality improvement, audit, research, teaching or service development in Emergency Medicine.
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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.
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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.