

 <p>Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay</p>	POSITION TITLE	SPECIALIST GERIATRICIAN – AT & R WARD		
	GROUP	Whānau & Communities	DEPARTMENT	Older Persons Health
	REPORTING TO (operationally)	Operations Manager	REPORTING TO (professionally)	Head of Department Geriatricians
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>Older Peoples Health is an innovative service actively developing new ways of delivering high quality care for older people in Hawkes Bay, both in the hospital and in the community. The talented team who work in our 25-35 bed Assessment, Treatment & Rehabilitation ward have recently transformed the model of care, and now deliver person-centred, goal-based rehabilitation. Including the community arm, the larger Older Persons Health team comprises six Geriatricians with a total of 4.6 FTE, supported by inter-disciplinary MDT staff. The ward is supported by two Geriatricians, one Registrar and two-house officers. An Advanced Trainee is also due to join Jan/Feb 2024.</p> <p>This role is based at the Hawkes Bay Fallen Soldiers' Memorial Hospital in Te Whatu Ora Hawkes Bay. Acute medical care and rehabilitation both take place at the Hawkes Bay Hospital, and there is close liaison between Older Peoples Health and acute medical services, and also with the Older Persons Mental Health team. This role involves the direct supervision of House Officers and Registrars within Older Persons Health.</p>			
PURPOSE OF THE POSITION	<p>The purpose of this position is to provide a high standard of clinical practice and clinical expertise in Geriatric Medicine, contributing to the provision of effective and efficient services to the community and region served by Te Whatu Ora Hawkes Bay.</p> <p>The position is based on the AT& R ward, sharing 25-35 beds with another consultant Geriatrician. The position is available full-time; however, part time working is also strongly supported in our department. All subspecialty interests and clinics are welcome, and supported in a collegial SMO working environment both in OPH and in the wider hospital. Focus on overall professional and personal development is the strength of our department, in a friendly, warm and informal working culture.</p>			
KEY DELIVERABLES	<p>Clinical:</p> <p><i>Delivery of high-quality clinical care to patients requiring geriatric input:</i></p> <ul style="list-style-type: none"> • Maintains a high standard of professional care in accordance with the NZMA Code of Ethics, statutory and regulatory requirements and organisation's policies. • Takes professional care of & assumes clinical responsibility for patients admitted under his/her name. • Conducts outpatient clinics, ward rounds, community visits and other clinical duties in accordance with their schedule, using allocated time effectively and efficiently towards achieving excellent patient care. • Sees and advises promptly on patients referred for a specialist opinion within the hospital. • Attends and participates in multidisciplinary team meetings. • Provides advice and support to Gerontology Nurse Specialists, other Nursing and Allied Health staff and primary care clinicians <p><i>Clinical duties:</i></p> <ul style="list-style-type: none"> • Ward rounds and ward work in the AT&R ward – managing patients of all ages. • Outpatient clinics for patients over 65 (or over 55 and Maori/Pacifica). • Community visits for patients over 65 (or over 55 and Maori/Pacifica). • Consultations: review of inpatients referred for rehabilitation or requiring Geriatrician opinion. • Multi-disciplinary team meetings – AT&R ward and Engage teams. • Discussions and meetings with caregivers and whanau. • Triage and responding to referral letters • Telephone advice and consultation • Preparation of reports eg. ACC, coroner reports • Research and study relating to treatment of a specific patient • Clinical advice and support to other staff <p><i>Non-clinical duties:</i></p> <ul style="list-style-type: none"> • Grand rounds and other educational meetings • Supervision and oversight of other staff • Teaching • Service or department administration • Planning and improvement meetings 			

	<p><i>Professional Standards:</i></p> <ul style="list-style-type: none"> • Meets professional standards as set out by the Royal Australasian College of Physicians as they relate to Geriatric Medicine. • All service provision, research, documentation and information management comply with the Privacy of Health Information Act and the Health and Disability Code of Practice. <p><i>Teaching:</i></p> <ul style="list-style-type: none"> • Provides clinical supervision and teaching for medical officers assigned to the service. • Provides teaching or educational presentations for staff, health professionals, community groups and other providers. <p><i>Management/Administration</i></p> <ul style="list-style-type: none"> • Attends regular meetings of the service to collaborate with colleagues and, as required, with management. • Comprehensive, accurate and up-to-date medical records are maintained for all patients under the physician's care. • Medical reports, discharge summaries and outpatient letters on patients seen by the physician are of a high standard and are completed in a timely manner. • Completes supervision reports and meetings for resident medical officers in a comprehensive and timely manner. <p><i>Personal Knowledge and Research:</i></p> <ul style="list-style-type: none"> • Takes personal responsibility for maintaining his/her professional knowledge and skills. • Knowledge and practice are updated and maintained through attendance at local medical education activities. • Participates in and meets requirements of the Royal Australasian College of Physicians MyCPD program. <p><i>Quality Assurance and Peer Review:</i></p> <ul style="list-style-type: none"> • Leads and supports continuous improvement activities, new initiatives and innovative practices across the Directorate. • Attends and participates in regular departmental audit and peer review meetings. • Peer review is favourable. • Patient satisfaction is positive. • Quality of written records meets specified standards. <p><i>Organisation-Wide Projects</i></p> <ul style="list-style-type: none"> • Contributes to organisation-wide projects and initiatives as required, including attending meetings. 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>Te Whatu Ora Hawkes Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> ○ Not to do anything that puts your own H&S at risk ○ Not to do anything that puts others H&S at risk ○ To follow all health and safety policies and procedures ○ To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Operations Manager • Medical Director • Director of Nursing • Director of Allied Health • Commissioning Team • Other health professionals in the hospital and the community – particularly AT&R ward staff, acute inpatient ward staff, engage community team members, Clinical Nurse Specialists Gerontology, Geriatricians and Physicians, Older Persons Mental Health Team. 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Primary Care and GP's • Primary Health Organisation • NGO staff and volunteers • Aged Residential Care staff • Home based support sector staff • Patients and their whanau

DELEGATION AND DECISION	Clinical leadership within OPH directorate in partnership with Medical Director, Head of Department and other clinical leaders.
HOURS OF WORK	Full time 1.0 FTE, 80 hours per fortnight (Monday to Friday), permanent employee. There is no out of hours rostered work for Older Person Health. Participation in the General Medicine on call roster is voluntary, and is welcomed by the Dept of Medicine, with whom OPH have very close links.
EMPLOYMENT AGREEMENT & SALARY	Position is at the level of Senior Medical Officer as defined in the "New Zealand District Health Boards' Senior Medical and Dental Officers' Collective Agreement", \$170,369 to \$250,560 gross per annum according to qualifications and experience pro rata for hours worked.
DATE	January 2024
EXPENDITURE & BUDGET ACCOUNTABILITY	Not applicable
SCOPE & COMPLEXITY	To provide a high standard of clinical practice and clinical expertise in geriatric medicine, contributing to the provision of efficient and effective services in Health of Older People.

ESSENTIAL CRITERIA

Qualifications

- Registered Medical Practitioner by Medical Council of New Zealand (or eligible for registration).
- Holds or is eligible to hold a higher qualification in Geriatric Medicine which is recognised by the Medical Council of New Zealand for Vocational Registration in Geriatric Medicine or General Medicine.
- Is a member of the Royal Australasian College of Physicians (or equivalent body)
- Holds a current Drivers License to enable provision of domiciliary visits and attendance at community multidisciplinary meetings.
- Holds or is eligible for professional indemnity insurance

Experience

- Proven knowledge of modern skills and techniques in Geriatric Medicine.
- Proven ability to work within a comprehensive, integrated multidisciplinary service for older people.

Technical Skills

- Has demonstrated a high standard of clinical care, management and time management skills.
- Has demonstrated high quality teaching skills relating to both staff and patients and their whānau.
- Demonstrates skill in audit and quality improvement.

Leadership Competencies

- Proven ability to lead a multidisciplinary team, recognising the value of contribution of each member

Key Attributes

- Is committed to continually updating their skills and knowledge

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role:

- Agility: Able to kneel, Able to get 1 knee up on bed, Able to squat, Able to raise arms above head, Able to reach arms out in front.
- Fitness: Able to walk up 2 flights of stairs without stopping.
- Strength: Able to do at least 3 half press ups (i.e. on knees).

Vaccination status for role:

- Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

Experience

- Leadership experience
- Understanding of, or experience working in, innovative systems of care for older people, in hospital or community settings.



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.