

	<b>POSITION TITLE</b>	<b>INTENSIVE CARE CONSULTANT</b>		
	<b>DIRECTORATE</b>	Hospital Group	<b>DEPARTMENT</b>	Intensive Care Unit
	<b>REPORTING TO (operationally)</b>	Operations Manager ED/ICU/Transport	<b>REPORTING TO (professionally)</b>	Head of Department, ICU
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	<p>This role covers the Intensive Care/High Dependency Unit, in Health New Zealand   Te Whatu Ora, Te Matau a Māui Hawke’s Bay</p> <p>Staff reporting Both direct and indirect: SMO’s, Registrars, CNM, ACNM’s, CNE, R/N’s, Administrators, Anaesthetic Technicians.</p>			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes with the Acute and Medical Service.</li> <li>Delivery of organisational KPI’s including relevant MOH target, financial budgets and service plans.</li> <li>To recognise and support the delivery of the Hawke’s Bay Health sector vision.</li> <li>To provide high quality patient care and clinical leadership within the areas covered by Intensive Care Services, as per IC-1 (Level 2 CICM minimum standards). This includes both Intensive Care and High Dependency Services.</li> <li>Provision of transport: Intensive Care transports and transports requiring medial escorts, in conjunction with the transport service. (Fixed wing, rotary wing and road). This includes retrievals from Waiora Hospital and inter-hospital transports from or to Hawke’s Bay Hospital.</li> <li>Provision of resuscitation service within Hawke’s Bay Hospital, both Ward and Emergency Department resuscitation room, in conjunction with other relevant services. This includes retrievals from Wairoa Hospital and inter-hospital transports from or to Hawke’s Bay Hospital.</li> <li>Provision of resuscitation service within Hawke’s Bay Hospital, both Ward and Emergency Department resuscitation room, in conjunction with other relevant services. This includes cardiac arrest and rapid response to medical emergencies.</li> <li>Provision of Intensive Care Service to Wairoa Hospital (along with the retrieval service).</li> <li>To maintain relevant clinical Standards of Care in order to ensure safety and in order to enable the Service to meet and maintain accreditation requirements for the advanced and basic training of the College of Intensive Care Medicine Registrars.</li> <li>Clinical leadership and role modelling will include: the provision of specialist level Intensive Care Medicine, clinical and non-clinical leadership, mentoring and teaching doctors within the department as well as off-service RMOs who use the department.</li> <li>To work collaboratively with Nursing staff and other multidisciplinary team members within the department.</li> <li>To develop productive relationships with other clinical and specialty staff within and external to the organisation.</li> <li>Development of guidelines designed to ensure the highest possible standards for Intensive Care which meets accepted Intensive Care best practice principles.</li> <li>To provide support to the Head of Department (HoD) by providing strong clinical leadership in Intensive Care and deputising for the HoD as reasonably required.</li> <li>To actively participate in quality improvement and department audit activities.</li> <li>To maintain own practice standards as required by the College of Intensive Care Medicine, the Medical Council of New Zealand and Health NZ Hawke’s Bay.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Clinical patient management – to set and maintain consistently high standards of medical care</b></p> <ul style="list-style-type: none"> <li>Specialist assessment and treatments are instigated and implemented based on best outcome for the patient.</li> <li>Admissions to the HDU/ICU are based on documented admission criteria.</li> <li>Documentation is accurate and timely.</li> <li>Provide emergency medicine advice and phone consultation with other practitioners as required.</li> <li>To strive for excellence in clinical outcomes, delivery processes and relationships both in and outside the service.</li> </ul> <p><b>To support the development of the service staff into a high performing team</b></p> <ul style="list-style-type: none"> <li>Clinical leadership is effectively demonstrated by working alongside Intensive Care medical staff and other multidisciplinary staff within the department.</li> <li>Acts as a role model for medical staff and demonstrates high quality professional standards.</li> <li>Takes an active role in developing and implementing teaching and training sessions.</li> <li>To have the professional responsibility to provide undergraduate and postgraduate teaching in all health professionals of lesser skill, knowledge or experience, and that this obligation includes formal instruction during routine clinical activities.</li> <li>Maintains harmonious and productive relationships with all colleagues.</li> <li>Demonstrates effective communication styles fostering goodwill and collegiality between all disciplines.</li> <li>Participates in Intensive Carew Medicine specialist roster, which is rostered over seven days and</li> </ul>			

	<p>includes an on-call component.</p> <ul style="list-style-type: none"> <li>• Understands department and wider hospital systems/functions and works collaboratively within a multidisciplinary team</li> <li>• Actively participates in the development of clinical and departmental policies and protocols.</li> <li>• Supports the service business plan targets.,</li> <li>• Fosters an environment where audit and teaching are valued and supported.</li> <li>• Fosters an environment that encourages all staff to have a stake in the future of the department.</li> <li>• Effective liaison and interaction with other departments to ensure excellent patient outcomes.</li> <li>• Ensure continued personal and professional development</li> </ul> <p><b>To actively support and demonstrate a commitment to the hospital and service quality assurance programs and department audit/research activity</b></p> <ul style="list-style-type: none"> <li>• Participates in service quality committee and initiatives.</li> <li>• Regularly audits practice and participates in peer review.</li> <li>• Attend and participate in regular audit meetings.</li> <li>• Participate in the measurement of and quality improvement activities related to service performance.</li> <li>• Clear guidance and support will be given to junior medical staff, with expectations clearly defined, and regular feedback regarding performance against expectations.</li> <li>• Any problems with the performance of junior medical staff will be addressed in partnership with the appropriate manager.</li> <li>• Assist with the development and implementation of action plans to improve negative performance.</li> <li>• Identify and support possible service research opportunities.</li> <li>• Act as a change agent and champion for new initiatives.</li> <li>• Effective liaison with other services and departments to enable effect understanding and support of emergency medicine as a speciality</li> </ul> <p><b>To actively manage risk and meet ethical and legal parameters of medical practice</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a clear understanding of department risk factors as they pertain to clinical, financial and reputation issues.</li> <li>• Is competent in the activation and management of all potential emergency situations impacting on the service e.g. medical emergencies, major incident scenarios.</li> <li>• Participates in departmental risk assessment and management programs.</li> <li>• Attends to patient complaints as per Health NZ Hawke’s Bay policy.</li> <li>• Practices in a manner consistent with established ethical standards as defined by the Medical Council of New Zealand.</li> <li>• Complies with Health NZ Hawke’s Bay policies</li> <li>• Help develop and maintain the appropriate sections for the Health NZ Hawke’s Bay Major Incident Plan</li> </ul> <p><b>To support the HoD in the development and supervision of the department</b></p> <ul style="list-style-type: none"> <li>• Maintains high quality Intensive Care Medicine clinical practices.</li> <li>• Provides Intensive Care Medicine policy advice as required.</li> <li>• Prepares reports, policies as required.</li> <li>• Assists the HoD to achieve and maintain standards to enable accreditation by the College of Intensive Care Medicine for registrar training.</li> <li>• Assist in the recruitment of department medical staff.</li> </ul> <p><b>To meet and maintain own continuing medical education standards to maintain credentialed standards as an Intensive Care Specialist</b></p> <ul style="list-style-type: none"> <li>• Participates in appropriate continuing medical education.</li> <li>• Maintains credentialed standards.</li> <li>• Participates in CICM Maintenance of Professional Standards programme (MOPs)</li> </ul>
<p><b>HEALTH &amp; SAFETY RESPONSIBILITIES</b></p>	<p>Health NZ Hawke’s Bay is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>○ Not to do anything that puts your own health and safety at risk</li> <li>○ Not to do anything that puts others health and safety at risk</li> <li>○ To follow all health and safety policies and procedures</li> <li>○ To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>

<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> <ul style="list-style-type: none"> <li>▪ Clinical Director of Surgery</li> <li>▪ Heads of Departments</li> <li>▪ Senior medical staff</li> <li>▪ Resident medical officers</li> <li>▪ Health Service Managers and teams across Health NZ Hawke’s Bay services and specialist community and regional services</li> <li>▪ Health Service Support services</li> <li>▪ Hospital Co-ordination Unit</li> <li>▪ Duty Managers</li> <li>▪ Chief Nursing &amp; Midwifery Officer</li> <li>▪ Acute Service Speciality Teams (Emergency Department, Radiology, etc)</li> </ul>	<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>▪ Other service providers – Royston, Bay electives services</li> <li>▪ Primary and NGO sector</li> <li>▪ Regional/other Health NZ Hawke’s Bay services</li> <li>▪ Ministry of Health/National Health Board</li> <li>▪ HQSC</li> </ul>
<b>DELEGATION AND DECISION</b>	Within the Intensive Care Physician scope of practice	
<b>HOURS OF WORK</b>	Up to 80 hours per fortnight, part-time or full-time negotiable	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the Senior Medical and Dental Officers Multi Employer Collective Agreement (SECA) Step 1 to Step 15 gross per annum (pro-rated if worked part-time) according to qualifications and experience	
<b>DATE</b>	July 2024	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	No direct budget	

## ESSENTIAL CRITERIA

### Qualifications (e.g. tertiary, professional)

- Appropriate medical degree recognised by the Medical Council of New Zealand.
- Fellow of the College of Intensive Care Medicine.
- Vocational Registration in Intensive Care Medicine with the Medical Council of New Zealand.

### Experience

- Wide range of Intensive Care Medicine procedures
- Supervision and teaching of junior medical staff
- Working within a multidisciplinary team
- Development and maintenance of clinical audit

### Business / Technical Skills

- Ability to use patient information systems etc
- Professional / technical specialist/clinician with applied working knowledge of principles, concepts, practices and legislation relevant for the role
- Understands the key frameworks/clinical practices in their areas of expertise, their application and limitations

### Key Attributes

- Excellent interpersonal skills with ability to work with patients in a multicultural and multidisciplinary setting.
- Demonstrates leadership as a behaviour.
- Able to establish and maintain constructive relationships.
- Able to demonstrate professional confidence
- Credibility and integrity (embraces professionalism and ethical practice).
- Ability to grasp implications of a situation quickly
- Effective communication skills
- Positive attitude with problem solving focus

### 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

Health NZ is a fair and equitable employer. As per Health NZ Hawke's Bay commitment to the National Disability Strategy, it will ensure the ongoing support, guidance and tools are provided to support people with disabilities within the workplace.

### Vaccination status for role:

- Vaccinations as per the current employee immunisation policy
- Annual influenza vaccinations
- Category A role which requires you to be fully vaccinated for COVID-19

## DESIRABLE CRITERIA

### Experience

- Paediatric clinical experience
- Knowledge and experience of transportation, coordination and logistics

### Business / Technical Skills

- Leadership and management skills



## Our Vision and Values

*Te hauora o te Matau-ā-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.

**RARANGATE 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.