

	POSITION TITLE	CARDIOLOGIST		
	DIRECTORATE	Hospital Group	DEPARTMENT	Medical
	REPORTING TO (operationally)	General Manager, Hospital Group	REPORTING TO (professionally)	Head of Department Medicine
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role sits within the Medical Department as part of Health New Zealand Te Whatu Ora, Te Matau a Māui Hawke's Bay. This role supervises junior staff but has no direct reports.			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> The Senior Medical Officer (SMO) i.e. specialist physician in cardiology will work with other SMO's within the Department of Medicine to provide services to people of Health NZ Hawkes' Bay catchment area The physician will provide clinical services that include in-patient and out-patient assessment and management of people requiring specialist cardiology care The physician will also be required to provide leadership, advice and support to relevant staff within this and other organisations, with a focus on addressing disparities in health care provision This service works across the health continuum helping to enhance primary care practice and access to advice for primary care practitioners To ensure and prioritise a focus on patient safety and quality relating to care and processes within the service Delivery of organisational KPI's including relevant MOH targets, and service plans To recognise and support the delivery of the Hawkes Bay Health sector vision 			
KEY DELIVERABLES	<p>CLINICAL PRACTICE</p> <ul style="list-style-type: none"> To demonstrate knowledge, leadership and understanding of key requirements of Health NZ strategies by implementing services that are evidence based across the district To provide specialist out-patient care for referrals to cardiology To take an integral part, including a leadership role, within the multidisciplinary team and with key stakeholders within the wider community, including general practitioners and other health service providers for cardiology patients To provide advice and support to primary care clinicians To participate in the cardiology ward and on-call roster including after hours and weekends, and to contribute to the ongoing care of cardiology in-patients To provide cardiology procedural work within the physician's capability and as per the organisation's credentialing process <p>SERVICE PLANNING, DEVELOPMENT AND REVIEW OF CORE PROGRAMMES AND NEW INITIATIVES</p> <ul style="list-style-type: none"> Will contribute to the planning and development of services to achieve effective, efficient, integrated care across health services To provide leadership in relevant programme development and review of existing health programmes for improved efficiency and effectiveness of the delivery of services Participates / problem solves with other medical staff and/or committees as required and/or agreed to <p>CONTRACTUAL, ADMINISTRATIVE AND OTHER RELATED DUTIES</p> <ul style="list-style-type: none"> To participate in quality assurance, customer satisfaction, clinical audit and peer review activities To undertake the customary administrative activities of a specialist physician <p>TEACHING</p> <ul style="list-style-type: none"> To instruct, guide and supervise the work of Resident Medical Officers (RMO's) i.e. junior doctors, and when applicable trainee interns To provide education to other staff, community groups and healthcare providers as and when appropriate or requested To support development and provide supervision of nursing staff within the cardiology service <p>CONTINUOUS QUALITY IMPROVEMENT</p> <ul style="list-style-type: none"> To lead and support continuous quality improvement activities Development of new initiatives and innovative practices where required Will maintain the high standards of care as set out by the Royal Australasian College of Physicians Contribute to the ongoing evaluation of services <p>PROFESSIONAL STANDARDS AND CONTINUING MEDICAL EDUCATION (CME)</p> <ul style="list-style-type: none"> To meet Health NZ Hawke's Bay standards i.e. legislative, professional, contractual, ethical and organisational by knowing what the applicable standards are and undertaking steps necessary to remedy shortfalls in practice and knowledge Meets professional standards as set out by the Royal Australasian College of Physicians (RACP) as they relate to working as a cardiologist 			

	<ul style="list-style-type: none"> • Takes personal responsibility for maintaining own professional knowledge and skills. e.g., maintain relevant competencies through regular discussion with colleagues, reading relevant literature, attendance and participation at professional meetings and conferences, and to report back to colleagues as appropriate • Any research projects undertaken and involvement in therapeutic trials shall receive the former approval of the Ethics Committee and shall be in accordance with its protocol 		
HEALTH & SAFETY RESPONSIBILITIES	<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"> ○ Not to do anything that puts your own health and safety at risk ○ Not to do anything that puts others health and safety 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>		
KEY WORKING RELATIONSHIPS	<table border="0"> <tr> <td style="vertical-align: top;"> <p>INTERNAL</p> <ul style="list-style-type: none"> • Chief Medical and Dental Officer • General Manager – Hospital • Medical Out-Patient Operations Manager • Head of Department – Acute Medicine • Medical Director – Internal Medical • Clinical Nurse Manager Cardiology • Other SMO’s and RMO’s • Other Service Managers • Strategic services staff • Multidisciplinary staff associated with delivery of patient care </td> <td style="vertical-align: top;"> <p>EXTERNAL</p> <ul style="list-style-type: none"> • Primary Healthcare Organisations • Home Based Support Sector • Non-government organisations • Voluntary groups • Support groups • External agencies • General Practitioners/Practice Nurses • Other Health NZ districts </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Chief Medical and Dental Officer • General Manager – Hospital • Medical Out-Patient Operations Manager • Head of Department – Acute Medicine • Medical Director – Internal Medical • Clinical Nurse Manager Cardiology • Other SMO’s and RMO’s • Other Service Managers • Strategic services staff • Multidisciplinary staff associated with delivery of patient care 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Primary Healthcare Organisations • Home Based Support Sector • Non-government organisations • Voluntary groups • Support groups • External agencies • General Practitioners/Practice Nurses • Other Health NZ districts
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DELEGATION AND DECISION	Clinical decisions		
HOURS OF WORK	80 hours per fortnight (1.0 FTE)		
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Senior Medical and Dental Officers Single Employer Collective Agreement (SECA) Step 1 to Step 15 gross per annum (pro-rated if worked part-time) according to qualifications and experience		
DATE	July 2024		
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A		

ESSENTIAL CRITERIA

Qualifications

- Vocationally registered (or eligible for registration) with the Medical Council of New Zealand as a specialist physician
- Fellow of the Royal Australasian College of Physicians (or equivalent) with specialist training qualifications in cardiology

Experience

- Credentialed or the ability to be credentialed to undertake cardiology clinical practice
- Ability to develop and maintain effective clinical systems
- Experience in cardiological procedures
- Experience in supervision and teaching of junior medical staff
- Experience in working within a multidisciplinary team
- Experience in the development and maintenance of clinical audit

Business / Technical Skills

- Competence in use of information technology
- Skilled communicator; written and oral presentations are articulate, relevant and concise; open and honest communication style with colleagues and multidisciplinary team members

Key Attributes

- Open and responsive to customer needs
- Demonstrate an understanding of continuous quality improvement

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

Key Attributes

- Has in-depth knowledge of New Zealand legislation with regard to the broad range of patients' rights, clinical responsibilities/accountability and health strategies
- Broad and balanced perspective, able to adopt a lateral approach to decision-making and the development and sharing of ideas
- Able to maintain a sense of proportion when working in challenging situations and make logical and realistic decisions under pressure
- Responsibility and leadership skills. Accepts responsibility for own practice. Is able to create and foster an environment that promotes innovation and motivates other team members
- Integrity and self-motivation. Has energy, initiative and enthusiasm. Able to critically reflect on own practice with realistic confidence in own knowledge and achievements
- Demonstrates sound organisation practices including time management



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 inequalities 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.