

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Consultant Geriatrician			
Reports to	Operations Manager, Rehabilitation and Support			
Location	Hawkes Bay Fallen Soldiers Memorial Hospital, Hastings			
Department	Older Persons Health			
Direct Reports	N/A		Total FTE	N/A
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	28/04/2025			
Job band (indicative)	In accordance with the Association of Salaried Medical Specialists Collective Agreement Clause 12.4 Step 1 – Step 15 per annum according to qualifications and experience pro-rated for hours worked.			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

- Provide a high standard of clinical practice and clinical expertise in Geriatric Medicine
- Contribute to the provision of effective and efficient Geriatric Medicine services in Hawkes Bay

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	<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
Clinical Duties	<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).

	<ul style="list-style-type: none"> • 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. • Triaging and responding to referral letters • Telephone advice and consultation • Preparation of reports e.g. ACC, coroner reports • Research and study relating to treatment of a specific patient • Clinical advice and support to other staff
Non-Clinical Duties	<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
Professional Standards	<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
Teaching	<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.
Management/ Administration	<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.
Personal Knowledge and Research	<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.
Quality Assurance and Peer Review	<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.

	<ul style="list-style-type: none"> • Quality of written records meets specified standards.
Organisational Wide Projects	<ul style="list-style-type: none"> • Contributes to organisation-wide projects and initiatives as requires, including attending meetings.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 to the Operations Manager Rehabilitation and Support:

- Concerns regarding Health and Safety, including Clinical Safety
- Behaviour not aligning with Te Mauri o Rongo – The New Zealand Health Charter
- Leave planning/ rosters/ CME in partnership with the HOD Older Persons and the SMO Administrator

Relationships

External	Internal
<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 	<ul style="list-style-type: none"> • Operations Manager Rehabilitation and Support • Head of Department Older Persons Health • Medical Director Specialist and Community Services • 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. • Ageing Well Commissioning Team

About you – to succeed in this role

You will have

Essential:

- Registered Medical Practitioner by Medical Council of New Zealand (MCNZ) (or eligible for registration).
- Holds or is eligible to hold a higher qualification in Geriatric Medicine which is recognised by MCNZ for Vocational Registration in Geriatric or General Medicine.
- Is a member of the Royal Australasian College of Physicians (or equivalent body)
- Holds a current Driver Licence to enable provision of domiciliary visits and attendance at community multidisciplinary meetings.
- Proven knowledge of modern skills and techniques in Geriatric Medicine.
- Proven ability to work within a comprehensive, integrated multidisciplinary service for older people.
- 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 whanau.
- Demonstrates skill in audit and quality improvement.
- Proven ability to lead a multidisciplinary team, recognising the value of contribution of each member
- Is committed to continually updating their skills and knowledge

Desired:

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

You will be able to Essential:

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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.