

	<b>POSITION TITLE</b>	<b>EMERGENCY MEDICINE PHYSICIAN</b>		
	<b>DIRECTORATE</b>	Hospital Group	<b>DEPARTMENT</b>	Emergency Department
	<b>REPORTING TO (operationally)</b>	Operations Manager ED/ICU/Transport	<b>REPORTING TO (professionally)</b>	Head of Department ED
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	<p>This role covers the Emergency Medicine Department in Health New Zealand   Te Whatu Ora, Te Matau a Māui Hawke's Bay.</p> <p>Staff reporting: No Direct reports Indirect – Registrars and House Officers</p>			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To provide high quality patient care and clinical leadership within the Emergency Department and ED Observation Area</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 Australasian College of Emergency Medicine Registrars</li> <li>Clinical leadership and role modelling will include; the provision of specialist level Emergency Medical care, clinical and non-clinical leadership, mentoring and teaching doctors within the department as well as off-service RMO's 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 Emergency Medical care and which meets accepted emergency medicine best practice principles</li> <li>To provide support to the Head of Department (HoD) by providing strong clinical leadership in emergency medicine and deputising for the HoD as reasonably required</li> <li>To actively participate in quality improvement and department audit activities</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>CLINICAL PATIENT MANAGEMENT</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>Treatment decisions are made and delivered in the Emergency Department and ED observation Unit</li> <li>Patients are transferred to the appropriate service based on clinical guidelines which reflect best practice</li> <li>Referrals to the acute medical service are based on AAU model of Care</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 Emergency Department 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>Read, understand and enforce (when needed) the ED Multi Service Agreement</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 Emergency Medicine specialist roster, which is rostered over seven days and includes an on-call component</li> <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>Foster an environment where audit and teaching is 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 effective understanding and support of emergency medicine as a specialty</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 emergency medicine clinical practice</li> <li>• Provides emergency 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 Australasian College of Emergency Medicine for registrar training</li> <li>• Assist in the recruitment of department medical staff</li> <li>• Acts as the HOD as reasonably required</li> </ul> <p><b>TO MEET AND MAINTAIN OWN CONTINUING MEDICAL EDUCATION STANDARDS TO MAINTAIN CREDENTIALLED STANDARDS AS AN EMERGENCY SPECIALIST</b></p> <ul style="list-style-type: none"> <li>• Participates in appropriate continuing medical education</li> <li>• Maintains credentialled standards</li> <li>• Participates in ACEM Continuing Professional Development Programme (CPD)</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>	
<p><b>KEY WORKING RELATIONSHIPS</b></p>	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>• Department medical, nursing &amp; clerical staff</li> <li>• Director of Surgery</li> <li>• Chief Medical Advisor</li> <li>• Other medical and nursing staff teams</li> <li>• Health Services Management Teams</li> <li>• Acute Service Speciality Teams (ICU, Radiology etc)</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>• Other external health providers</li> <li>• General practitioners</li> <li>• St John Ambulance service</li> </ul>
<p><b>DELEGATION AND DECISION</b></p>	<p>Within the Emergency Physician scope of practice</p>	
<p><b>HOURS OF WORK</b></p>	<p>80 hours per fortnight (1.0 FTE)</p>	
<p><b>EMPLOYMENT AGREEMENT &amp; SALARY</b></p>	<p>As per the Individual Employment Agreement (IEA) negotiated with the appointee OR 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</p>	
<p><b>DATE</b></p>	<p>December 2024</p>	
<p><b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b></p>	<p>N/A</p>	

## ESSENTIAL CRITERIA

### Qualifications

- Appropriate medical degree recognised by the Medical Council of New Zealand
- Fellow of the Australasian College of Emergency Medicine (or equivalent)
- Vocational Registration in Emergency Medicine with the Medical Council of New Zealand

### Experience

- Experience in a wide range of emergency medicine procedures
- Experience in supervision and teaching of junior medical staff
- Experience in working within a multidisciplinary team
- Experience in the development and maintenance of links with general practitioners and other medical practitioners in the region
- Experience in the 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

- Effective communication skills
- Positive attitude with problem solving focus
- Ability to 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



## 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.

**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.