

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

Title	Gastroenterology			
Reports to	Head of Department - Gastroenterology			
Location	Hawke's Bay Fallen Soldiers' Memorial Hospital			
Department	Medical - Gastroenterology			
Direct Reports	0		Total FTE	1.0
Budget Size	Opex	N/A	Capex	N/A
Delegated Authority	HR	N/A	Finance	N/A
Date	May 2025			
Job band	In accordance with the Senior Medical and Dental Officers Collective Agreement (SECA) Step 1 – Step 15 gross per annum according to qualifications and experience (pro rata 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

This is a speciality post, the primary objective of which is to provide effective and quality gastroenterology services to the community served by Health NZ Hawke's Bay in accordance with the standards of the Royal Australasian College of Physicians and the Australia and New Zealand Society of Gastroenterologists.

Key Result Area	Expected Outcomes / Performance Indicators
Key Deliverables	<ul style="list-style-type: none"> • To contribute actively and effectively to the daily functioning of the gastroenterology service • To provide appropriate and timely advice to the Medical Director-Internal Medicine and the Unit Managers and Chief Operating Officer of Health Services on gastroenterology matters and professional standards of practice • To instruct, teach and advise junior medical staff, technicians and nursing staff in relation to gastroenterology • To enhance the clinical capability of the gastroenterology service and to adequately provide high quality care to the population of Hawke's Bay • To provide patients with a clear explanation of all procedures and treatments • To ensure and prioritise a focus on patient safety and quality relating to care and processes within the gastroenterology service • To keep up to date with trends and developments and utilisation of technology in gastroenterology on an ongoing basis

	<ul style="list-style-type: none"> • To take part in all the regular professional development activities of the department e.g. Journal Club, MDM, Radiology meeting etc. • To attend as appropriate to any enquiries or complaints from patients, relatives, staff or management • To participate in the Quality Assurance programme for the organisation. This will incorporate review of patient care, review of complications and review of deaths that occur • To ensure the current departmental audit requirements are met • To take an active role in health promotion as appropriate and as requested within contracted hours • To maintain comprehensive and accurate medical records which comply with organisational documentation and discharge planning policies • To deliver organisational KPI's including relevant MOH target, financial budgets and service plans • To recognise and support the delivery of the Hawke's Bay health vision and values • To support the achievement of Health NZ Hawke's Bay organisational priorities, including national targets, organisational wide and service specific targets, within the available resources
Clinical Duties	<p>Outpatient clinics</p> <ul style="list-style-type: none"> • Primary responsibility will be to provide a specialist opinion including diagnosis and management plan, and on-going assessment and management of more difficult clinical problems. To screen and prioritise letters from clinicians <p>Procedural Lists</p> <ul style="list-style-type: none"> • To undertake gastroenterological interventions such as endoscopy services and in accordance with established protocols and accepted medical practice. <p>Ward Consultations and Referrals</p> <ul style="list-style-type: none"> • To be available for consultation and advice arising from referrals by other consultants and make provision to be contacted by the junior medical staff regarding patients between 8am and 4pm weekdays in accordance with the gastroenterologist of the day roster • Liaise with other clinical specialists as necessary to maintain optimal patient care • Currently an arrangement is in place for endoscopy of acute patients (bolus obstruction, UGI Bleeds etc) during the regular working hours, but this may change in the future <p>Best practice Guidelines</p> <ul style="list-style-type: none"> • To work with the Departments of Medicine and Surgery to provide best practice/management guidelines for gastroenterological conditions

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.

Relationships

External	Internal
<ul style="list-style-type: none"> • Medical Director • Heads of Departments • Senior medical staff • Resident medical officers • Health Service Managers and teams across Health NZ Hawke's Bay services and specialist community and regional services • Health Service Support services • Hospital Co-ordination Unit • Duty Managers • Chief Nursing & Midwifery 	<ul style="list-style-type: none"> • Primary and NGO sector • Regional/other Health NZ services • Health NZ Te Whatu Ora

About you – to succeed in this role

You will have:

Essential

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Must be registered or eligible to be registered as a Medical Specialist with the MCNZ
- Hold or be eligible to hold Vocational Accreditation for area of specialty
- Hold current professional indemnity insurance
- Extensive experience in health
- Proven ability to participate in a multi-disciplinary team environment

Desired

- Endoscopy experience
- Knowledge of the political, legislative or other external influences affecting the health sector
- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills

You will be able to:

Essential

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- 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.