

	POSITION TITLE	GENERAL SURGEON		
	DIRECTORATE	Hospital Group	DEPARTMENT	Surgical
	REPORTING TO (operationally)	General Manager, Hospital Group	REPORTING TO (professionally)	Head of Department Surgical
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the elective and surgical services within Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay.			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide high quality care to general surgical patients with a wide range of acute and elective surgical conditions To provide a wide range of general surgical and endoscopy procedures To provide inpatient and outpatient care To support and lead junior medical staff and take an active role in interdisciplinary team education and actively support and utilise specialist nurse role/s as appropriate To actively participate in quality improvement, clinical audit activities and service development meetings and initiatives To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Elective and Surgical Service. Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. To recognise and support the delivery of the Hawke's Bay Health sector vision 			
KEY DELIVERABLES	<p>CLINICAL RESPONSIBILITIES</p> <p>The senior medical officer is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment in accordance with best practise and relevant ethical and professional standards and guidelines as determined from time to time by:</p> <ul style="list-style-type: none"> The practitioner's relevant medical college(s) and / or professional associations(s); The Health and Disability Commissioner; and The employer's policies and procedure except to the extent that they may be inconsistent with any other provision of this agreement <p>SERVICE PROVISION</p> <ul style="list-style-type: none"> Adherence to hospital policies and procedures to ensure ethical care Outpatient assessment, Pre-theatre assessment, Post-operative recovery Multi-disciplinary meetings Discussions and meetings with caregivers and patient families Preparation of police, coroner, ACC reports etc. Research and study related to treatment of specific patient. To ensure provision of a high standard of care to patients in operating theatre, inpatients, day cases and outpatients for both acute and elective conditions Assessment, treatment and management plans are appropriate, clearly documented and auditable. All surgical interventions, observations, designated tests and treatments are documented and follow established guidelines Inpatient care is generally provided in the general surgical ward, day procedures unit and ICU/HDU. Referrals to other specialists, departments and hospitals are timely and appropriate. Documentation is appropriate, timely, accurate and legible <p>THEATRE ACTIVITY</p> <ul style="list-style-type: none"> Theatre and Endoscopy sessions are completed as allocated Elective cases are prioritised as per the elective booking system process and patients are treated in order of clinical need Acute cases are prioritised according to clinical need <p>NEW OR INNOVATIVE PROCEDURES</p> <ul style="list-style-type: none"> Awareness of improvements in patient care is encouraged <p>Any new procedure is to be discussed with the Head of department. If appropriate for introduction it must be done in accordance with the Health NZ Hawke's Bay policies for the introduction of new procedures</p> <p>MANAGEMENT OF ACUTE PATIENTS</p> <ul style="list-style-type: none"> Provides a consultant lead acute call service. This includes the coordination of acute care during working hours, direct management of acute problems or the supervision of registrars if appropriate Is available to medical and nursing staff for advice, support and supervision of any urgent patient problems during normal business hours and when on-call, including returning to the workplace when requested as appropriate 			

	<ul style="list-style-type: none"> • When on acute duty and away from the hospital, the Duty Consultant is required to remain immediately contactable and available to attend the hospital within 25 minutes • Be available for telephone consults • Provide acute call cover for other general surgeons as appropriate and agreed • Attendance to acutely ill patients is timely and appropriate • An appropriate number of ward rounds are conducted each week including a ward round after an operating day and after the day of acute admitting <p>OUTPATIENT CLINICS</p> <ul style="list-style-type: none"> • Clinics with an agreed mix of new to follow up ratio is delivered as per schedule. • Patients are accepted on to the first specialist assessment treatment list based on accepted treatment list criteria. • Inappropriate referrals are returned to the GP with appropriate information. • Patients who are referred on to inpatient treatment lists meet certainty criteria or are managed on active review until certainty is met or referred back to GPs. <p>ETHICAL AND LEGAL PARAMETERS OF MEDICAL PRACTICE</p> <ul style="list-style-type: none"> • Provides clinical care in a manner consistent with established ethical standards as defined by the Medical Council of New Zealand • Meets credentialing requirements for surgical procedures practiced • Identifies risk factors as they pertain to general and surgery endoscopy and implements and maintains strategies to manage and minimise risk <p>INTERDISCIPLINARY TEAM APPROACH</p> <ul style="list-style-type: none"> • Supports the care of patients within an interdisciplinary team • Actively supports multidisciplinary models of care including specialist nurses, allied health staff and others as required. • Actively supports specialist nurse activities • Regularly attends general surgery meetings, x-ray, pathology and Service meetings • Participates in multidisciplinary team meetings relevant to their expertise • Provides education to nurses and other allied health professionals as appropriate • Liaises with general practitioners and other health care professionals as required. <p>QUALITY IMPROVEMENT AND SERVICE DEVELOPMENT</p> <ul style="list-style-type: none"> • Participate and deliver on quality assurance requirements • Actively participates in surgical audit programme and other activities relating to the maintenance and improvement of clinical standards • To work towards the achievement of goals and objectives of Health NZ Hawke’s Bay and those of the general surgical service • Participate in service development meetings including the monitoring and implementation of surgical contracts • Maintains and develops own professional knowledge and skills • Links with regional and tertiary services are productive; improve service delivery, patient outcomes and own knowledge 	
<p>HEALTH & SAFETY RESPONSIBILITIES</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"> ○ 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>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Department medical staff • Department nursing staff • Department of administration staff • Clinical Director • Chief Medical and Dental Officer • Manager Elective & Surgical Services • Other medical, nursing & department staff • GP Liaison 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other external health providers including other General Surgeons in the region • General Practitioners

DELEGATION AND DECISION	Delegate where appropriate to junior staff. Work collaboratively with senior colleagues
HOURS OF WORK	80 hours per fortnight (1.0 FTE)
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Te Whatu Ora 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
DATE	October 2024
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A

ESSENTIAL CRITERIA

Qualifications

- Appropriate medical degree recognised by the Medical Council of New Zealand
- Fellow of the Royal Australasian College of Surgeons (or equivalent)
- Vocational Registration in General Surgery with the New Zealand Medical Council

Experience

- Experience in a wide range of general surgical procedures
- Experience in sub-specialist procedures depending on training and role, e.g. colorectal, breast, endocrine, UGI procedures
- Experience in endoscopy e.g. colonoscopy and gastroscopy
- 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 surgeons in the region
- Experience in the development and maintenance of clinical audit
- Management of acute general surgical conditions
- Management of trauma, including complex cases in conjunction with other specialties
- Competent in the management of conditions that fall within the vocational scope of general surgery

Business / Technical Skills

- Ability to use patient information systems etc.
- The ability to competently perform endoscopy and related procedures including but not limited to haemorrhage control and polypectomy
- The ability to work within a multidisciplinary team

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

- As per employee policy including 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-ō-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.