

	POSITION TITLE	OPHTHALMOLOGIST		
	DIRECTORATE	Hospital Directorate	DEPARTMENT	Ophthalmology
	REPORTING TO (operationally)	General Manager – Hospital	REPORTING TO (professionally)	Head of Department - Ophthalmology
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>This role covers the Ophthalmology area in Health New Zealand Te Whatu Ora, Te Matau a Māui Hawke’s Bay</p> <p>Staff reporting - None</p>			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide high quality care to ophthalmology patients with a wide range of acute and elective conditions To participate in the acute on call roster To teach and support 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 operationally and strategically support the ongoing development of the Ophthalmology Service To attribute to a team approach to care through the establishment of explicit lines of communication, ensuring that the roles and responsibilities of doctors and the multi-disciplinary team are clearly defined and recorded Together with colleagues, provide a strong leadership within the care environment To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Ophthalmology 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>SERVICE PROVISION</p> <ul style="list-style-type: none"> Acute and elective service provision in accordance with Ministry of Health (MoH), ACC and Health NZ Hawke’s Bay programmes Adherence to hospital policies and procedures to ensure ethical care Outpatient assessment, pre-theatre assessment, post-operative recovery Discussions and meetings with care givers 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, in-patients, day cases and out-patients 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 In-patient care is generally provided in the ward, day surgery unit (DSU) 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 sessions are completed as allocated Elective patients are managed in accordance with MoH/ Health NZ Hawke’s Bay programmes, medical council and in accordance with theatre productivity and efficiency objectives, to maximise health target and volume target achievement 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 Off-site surgery options are utilised and facilitated as possible <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 general practitioner (GP) with appropriate information Patients who are referred on to in-patient treatment lists meet certainty criteria or are managed on active review until certainty is met or referred back to GPs Equity of access minimising disparities for treatment list management 			

	<p>INTER-DISCIPLINARY TEAM APPROACH</p> <ul style="list-style-type: none"> • Supports the care of patients within an inter-disciplinary team. • Actively supports multi-disciplinary models of care including specialist nurses, allied health staff and others as required. • Actively supports specialist nurse activities. • Regularly attends ophthalmology departmental meetings and other service meetings as required. • Provides education to nurses and other allied health professionals as appropriate. • Liaises with GPs 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 ophthalmology 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 • Actively participates in service improvement activities to benefit the patients and the organisation 	
<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"> • Medical staff within the department • Nursing staff within the department • Anaesthesia staff within the department • Orthoptist staff within the department • Head of Department • General Manager, Hospital Group • Surgical Director • Chief Medical Officer (Hospital) • Other medical and nursing staff • Other departments 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other external health providers including other surgeons in the region • General Practitioners
<p>DELEGATION AND DECISION</p>	<ul style="list-style-type: none"> • Delegate where appropriate to the Resident Medical Officers (RMOs) and Nursing staff • Work collaboratively with senior colleagues 	
<p>HOURS OF WORK</p>	<p>64 - 80 hours per fortnight (0.8 - 1.0 FTE) or as negotiated</p>	
<p>TENURE</p>	<p>Permanent or Fixed-term</p>	
<p>EMPLOYMENT AGREEMENT & SALARY</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>DATE</p>	<p>May 2024</p>	
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>Not applicable</p>	

ESSENTIAL CRITERIA

Qualifications

- Vocational specialist registration in Ophthalmology with the Medical Council of New Zealand
- Fellowship of the Royal Australia and New Zealand College of Ophthalmologist or equivalent

Experience

- Management of acute and elective ophthalmology
- Credentialed or the ability to be credentialed in a full range of ophthalmology
- Experience in a wide range of ophthalmology procedures
- Experience in supervision and teaching of RMOs
- Experience in the development and maintenance of links with surgeons and other medical practitioners in the region
- Experience in the development and maintenance of clinical audit

Business / Technical Skills

- Ability to develop and maintain effective clinical systems
- Ability to use patient information systems etc.
- Written and oral presentations are articulate, relevant and concise
- Open and honest communication style with colleagues and multidisciplinary team members

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Demonstrates sound organisation practices including time management.

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

Qualifications

- Eligible to obtain vocational registration as an ophthalmologist with the Medical Council of New Zealand



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 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.

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.