### KEY DELIVERABLES

<table>
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<tr>
<th>Delivery of high quality clinical care to older orthopaedic patients requiring specialist Geriatric services:</th>
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<tr>
<td>• Maintains a high standard of professional care in accordance with the NZMA Code of Ethics, statutory and regulatory requirements and HBDHB policies.</td>
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<td>• Delivers high-quality Ortho-geriatric liaison expertise with professional standards of care for older orthopaedic inpatients from admission to discharge, including: daily ward rounds Monday to Friday, comprehensive geriatric medical assessment, medication review, peri-operative care, secondary prevention (falls, pressure injury, delirium, nutrition deconditioning etc.), end of life care, discharge planning from as early as possible in the admission, complex discharge planning, coordination of patient and whanau/family meetings and liaison with rehabilitation services.</td>
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<td>• Conducts ward rounds, multidisciplinary team meetings and other duties as agreed in the job size, using the allocated time efficiently and effectively to help achieve the goals of HBDHB’s strategic plan.</td>
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<td>• Supports orthopaedic Resident Medical Officers to deliver care for older orthopaedic patients in accordance with best practice standards and HBDHB’s policies and procedures.</td>
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<td>• Provides clinical advice, education and support to other staff involved in the care of older orthopaedic patients.</td>
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### Service Development:

• Works with the orthopaedic, emergency department and anaesthetic teams to develop the service and improve the care of older orthopaedic patients. This will include: using clinical incidents to improve patient care, designing new models of care, reviewing and designing patient pathways, championing and facilitating data collection for the Australia and NZ Hip Fracture Registry.

### PURPOSE OF THE POSITION

Enable best practice specialist medical care for older orthopaedic inpatients both directly and through interactions with junior and senior orthopaedic, emergency department and anaesthetic colleagues.

Support the multidisciplinary team on the orthopaedic service to ensure best outcomes for patients.

Develop pathways and processes to ensure best quality of care for older orthopaedic patients.

Lead the development and implementation of quality and performance measures for the Ortho-geriatric Service.

### DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS

Older Peoples Health is an innovative service actively developing new ways of delivering high quality care for older people in Hawkes Bay, both in the hospital and in the community. The integrated Engage community service is nationally recognised for its innovation, and the Assessment, Treatment and Rehabilitation Unit has recently been transformed with a new model of care.

We are now developing Ortho-geriatric care in Hawke’s Bay. This role will be based at the Hawkes Bay Fallen Soldiers’ Memorial Hospital in the Hawke’s Bay District Health Board (HBDHB) primarily on the orthopaedic ward with outreach into the Emergency Department and elective Pre Assessment Clinic. The service will be integrated with the Fracture Liaison Service and the In-Home Strength and Balance Community Programme.

Current medical staffing of Older Peoples Health is 3.6 Geriatricians, 1 Registrar (AT&R ward, clinic and Engage community work), 2 House Officers (AT&R). Strong professional links exist with the 3.0 Geriatricians who are based on an acute medical ward and report to the Medical Directorate.

Acute orthopaedic care and inpatient rehabilitation take place at the Hawkes Bay Fallen Soldiers’ Memorial Hospital, and there is close liaison between Older Peoples Health, orthopaedic and anaesthetic services as well as acute medical services.

This liaison role will involve providing Geriatric clinical advice and expertise for older orthopaedic inpatients and outpatients, as well as teaching junior doctors, nurses and allied health staff within the orthopaedic, emergency and anaesthetic services.

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**POSITION TITLE** | Specialist Geriatrician OrthoGeriatrics  
**DIRECTORATE** | Older Persons, Allied Health and NASC  
**DEPARTMENT** | Older Persons Health  
**REPORTING TO** | Service Director  
**REPORTING TO (operationally)** | Medical Director  
**REPORTING TO (professionally)** | Medical Director
• Works with the Charge Nurse Managers, nursing staff, Allied Health staff, anaesthetic, emergency department and orthopaedic staff to continuously improve the orthopaedic wards’ quality of care.
• Works with the orthopaedic, emergency department and anaesthetic team to develop and track clinical excellence metrics, including clinical outcomes, patient experience and patient reported outcome measures (PROMs) and to champion continuous quality improvement.

Professional Standards:
• 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 complies with the Privacy of Health Information Act and the Health and Disability Code of Practice.

Education and Teaching of junior medical staff and other professional groups:
• Provides clinical support and teaching for House Officers and Registrars (junior medical staff) in Orthopaedics, Anaesthetics and the Emergency Department.
• Contributes to the evaluation of Orthopaedic house surgeon staff.
• Is available to junior orthopaedic staff for advice, supervision of procedures and urgent acute problems as appropriate.
• Ensures required patient documentation is completed in a timely manner.
• Provides teaching or educational presentations for nurses, allied health and other health professionals or groups.
• Provides clinical supervision and teaching for medical officers assigned to the service.
• Provides teaching or educational presentations for community groups and other providers as appropriate.

Management/Administration
• 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 seen by the SMO Ortho-geriatrics.
• Medical reports and outpatient letters on patients seen by the SMO Ortho-geriatrics are of a high standard and are completed in a timely manner.

Personal Knowledge and Research:
• 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:
• 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.
• Quality of written records meets specified standards.

Organisation-Wide Projects
• Contributes to organisation-wide projects and initiatives as requires, including attending meetings.

HEALTH & SAFETY RESPONSIBILITIES
HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:
• Not to do anything that puts your own H&S at risk
• Not to do anything that puts others H&S at risk
• To follow all health and safety policies and procedures
• To follow all reasonable health and safety instructions
(You have the right to cease work if you believe that you, or others, are at risk of serious harm).
**KEY WORKING RELATIONSHIPS**

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<th>INTERNAL</th>
<th>EXTERNAL</th>
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<td>Service Director, Medical Director, Nurse Director, Allied Health Director, Commissioning Team, Other health professionals in the hospital and the community – particularly orthopaedic ward staff, AT&amp;R ward staff, engage community team members, Clinical Nurse Specialists Orthopaedics/Wound Care/Gerontology, Orthopaedic Surgeons, Anaesthetists, Geriatricians and Physicians, Palliative Care Team, Maori Health and Pasifika Liaison Teams, and Older Persons Mental Health Team.</td>
<td>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</td>
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**DELEGATION AND DECISION**
Clinical leadership within OPH directorate in partnership with Medical Director, Head of Department, and other clinical leaders.

**HOURS OF WORK**
1.0 FTE, 80 hours per fortnight (Monday to Friday)— fulltime, permanent employee. There is no out of hours rostered work. Participation in the General Medicine on call roster is negotiable.

**EMPLOYMENT AGREEMENT & SALARY**
Position is at the level of Senior Medical Officer as defined in the “New Zealand District Health Boards’ Senior Medical and Dental Officers’ Collective Agreement”, $158,141 to $230,000 gross per annum according to qualifications and experience pro rata for hours worked.

**DATE**
August 2019

**EXPENDITURE & BUDGET ACCOUNTABILITY**
Not applicable

**SCOPE & COMPLEXITY**
To provide a high standard of clinical practice and clinical expertise in orthogeriatric medicine, contributing to the provision of efficient and effective services in Health of Older People and Surgical Services.
**ESSENTIAL CRITERIA**

**Qualifications**
- Registered Medical Practitioner by Medical Council of New Zealand (or eligible for registration).
- Holds or is eligible to hold a higher qualification in Geriatric Medicine which is recognised by the Medical Council of New Zealand for Vocational Registration in Geriatric Medicine or General Medicine.
- Is a member of the Royal Australasian College of Physicians (or equivalent body).
- Holds or is eligible for professional indemnity insurance.

**Experience**
- Proven knowledge of modern skills and techniques in Geriatric Medicine.
- Proven ability to work within a comprehensive, integrated multidisciplinary service for older people.
- Ortho-geriatric care experience.

**Technical Skills**
- 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 whānau.
- Demonstrates skill in audit and quality improvement.

**Leadership Competencies**
- Proven ability to lead a multidisciplinary team, recognising the value of contribution of each member.

**Key Attributes**
- Is committed to continually updating their skills and knowledge.

**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:**
- Agility: Able to kneel, Able to get 1 knee up on bed, Able to squat, Able to raise arms above head, Able to reach arms out in front.
- Fitness: Able to walk up 2 flights of stairs without stopping.
- Strength: Able to do at least 3 half press ups (i.e. on knees).

**Vaccination status for role:**
- Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

**DESIRABLE CRITERIA**

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