

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

Title	Paediatric Fellow
Reports to	Head of Department - Paediatrics
Location	Hawke's Bay Fallen Soldiers' Memorial Hospital
Department	Paediatrics
Total FTE	1.0
Date	May 2025
Job band	Fellows Salary Step as per ASMS SECA

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

The primary purpose of the role:

- The fellow position is for a fixed term of 12-months to give you the opportunity to step up into a more senior role and prepare you for becoming a consultant paediatrician.
- Health NZ Hawke's Bay are accredited for RACP advanced training in general paediatrics (rural, developmental and non-core) and RACP advanced training in community child health.

Key Result Area	Expected Outcomes / Performance Indicators
On-call	<ul style="list-style-type: none"> • The fellow will be part of the senior medical officer (SMO) on call roster. • The fellow will be fully supported by a SMO colleague when on-call.
Clinics	<ul style="list-style-type: none"> • There will be two clinics per week on average with new patients and follow up patients. • All clinic letters must be dictated on the day of clinic
Leadership	<ul style="list-style-type: none"> • A group of 10 RMOs with many SHOs (PGY3+) having very limited paediatric experience at the start of the training year, an important part of the fellow role is to support the more junior staff and provide them with teaching around basic general paediatric concepts, procedural skills and management of acute clinical work.
Training	<ul style="list-style-type: none"> • The fellow will be allocated two educational supervisors at the beginning of the year and should meet with them regularly and complete all work-based assessments and reports required for RACP advanced training. • It is the trainee's responsibility to be proactive and take ownership of their training needs in preparation for becoming an independent fellow. • Lifelong learning is an expectation of all trainees and fellows of the RACP.

Educational Meetings	<ul style="list-style-type: none"> • Every few months the fellow will be allocated to present at an educational meeting. As the year progresses you may wish to take an active role in helping to organise paediatric teaching for other departments, e.g. ED or ICU, as well as supporting RMOs with their presentations for the paediatric and perinatal morbidity and mortality meetings.
RMO Roster	<ul style="list-style-type: none"> • It is the fellow's responsibility to oversee the paediatric RMO roster. • The roster must be provided to the RMO Unit at least three months in advance. • Any changes to the roster must be made clear to the RMO Unit and the paediatricians. • Coordination of the roster should allow a fair balance of annual leave and medical education leave for all RMOs and does incorporate internal cover for leave.
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.

About you – to succeed in this role

You will have

Essential:

- A Bachelor of Medicine, Bachelor of Surgery.
- Experience in implementing Te Tiriti o Waitangi in action.
- Medical Council of New Zealand Registration
- Current Annual Practicing Certificate

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.