

	<b>POSITION TITLE</b>	<b>RURAL GENERALIST</b>		
	<b>DIRECTORATE</b>	Specialist and Community Services Group	<b>DEPARTMENT</b>	Wairoa Health
	<b>REPORTING TO (operationally)</b>	Head of Department, Wairoa	<b>REPORTING TO (professionally)</b>	Clinical Lead, Wairoa
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	<p>This role covers Wairoa Hospital within Health New Zealand   Te Whatu Ora Te Matau a Māui Hawke’s Bay. This role supervises junior staff.</p>			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>The rural generalist will work with the other rural generalists, general practitioners and hospital specialist doctors to provide services to people of Health NZ Hawke’s Bay Wairoa catchment area</li> <li>The rural generalist will provide clinical services that include emergency, in-patient and out-patient assessment and management of people requiring hospital medical care</li> <li>The rural generalist will also be required to provide leadership, advice and support to the Group Leadership team, relevant staff within Primary Healthcare Organisations and other organisations within the sector, with a focus on addressing disparities in health care provision</li> <li>This service works across the health continuum helping to enhance primary care practice and access advice for primary care practitioners</li> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Medical Directorate</li> <li>Delivery of organisational KPI’s including relevant MOH targets, and service plans</li> <li>To recognise and support the delivery of the Hawke’s Bay Health sector vision</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>CLINICAL PRACTICE</b></p> <ul style="list-style-type: none"> <li>To demonstrate knowledge, leadership and understanding of key requirements of Health NZ strategies by implementing services that are evidence based across the district</li> <li>To provide acute, chronic and rehabilitation care to the community of Wairoa, including critical emergency presentations and support of the primary birthing unit</li> <li>To take an integral part, including a leadership role, within the multidisciplinary team and with key stakeholders within the wider community, including general practitioners and other health service providers for medical patients</li> <li>To provide advice and support to primary care and hospital-based clinicians</li> <li>To participate in the acute roster including after hours and weekends, and to contribute to the ongoing care of general all in-patients</li> </ul> <p><b>SERVICE PLANNING, DEVELOPMENT AND REVIEW OF CORE PROGRAMMES AND NEW INITIATIVES</b></p> <ul style="list-style-type: none"> <li>Will contribute to the planning and development of rural generalist services to achieve effective, efficient, integrated care across health services</li> <li>To provide leadership in relevant programme development and review of existing health programmes for improved efficiency and effectiveness of the delivery of rural generalist services</li> <li>Participates / problem solves with other medical staff and/or committees as required and/or agreed to</li> </ul> <p><b>CONTRACTUAL, ADMINISTRATIVE AND OTHER RELATED DUTIES</b></p> <ul style="list-style-type: none"> <li>To participate in quality assurance, customer satisfaction, clinical audit and peer review activities</li> <li>To undertake the customary administrative activities of a specialist</li> </ul> <p><b>TEACHING</b></p> <ul style="list-style-type: none"> <li>To instruct, guide and supervise the work of medical house officers and registrars, and medical students</li> <li>To provide education to staff, community groups and other providers as and when appropriate or requested</li> <li>To support development and provide supervision of designated nurse prescribers</li> </ul> <p><b>CONTINUOUS QUALITY IMPROVEMENT</b></p> <ul style="list-style-type: none"> <li>To lead and support continuous quality improvement activities</li> <li>Development of new initiatives and innovative practices where required</li> <li>Will maintain the high standards of care as set out by the Division of Rural Hospital Medicine</li> <li>Contribute to the ongoing evaluation of rural generalist services</li> </ul>			

<b>KEY DELIVERABLES</b>	<b>PROFESSIONAL STANDARDS AND CONTINUING MEDICAL EDUCATION (CME)</b> <ul style="list-style-type: none"> <li>• To meet Health NZ Hawkes’ Bay standards i.e. legislative, professional, contractual, ethical and organisational by knowing what the applicable standards are and undertaking steps necessary to remedy shortfalls in practice and knowledge</li> <li>• Meets professional standards as set out by the Medical Council as they relate to rural hospital medicine</li> <li>• Takes personal responsibility for maintaining own professional knowledge and skills. e.g., maintain relevant competencies through regular discussion with colleagues, reading relevant literature, attendance and participation at professional meetings and conferences, and to report back to colleagues as appropriate</li> <li>• Any research projects undertaken and involvement in therapeutic trials shall receive the former approval of the Ethics Committee and shall be in accordance with its protocol</li> </ul>	
<b>HEALTH &amp; SAFETY RESPONSIBILITIES</b>	<p>Health NZ Hawkes’ 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"> <li>○ Not to do anything that puts your own health and safety at risk</li> <li>○ Not to do anything that puts others health and safety at risk</li> <li>○ To follow all health and safety policies and procedures</li> <li>○ To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm)</p>	
<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> <ul style="list-style-type: none"> <li>• Chief Medical Officer – Hospital</li> <li>• General Manager – Hospital</li> <li>• Medical Out-Patients Manager</li> <li>• Head of Department – Medical</li> <li>• Medical Director – Medical</li> <li>• Head of Department – Emergency</li> <li>• Medical Director - Emergency</li> <li>• Other specialist consultant staff &amp; Registered Medical Officers (RMO’s)</li> <li>• Other Service Managers</li> <li>• Strategic services staff</li> <li>• Multidisciplinary staff associated with delivery of general medicine</li> <li>• Multidisciplinary staff associated with delivery of inpatient care</li> </ul>	<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>• Primary Healthcare Organisation</li> <li>• Home Based Support Sector</li> <li>• Non-government organisations</li> <li>• Voluntary groups</li> <li>• Support groups</li> <li>• External agencies</li> <li>• General Practitioners/Practice Nurses</li> <li>• Other Health NZ districts</li> </ul>
<b>DELEGATION AND DECISION</b>	Clinical decisions	
<b>HOURS OF WORK</b>	FTE to be negotiated	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	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	
<b>DATE</b>	July 2024	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	N/A	

## ESSENTIAL CRITERIA

### Qualifications

- Vocational or General Registration (or be eligible for) with the Medical Council of New Zealand
- Core Level 7, APLS, EMST (or equivalent)

### Experience

- Clinical experience in rural hospital context including emergency care and inpatient management as an independent practitioner
- Credentialed or the ability to be credentialed in rural hospital medicine
- Ability to develop and maintain effective clinical systems
- Experience in wide range of medical procedures
- 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 primary care and other hospital clinicians
- Experience in the development and maintenance of clinical audit

### Business / Technical Skills

- Competence in use of information technology
- Skilled communicator. Written and oral presentations are articulate, relevant and concise. Open and honest communication style with colleagues and multidisciplinary team members

### Key Attributes

- Open and responsive to customer needs
- Demonstrate an understanding of continuous quality improvement
- Values integration with primary care and population health approach to clinical care

### 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

## DESIRABLE CRITERIA

### Qualifications:

- Fellow of the Division of Rural Hospital Medicine and/or Fellow of the Royal New Zealand College of General Practitioners
- Neonatal life support
- Mihi500 Hui process and meihana model to clinical practice or GENA 724 The context of Rural Healthcare

### 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
- Being comfortable with delivering care in a resource poor environment and managing clinical risk
- 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-ā-Mau: Healthy Hawke's Bay*  
Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequalities 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.