

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE	Senior Medical Officer (SMO) - Internal Medicine		
	DIRECTORATE	Medical Directorate	DEPARTMENT	Medicine
	REPORTING TO (operationally)	Paula Jones, Service Director	REPORTING TO (professionally)	David Gardner, Medical Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Internal Medicine Service within the Department of Medicine, Hawke's Bay Fallen Soldiers' Memorial Hospital. Staff reporting - 0 Direct, 0 Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To work within the Department of Medicine to provide services for people within Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay catchment area. To provide clinical services that include inpatient and outpatient medical care. To ensure and prioritise a focus on patient safety and quality relating to care and processes. To recognise and support the delivery of the Hawke's Bay Health sector vision and values. 			
KEY DELIVERABLES	<p>Clinical Practice</p> <ul style="list-style-type: none"> To provide appropriate medical care to consumers, within a recognised scope of practice, in keeping with the SMO's level of experience, qualifications and skill set. To act in a kind and compassionate manner. To work effectively as part of a team within the service and wider hospital services. To provide culturally appropriate care. To work in partnership with the consumer/whaiora and their family/whanau. <p>Professional Standards</p> <ul style="list-style-type: none"> To meet Organisational standards i.e. legislative, professional, contractual, and ethical. To meet professional standards as set out by the Royal Australasian College of Physicians (RACP) and Medical Council of New Zealand (MCNZ). Research projects undertaken and any involvement in therapeutic trials shall receive the approval of the Ethics Committee and shall be in accordance with its protocol. <p>Continuing Medical Education (CME), Audit and Teaching</p> <ul style="list-style-type: none"> MCNZ requires all SMO's to be enrolled in a CME program. It is anticipated that the employee will keep up-to-date with trends and developments in their field on a regular basis through discussion with colleagues, reading the literature and participating in conferences/meetings. This is particularly important when working in a smaller regional unit. The employee will provide evidence of their continuing education by completing re-certification with the appropriate RACP program. The Department of Medicine has an active education program that includes weekly sessions of: journal critique, case presentations and hospital grand rounds, with a monthly departmental audit session. It is expected that all SMO's will participate in this program. All SMO's will contribute to teaching of junior medical staff (RMO's), nursing and other staff as part of their regular clinical duties. Talks to general practitioners (GP's) and allied professionals in the community are given as requested. <p>Continuous Quality Improvement</p> <ul style="list-style-type: none"> To lead and support continuous quality improvement activities. Development of new initiatives and innovative practices. Contribute to the ongoing evaluation of services. 			



Our vision

**HEALTHY
HAWKE'S BAY**
TE HAUORA O
TE MATAU-Ā-MĀUI

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.

Our values

Tauwhiro – delivering high quality care to patients and consumers

Rāranga te tira – working together in partnership across the community

He kauanuanu – showing respect for each other, our staff, patients and consumers

Ākina – continuously improving everything we do



**HEALTH & SAFETY
RESPONSIBILITIES**

Te Whatu Ora - ` 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:

- 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	<p>INTERNAL</p> <ul style="list-style-type: none"> • Head of Department, Medical • Medical Director, Internal Medicine • Hospital Group General Manager • Other SMO's • Planning, Funding and Performance staff • RMO's • Nursing staff • Multidisciplinary staff 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • PHO • GP's/Practice Nurses • Home Based Support Sector • Non-government organisations (NGO's) • Voluntary groups • Support groups • External agencies • Other District Hospitals
DELEGATION AND DECISION	Clinical leadership within Medical Directorate in partnership with Medical Director and Head of Department	
HOURS OF WORK		
EMPLOYMENT AGREEMENT & SALARY	In accordance with the New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement 1 st April 2022 until 31 st March 2022, \$170,369 to \$250,560 gross per annum according to qualifications and experience (pro rata for hours worked if part-time)	
DATE	October 2022	
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> ▪ Nil 	
SCOPE & COMPLEXITY	<p>General Medicine Service</p> <ul style="list-style-type: none"> • The Department of Medicine over 40 SMOs covering all major specialties, apart from haematology/radiation oncology, supported by 26 medical registrars and 10 house officers. • All adult acute medical admissions to Te Whatu Ora - ` Hawke's Bay are managed by the general medical service. <p>Other Services</p> <ul style="list-style-type: none"> • Te Whatu Ora - ` Hawke's Bay has a robust Emergency Department, Intensive Care Unit and Radiology Department including CT, MRI, digital radiology, fluoroscopy, isotope imaging and interventional radiology support. • General, orthopaedic, trauma, vascular, gynaecological, ENT, maxillofacial and ophthalmological surgery are provided on site with visiting plastics and neurosurgical services from our tertiary providers. <p>Research</p> <ul style="list-style-type: none"> • Research opportunities are available in various forms. Pharmaceutical company sponsored research has been carried out for a number of years at Te Whatu Ora - ` Hawke's Bay, especially participation in international multi-centre trials in the field of diabetes, cardiology and stroke medicine. An efficient medical research unit has evolved to support this including the availability of dedicated research nurses. For investigator-initiated research there are a number of grants and societies that can be applied to for support of otherwise unfunded activities. 	

ESSENTIAL CRITERIA

Qualifications

- Registered Medical Practitioner by MCNZ.
- Vocationally registered (or eligible for registration) with the MCNZ as an SMO.
- Fellow of the RACP (or equivalent) with specialist training/qualifications.

Experience

- Provides appropriate diagnostic and management plans.
- Able to keep a sense of proportion when working in challenging situations and make logical decisions under pressure.
- Able to adopt a lateral approach in decision-making and the development and sharing of ideas.
- Written and oral work is articulate, relevant and concise.
- Demonstrates time management skills.
- Demonstrates ability to work within a team.

Business / Technical Skills

- Basic computer skills.
- Demonstrates an understanding of continuous quality improvement.

Leadership Competencies

- Credibility and integrity (embraces professionalism and ethical practice).
- Accepts responsibility for own practice.
- Able to create an environment that promotes innovation and motivation of other team members.

Key Attributes

- Effective communication skills.
- Open and responsive to consumer needs.
- Positive attitude with problem solving focus.
- Shows commitment to, and demonstrates the behaviours of the health sector: Tauwhiro, Rāanga te tira, He kauanuanu, Ākina.

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

There are no specific physical requirements for this role

Vaccination status for role

History of vaccination is required on starting work and will be reviewed with occupational health

DESIRABLE CRITERIA

Experience

- Has in-depth knowledge of New Zealand legislation with regard to patients' rights, clinical responsibilities / accountability and health strategies.
- Research, evaluation and analytical skills. Able to effectively analyse data / information and relate this to the needs of the population and health policy criteria.

Business / Technical Skills

- Advanced computer skills.
- Statistical analysis.



Our Vision and Values

Te hauora o te Matau-a-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.