

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Specialist Geriatrician		
	DIRECTORATE	Older Persons, Allied Health and NASC	DEPARTMENT	Older Persons Health
	REPORTING TO (operationally)	Allison Stevenson, Service Director	REPORTING TO (professionally)	Lucy Fergus, Medical Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>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 service is at the forefront of innovative working within the hospital setting within the Assessment, Treatment and Rehabilitation (AT&R) ward.</p> <p>This role is based at the Hawkes Bay Fallen Soldiers' Memorial Hospital in the Hawke's Bay District Health Board (HBDHB) with outreach into the community locally and regionally including Central Hawkes Bay and Wairoa.</p> <p>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).</p> <p>Acute medical care and rehabilitation take place at the Hawkes Bay Fallen Soldiers' Memorial Hospital, and there is close liaison between Older Peoples Health and acute medical services, and also with the Older Persons Mental Health team. This role involves the direct supervision of House Officers and Registrars within Older Persons Health.</p>			
PURPOSE OF THE POSITION	<p>The purpose of this position is to provide a high standard of clinical practice and clinical expertise in Geriatric Medicine, contributing to the provision of effective and efficient services to the community and region served by the Hawkes Bay District Health Board.</p>			
KEY DELIVERABLES	<p>Clinical: Delivery of high quality clinical care to patients requiring geriatric input:</p> <ul style="list-style-type: none"> • Maintains a high standard of professional care in accordance with the NZMA Code of Ethics, statutory and regulatory requirements and organisation's policies. • Takes professional care of & assumes clinical responsibility for patients admitted under his/her name. • Conducts outpatient clinics, ward rounds, community visits and other clinical duties in accordance with their schedule, using allocated time effectively and efficiently towards achieving excellent patient care. • Sees and advises promptly on patients referred for a specialist opinion within the hospital. • Attends and participates in multidisciplinary team meetings. • Provides advice and support to Gerontology Nurse Specialists, other Nursing and Allied Health staff and primary care clinicians <p>Clinical duties:</p> <ul style="list-style-type: none"> • Ward rounds and ward work in the AT&R ward – managing patients of all ages. • Outpatient clinics for patients over 65 (or over 55 and Maori/Pacifica). • Community visits for patients over 65 (or over 55 and Maori/Pacifica). • Consultations: review of inpatients referred for rehabilitation or requiring Geriatrician opinion. • Multi-disciplinary team meetings – AT&R ward and Engage teams. • Discussions and meetings with caregivers and whanau. • Triaging and responding to referral letters • Telephone advice and consultation • Preparation of reports eg. ACC, coroner reports • Research and study relating to treatment of a specific patient • Clinical advice and support to other staff <p>Non-clinical duties:</p> <ul style="list-style-type: none"> • Grand rounds and other educational meetings 			

	<ul style="list-style-type: none"> • Supervision and oversight of other staff • Teaching • Service or department administration • Planning and improvement meetings <p>Professional Standards:</p> <ul style="list-style-type: none"> • 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. <p>Teaching:</p> <ul style="list-style-type: none"> • Provides clinical supervision and teaching for medical officers assigned to the service. • Provides teaching or educational presentations for staff, health professionals, community groups and other providers. <p>Management/Administration</p> <ul style="list-style-type: none"> • 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 under the physician's care. • Medical reports, discharge summaries and outpatient letters on patients seen by the physician are of a high standard and are completed in a timely manner. • Completes supervision reports and meetings for resident medical officers in a comprehensive and timely manner. <p>Personal Knowledge and Research:</p> <ul style="list-style-type: none"> • 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. <p>Quality Assurance and Peer Review:</p> <ul style="list-style-type: none"> • 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. <p>Organisation-Wide Projects</p> <ul style="list-style-type: none"> • Contributes to organisation-wide projects and initiatives as required, including attending meetings. 	
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & 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 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 <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Service Director ▪ Medical Director ▪ Nurse Director ▪ Allied Health Director ▪ Commissioning Team ▪ Other health professionals in the hospital and the community – particularly AT&R ward 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ 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

	<i>staff, acute inpatient ward staff, engage community team members, Clinical Nurse Specialists Gerontology, Geriatricians and Physicians, Older Persons Mental Health Team.</i>	
DELEGATION AND DECISION	Clinical leadership within OPH directorate in partnership with Medical Director Head of Department and other clinical leaders.	
HOURS OF WORK	FTE 1.0, 80 hours per fortnight (Monday to Friday)– fulltime, permanent employee. There is no out of hours rostered work for Older Persons Health. 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	June 2019	
EXPENDITURE & BUDGET ACCOUNTABILITY	Not applicable	
SCOPE & COMPLEXITY	To provide a high standard of clinical practice and clinical expertise in geriatric medicine, contributing to the provision of efficient and effective services in Health of Older People.	

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 a current Drivers License to enable provision of domiciliary visits and attendance at community multidisciplinary meetings.
- 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.

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.



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.

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.