

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

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| <b>Title</b>                 | Clinical Physiologist (Cardiac)  |                  |  |
| <b>Reports to</b>            | Medical Outpatient Operations Manager  |                  |  |
| <b>Location</b>              | Villa 1 & 2  |                  |  |
| <b>Department</b>            | Cardiology Outpatients, Hospital Group   |                  |  |
| <b>Direct Reports</b>        | Professional Lead-Clinical Physiologist  | <b>Total FTE</b> | 46 – 64 hrs per fortnight (but fully negotiable) |
| <b>Budget Size</b>           | <b>Opex</b>  | <b>Capex</b>     |  |
| <b>Delegated Authority</b>   | <b>HR</b>  | <b>Finance</b>   |  |
| <b>Date</b>                  | May 2025   |                  |  |
| <b>Job band (indicative)</b> | In accordance with the Te Whatu Ora Apex/PSA Clinical Physiology National Collective Agreement |                  |  |

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 is to:

The Clinical Physiologist provides a high level of care and expertise both in direct care delivery and support to other staff. The Clinical Physiologist works autonomously and demonstrates highly developed practical and theoretical knowledge within the cardiac speciality/sub-speciality area/s; including knowledge and application of all modalities in the area and working primarily in a specific area of practice. Through the application of contemporary, evidence-based practice and policy the Clinical Physiologist contributes to developing and implementing a high-quality service in all areas.

- Provide a high standard of clinical practice within the nominated area of Pacing and all associated procedures and implement evidence-based standards of practice.
- Assist with the development of local pathways, protocols and guidelines within the specific area of practice.
- Provide clinical teaching and support to all relevant stakeholders including patients/clients, family whanau, staff and students and other health professionals.
- Evaluate service requirements and assist implementation of clinical research and audits relevant to the area of practice.
- Provide a high standard of clinical resource within the area.
- Appropriate prioritising of referrals for tests in conjunction with Cardiac Team.
- Monitors untoward effects, reactions and incompatibilities related to interventions.

| Key Result Area  | Expected Outcomes / Performance Indicators   |
|------------------|--|
| Key Deliverables | <ul style="list-style-type: none"> <li>• Demonstrates ability to apply clinical competence to an advanced level of complexity in a defined clinical area within the recognised scope of practice.</li> <li>• Follows established laboratory protocols/guidelines for all tests.</li> </ul> |

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| Key Deliverables (cont.) | <ul style="list-style-type: none"> <li>Is able to perform and trouble shoot: <ul style="list-style-type: none"> <li>Electrocardiography (ECG) tests</li> <li>Fitting, removal and processing of data for Holter/Blood Pressure Monitoring</li> <li>Exercise Tolerance testing</li> <li>Angiography-related tasks including monitoring of patient haemodynamics and logging procedure activities for left and right heart studies</li> <li>Assist with Pacemaker insertion, assessment, management and routine follow-up up and ICD (desirable)</li> <li>Performs other procedures as agreed between Operations Lead and/or Medical Head</li> </ul> </li> </ul> |
|                          | <ul style="list-style-type: none"> <li>Undertake clinical assessments, care planning and evaluation of the health consumer's care, which is responsive to their needs, and which is supported by clinical knowledge, patient safety tools and evidence-based practice.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Recognises recurring patterns related to monitoring and patient responses/conditions and is able to problem solve utilising assessment/monitoring data.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Provides detailed clinical analysis of investigations providing full and comprehensive reports and advising on appropriate action and/or referring as appropriate.</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Implements and coordinates the interventions to deliver the plan of care.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Provide evidence-based health education and advice to patients and whanau to enable them to make health choices suitable to their needs and be self-managing</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Demonstrate effective and therapeutic communication with health consumers and all team members which is clearly documented</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Maintains clear, concise, timely accurate and current documentation with a legal and ethical framework, including use of assessment and acuity tools if applicable e.g. TrendCare</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Demonstrate knowledge and judgement and is accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Identifies and contributes to initiatives to improve health outcomes for Māori and Pacifica populations with the area of speciality.</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Evaluates the effectiveness of care and promotes a patient-centred perspective within the activities of the team.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager.</li> </ul>  |
|                          | <ul style="list-style-type: none"> <li>Attends and participates in regular team meetings.</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Attends regular departmental meetings.</li> </ul>   |
|                          | <ul style="list-style-type: none"> <li>Helps to ensure all electrical equipment is safety checked by Biomedical Engineers as per department guidelines.</li> </ul>   |

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|  | <ul style="list-style-type: none"> <li>Engages in professional development and ongoing maintenance of continuing competence with a professional development portfolio endorsed by the Clinical Physiology Registration Board (CPRB).</li> </ul>   |
| <b>Key Attributes</b>                            | <ul style="list-style-type: none"> <li>Accepts individual responsibility and professional judgement for position requirement and decision making.</li> <li>Demonstrates responsibility and accountability.</li> <li>Demonstrates individual responsibility for professional development.</li> <li>Effective communication skills.</li> <li>Positive attitude.</li> </ul>  |
| <b>Te Tiriti o Waitangi</b>                      | <ul style="list-style-type: none"> <li>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>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.</li> <li>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>                                      |
| <b>Equity</b>                                    | <ul style="list-style-type: none"> <li>Commits to helping all people achieve equitable health outcomes.</li> <li>Demonstrates awareness of colonisation and power relationships.</li> <li>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.</li> <li>Shows a willingness to personally take a stand for equity.</li> <li>Supports Māori-led and Pacific-led responses.</li> </ul> |
| <b>Physical requirements for the role</b>        | <ul style="list-style-type: none"> <li>Able to kneel</li> <li>Able to get 1 knee up on bed</li> <li>Able to squat</li> <li>Able to raise arms above head</li> <li>Able to reach arms out in front</li> <li>Able to walk up 2 flights of stairs without stopping</li> <li>Able to do at least 3 half press ups (i.e. on knees)</li> </ul>  |
| <b>Innovation &amp; Improvement</b>              | <ul style="list-style-type: none"> <li>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.</li> <li>Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>   |
| <b>Collaboration and Relationship Management</b> | <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>                   |

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| <b>Health &amp; safety</b> | <ul style="list-style-type: none"> <li>Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>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.</li> <li>Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul> |
| <b>Compliance and Risk</b> | <ul style="list-style-type: none"> <li>Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>  |

## Relationships

| External  | Internal  |
|---|---|
| <ul style="list-style-type: none"> <li>Families/whanau and caregivers</li> <li>General Practitioners</li> <li>Practice Nurses</li> <li>Primary health providers</li> <li>Health agencies</li> <li>Health Quality and Safety Commission</li> <li>Rural Health centres</li> </ul> | <ul style="list-style-type: none"> <li>Patients/Consumer/Tāngata Whaiora</li> <li>Service Management Team (i.e, Chief Allied Health Professions Officer, Director of Allied Health, Clinical Director, Service Manager, Professional Lead- Clinical Physiology)</li> <li>Allied Health Staff</li> <li>Medical Staff</li> <li>Other team members (i.e, Registered Nurses, Nurse Specialists, Nurse Practitioner, Care Associates, Physiology students)</li> <li>Relevant Advisory groups/committees</li> <li>Administration staff</li> </ul> |

## About you – to succeed in this role

### You will have

### Essential:

- Relevant tertiary qualification
- Experience in implementing Te Tiriti o Waitangi in action.

If International, able to obtain on arrival:

- New Zealand registration and current annual practising certificate issued by CPRB
- Membership of Professional Association
- Eligibility to work in NZ

**Desired:**

- You will be an autonomous practitioner with the ability to report independently.
- A commitment to achieving equitable outcomes for Māori.
- Proven experience providing adult teaching and knowledge of principles of adult learning.
- Computer literacy in Microsoft Office and clinical applications.
- A minimum of two - three years post qualification
- Have achieved, currently working towards or willing to work towards specialist qualification (eg. IBHRE)

**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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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.

**Desired:**

- Together with Cardiology Physicians, actively participate in case reviews resulting in measurable improvements in client care of service efficiency.
- Participate in annual performance management process.
- Take part in ongoing education as necessary.
- Co-operates and participates as an effective member of the multi-disciplinary team.
- Affiliation to an appropriate professional society.

*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.*