

Health New Zealand Te Whatu Ora	POSITION TITLE	CONSULTANT RADIOLOGIST		
	DIRECTORATE	Hospital Group	DEPARTMENT	Radiology
	REPORTING TO (operationally)	Group Manager – Hospital Group	REPORTING TO (professionally)	Head of Department - Radiology
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Radiology Department of the Health New Zealand Te Whatu Ora, Te Matau a Māui Hawke's Bay Staff reporting - N/A			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide high quality care to patients through the provision of interpreting a wide range of diagnostic imaging pursuant to your skills as required in a rural NZ setting To be prepared to upskill in areas where you have learning needs to support service need and service development and/or provide interventional skills as required To participate in the on-call roster To support MDMs and our clinical colleagues with advice as required To support and lead junior medical staff, to take an active role in interdisciplinary team education and actively support our MIT and nursing teams as appropriate To actively participate in quality improvement, clinical audit activities and service development meetings and initiatives Position will involve providing clinical services in Hastings primarily To ensure and prioritise a focus on patient safety and quality Help deliver organisational and departmental KPIs including relevant targets, financial budgets and service plans To recognise and support the delivery of the Hawkes Bay Health sector vision 			
KEY DELIVERABLES	<p>Clinical Responsibilities - General</p> <p>The senior medical officer is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment in accordance with best practise and relevant ethical and professional standards and guidelines as determined from time to time by:</p> <ul style="list-style-type: none"> Medical Council New Zealand (MCNZ) The practitioner’s relevant medical college(s) and or professional association(s) The Health and Disability Commissioner The employer’s policies and procedure except to the extent that they may be inconsistent with any other provision of this agreement. <p>Clinical Responsibilities – Service Provision</p> <ul style="list-style-type: none"> Adherence to hospital policies and procedures to ensure ethical care Multi-disciplinary meetings Discussions and meetings with clinical colleagues Participation in clinical governance activity General reporting as per departmental agreed priorities Vetting Support to MITs, nursing colleagues as required Support, supervision, leadership and teaching of our registrars Timely discussion of critical results Documentation is appropriate, timely, and accurate <p>Clinical Duties – New or Innovative Procedures</p> <ul style="list-style-type: none"> Awareness of improvements in patient care is encouraged Any innovation is to be discussed with the Head of Department. If appropriate for introduction it must be done in accordance with Health New Zealand Hawke’s Bay policies for the introduction of new services. <p>Clinical Duties – Rostered Acute Duties and Call-Back Activities</p> <ul style="list-style-type: none"> Is available to medical, MIT, nursing and administrative staff for advice, support and supervision of any urgent patient problems during normal business hours and when on-call, including returning to the workplace when requested as appropriate When on acute duty the Duty Radiologist is required to remain immediately contactable and available on site Be available for telephone or in-person consults Participate in acute on-call roster Provide acute call cover for colleagues as appropriate and agreed (team responsibility for roster cover) Attendance to acutely ill patients is timely and appropriate 			

	<ul style="list-style-type: none"> • Patients who are referred on to outpatient lists are prioritised by clinical need and are either accepted for imaging or referred back to referrers as appropriate • Inappropriate referrals are returned to the referrer with appropriate supporting information • Equity of access <p>Clinical Leadership Responsibilities – Professional Development</p> <ul style="list-style-type: none"> • Fulfil Maintenance of Professional Standards requirements • Take part in postgraduate teaching <p>Clinical Leadership Responsibilities – Departmental Activities</p> <ul style="list-style-type: none"> • Participates in annual service planning processes • Take part in departmental credentialing activities • Attend and/or participates in Departmental and regional meetings and Grand Round meetings as appropriate • Provide clinical leadership with relevant parties as required, including hospital management and clinical teams as well as at a departmental, interdepartmental, regional, and national level as required <p>Clinical Leadership Responsibilities – Training and Development</p> <ul style="list-style-type: none"> • Participates in teaching junior medical staff, and medical students in accordance with the requirements of the radiology training scheme • Leads and supports junior medical and nursing and allied health staff in inpatient and outpatient care • Teach postgraduate students as required • Provides a report on junior medical staff performance in accordance with their training requirements to the Director of Training at the end of each block including performance discussions with the junior medical staff at the beginning, during and at the end of each run, as per MCNZ requirements <p>Ethical and Legal Parameters of Medical Practice</p> <ul style="list-style-type: none"> • Provides clinical care in a manner consistent with established ethical standards as defined by the MCNZ • Identifies risk factors <p>Interdisciplinary Team Approach</p> <ul style="list-style-type: none"> • Supports the care of patients within an interdisciplinary team • Actively supports multidisciplinary models of care • Participates in multidisciplinary team meetings relevant to their expertise • Provides education to MITs and nurses as appropriate • Liaises with general practitioners and other health care professionals as required <p>Quality Improvement and Service Development</p> <ul style="list-style-type: none"> • Participate and deliver on quality assurance requirements • Actively participates in the audit programme and other activities relating to the maintenance and improvement of clinical standards • To work towards the achievement of goals and objectives of Health New Zealand Hawke’s Bay and those of the radiology service • Participate in service development meetings • Maintains and develops own professional knowledge and skills • Maintains and develops links with regional and tertiary services to improve service delivery, patient outcomes and own knowledge 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>Health New Zealand Hawke’s Bay 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>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Chief Medical Officer • General Manager – Hospital Group • Associate General Manager Radiology • Radiology Operational Manager • Department medical staff • Department nursing staff 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other external health providers including other: <ul style="list-style-type: none"> ○ Radiologists in the region and nationally ○ External specialists ○ General Practitioners

	<ul style="list-style-type: none"> • Allied Health Staff • Department of administration staff • Other medical and nursing staff • Other departments • GP Liaison 	
DELEGATION AND DECISION	SMO has the authority to make clinical decisions relating to patients under their care	
HOURS OF WORK	80 per fortnight (1.0FTE), remunerated at 1.1 FTE	
EMPLOYMENT AGREEMENT & SALARY	In accordance with New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement 1 April 2022 – 31 March 2023 according to qualifications and experience pro rata for hours worked.	
DATE	March 2024	
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Radiologist with an appropriate qualification recognised by the Medical Council of NZ. • Professional/technical specialist/clinician with applied working knowledge of principles, concepts and legislation relevant to this role. • Understands the key frameworks/clinical practices in their area of expertise, their application and limitations. 	

ESSENTIAL CRITERIA

Qualifications

- Vocationally registered (or eligible for registration) with the Medical Council of New Zealand as a medical specialist
- Must have, or be able to gain, specialist vocational registration as a diagnostic Radiologist in New Zealand
- Must have a current Radiation Safety Licence

Business/Technical Skills

- Ability to use patient information systems etc
- Voice Recognition
- RIS PACs experience

Technical Expertise

- Professional/technical specialist/clinician with applied working knowledge of principles, concepts, practices and legislation relevant for the role
- Understands the key frameworks/clinical practices in their areas of expertise, their application and limitations

Interpersonal Skills

- Excellent interpersonal skills with ability to work with patients in a multicultural and multidisciplinary setting
- Demonstrates leadership as a behaviour
- Able to establish and maintain constructive relationships
- Able to demonstrate professional confidence

Written Communication

- Maintains accurate patient records
- Electronic records and communications are timely and of a professional standard
- Pitch, style, tone and couching of message is completely appropriate for context and purpose required
- Assessments, opinions, management plans are clearly written

Excellence Focus

- Participate in service and clinical meetings including audit and quality improvement activities
- Ability to manage own workload to meet objectives and achieve results within deadlines
- Ability to develop and lead new ideas
- Ability to manage with fluctuating demands and respond in emergencies
- Willing to challenge the status quo
- Ability to minimise clinical risk
- Meet agreed contractual volumes

Problem-Solving

- Ability to follow through and evaluate programs and initiatives
- Sees the opportunities, implications and potential risks
- Ability to take an organisational-wide perspective on issues

Leading & Motivating

- Supervision and education of junior medical staff
- Support and education of multidisciplinary medical team
- Participation in multidisciplinary general medical team activities
- Ability to teach and motivate others
- Effective team player and possess good teaching skills
- Works with junior medical staff to ensure their training objectives are established and supported

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

Vaccination status for role:

All staff must be vaccinated for Influenza annually
Additional vaccinations are required for Clinical Staff as mandated by the Ministry of Health



Our Vision and Values

Te hauora o te Matau-ā-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.