STATEMENT OF ACCOUNTABILITY
MATERNAL FETAL MEDICINE CONSULTANT

|  |  |
| --- | --- |
| **Position title:**  | Maternal Fetal Medicine Subspecialist (SMO) |
| **Reports to:** | Obstetric Service Manager and Clinical Director Women’s Health |
| **Term of Position:** | Full Time |

|  |  |
| --- | --- |
| Our team accountability | **Ensure the delivery of quality healthcare and the continuing development of effective service delivery*** Provide high quality Specialist Maternal Fetal subspecialty practice in inpatient and outpatient basis.
* Expertise in Fetal medicine including ultrasound, invasive diagnostic procedures, counselling
* Work in team of midwives, sonographers, DDU qualifies obstetricians, radiologists, neonatologists, geneticists and other allied specialists
* Be part of the national framework of MFM (NZ MFM Network) and develop our service in line with recommendations.
* Link nationally and internationally with relevant professional bodies.
* Participate in teaching sessions at both undergraduate and postgraduate levels, including:

Supervision and training of MFM Fellows, DDU trainees, and Obstetric registrars, * Support quality improvement MFM and Obstetrics by contributing to clinical pathways, audits of outcome
* **Continuing Education**
* Participate in appropriate activities to assist with continuing education, including attendance at regular structured teaching sessions, involvement in practice review and clinical risk management.
* Participate in research activities in agreement with Clinical Director, MFM to build expertise and improve therapeutic options for women and babies.
 |

|  |  |
| --- | --- |
| Relationships | **External*** RANZCOG MFM subspecialty (or equivalent)
* NZ Maternal Fetal Medicine Network (NZMFM)
* Auckland Fetal medicine and Paediatric cardiology teams
* Professional organisations eg PSANZ, ISUOG

**Internal*** General Manager, Christchurch Hospital
* Clinical Director, & Obstetric Service Manager, Women’s Health
* Fetal Medicine midwifery and radiology ultrasound team
* Neonatology, Obstetric Physicians, Genetics (and labor, Perinatal pathology Services, Paediatric surgery, SMO’s / Registrars / House Officers
* Director of Midwifery and charge midwives / ACMs
* Nursing/Midwifery Staff
* University of Otago Department of O&G
 |

|  |  |
| --- | --- |
| Personal Specification | **Education & Qualifications****Professional****Essential*** Subspecialist in MFM - holding the Certificate in Maternal Fetal Medicine (CMFM) or equivalent.

**Experience/Knowledge**Essential* Be a subspecialist in MFM with  high level skills in Fetal medicine including ultrasound, counselling, and procedures
* Experience in contributing to maternal medicine services working alongside obstetric physicians
* Proven clinical Obstetrics experience.

Desired* Acute gynaecology experience including management of cervical insufficiency including cerclage, and management of miscarriage
* Research and guideline development experience
 |

|  |  |  |
| --- | --- | --- |
| **Personal Characteristics** | * A team player with the ability to motivate and work within a team.
* Generates trust and totally discreet, able to work in a collaborative and supportive partnership. Someone who will be respected as a peer who has the wisdom to be able to provide guidance and counsel when required.
* Ability to influence and support change.
* Strong interpersonal and communication skills.
* Sets the highest ethical and professional standards and leads by example in all interactions.
* Outcome /solution focused.
 |  |

|  |  |  |
| --- | --- | --- |
| **Critical Competencies** | **Collaboration**Working effectively with others in the organisation outside the line of formal authority (such as peers in other departments or senior management) to accomplish organisational goals and to identify and resolve problems.**Credibility/Impact**Creating a good first impression; commanding attention and respect; showing an air of confidence.**Influence**Using appropriate interpersonal styles and methods to inspire and guide individuals toward goal achievement; modifying behaviour to accommodate tasks, situations and individuals involved.**Oral Communication**Expressing ideas effectively (including non-verbal communication) in individual and group situations; adjusting language and terminology to the characteristics and needs of the audience.**Quality – Performance Improvement Focus**Understanding of quality management principles and practices. Identifying conditions that might affect the quality of ta product or service. Constantly striving to do things better whilst focusing on the quality of service, delivery and job activity.**Team Work (Cooperation)**Active participation in, and facilitation of, team effectiveness; taking actions that demonstrate consideration for the feelings and needs of others; being aware of one’s behaviour on others.**Work Standards and Self-Management**Setting high goals or standards of performance for self and others; being dissatisfied with average performance, imposing standards of others; being aware of one’s behaviour on others.**Patient/Customer Orientation**Develops positive working relationships with patients/customers, identifies and seeks to meet their needs. Treats them as first priority and improves service.**Learning**Constantly strive to build knowledge and skills, acknowledges and learns from mistakes and improves outcomes. |  |

|  |  |  |
| --- | --- | --- |
| **Clinical Responsibilities** | **Acute Call**Contributes to the team based cover of acute obstetric call. Supports the acute gynaecology on-call cover.**Fetal Medicine**Fetal Medicine services for the South Island will be a significant component of the clinical job, linking with other members of the team**Maternal Medicine Clinics**The appointee will be part of the high risk obstetric / maternal medicine clinics and inpatient care**Multidisciplinary Meetings**The appointee will be expected to participate in relevant MDM’s with both internal and external participation.**MFM ward cover**The appointee will be required to provide care in the form of ward rounds and acute reviews to inpatients under the MFM service.**Elective caesarean sections**The appointee will be expected to provide supervision, teaching and performing C/S lists. |  |

|  |  |  |
| --- | --- | --- |
| **Working for CDHB – Expectations of Employees** | **Citizenship**All employees are expected to contribute to the innovation and improvement of Canterbury District Health Board as an organisation. This means:* Using resources responsibly.
* Models CDHB values in all interactions.
* Maintaining standards of ethical behaviour and practice.
* Meeting CDHB’s performance standards.
* Participating in organisation development and performance improvement initiatives.
* Helping to develop and maintain Maori capability in CDHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work.
* Raising and addressing issues of concern promptly.
 |  |

|  |  |  |
| --- | --- | --- |
| **The Employer and Employee Relationship** | We have a shared responsibility for maintaining good employer/employee relationships. This means:* Acting to ensure a safe and healthy working environment at all times.
* Focusing our best efforts on achieving CDHB’s objectives.

**CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT**All employees are responsible for striving to continuously improve service quality and performance. This will be discussed at Annual Performance Reviews.This means:* Taking the initiative to meet the needs of the service with feedback both positive and negative of the consumer/customer/stakeholder.
* Addressing our obligations under the Treaty of Waitangi.
* Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe.
* Keeping the consumer/stakeholder informed of progress.
* Following through on actions and queries.
* Following up with the consumer/customer/stakeholder on their satisfaction with the services.
 |  |

|  |  |  |
| --- | --- | --- |
| **Professional Development** | As the business of CDHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:* Undertaking professional development
* Applying skills to a number of long and short term projects across different parts of the organisation

Undertaking such development opportunities as CDHB may reasonably require |  |