

# Statement of Accountability

Te whakaturanga ō mahi

<b>Team Name</b>	Cardiology
<b>Role Title</b>	Cardiac Pacing Fellow
<b>Reports to</b>	Clinical Director, Cardiology
<b>Date</b>	August 2024
<b>Location</b>	Christchurch Hospital

## About us

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

In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

<b>Wairuatanga</b>	The ability to work with heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home, we are fulfilled”.</i>
<b>Rangatiratanga</b>	Ensuring that the health system has leaders at all levels who are here to serve	<i>“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”</i>
<b>Whanaungatanga</b>	We are a team, and together a team of teams	<i>Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānau, we are the workforce - kaimahi hauora”</i>

<b>Te Korowai Manaaki</b>	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>
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## Our Team Accountability

As a member of the Cardiology Department, this role has shared accountability to promote, enhance and facilitate the health and wellbeing of Cardiology Patients within the Waitaha Canterbury region.

### Expected Outcomes / Activities – Team Specific

- To provide high quality of care for all patients presenting to the Cardiology Department with clinical appropriate priority
- To provide treatment based on 'best practice' principles
- To participate in continuing medical education to enable continuous quality improvement of yourself and colleagues
- To encourage research in the services
- To undertake administrative tasks in a timely and competent manner
- To care for patients appropriately as equitably as possible considering resource limitations
- To achieve economies which do not compromise high quality care
- To forge or maintain links with other services

## My Role Responsibilities

To provide training in implantation and follow up of cardiac implantable devices. The post will also provide training in electrophysiology and general cardiology. Contributions to the research program will also be expected.

<b>Key Outcomes Area</b>	<b>Expected Activities / Performance Indicators – Position Specific</b> [Keep these relatively high level]
<b>Train in Cardiac Pacing</b>	Have a good basic training in Cardiac Pacing
<b>Participate in after hours RMO Roster</b>	Gain Expertise with ward-based Cardiology
<b>OTHER</b>	Performing other duties considered to be within the scope of this role as agreed by you and your manager.

## My Capability

To be effective and succeed in this role it is expected the person will have proven capabilities against the **Leading-Self** leadership focus. A person with this leadership focus will not hold formal leadership accountabilities but are responsible for displaying leadership character and driving service delivery within their role and team.

Therefore, critical capabilities for this role are:

Capability Area	Behavioural Descriptor
<b>Cultural Responsiveness</b>	Understands the needs of Māori and adjusts approach to ensure equitable outcomes.
<b>Self-Aware</b>	Understands their impact on others and strengthen personal capability over time.
<b>Engaging others</b>	Connect with people; to build trust and become a leader that people want to work with and for.
<b>Resilient and Adaptive</b>	Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
<b>Honest and Courageous</b>	Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.
<b>Achieving Goals</b>	Demonstrate drive, optimism, and focus; to make things happen and achieve outcomes.
<b>Managing Work Priorities</b>	Plan, prioritise, and organise work; to deliver on short, medium and long-term objectives across the breadth of their role.
<b>Curious</b>	Seeks and integrates ideas, information, and different perspectives.

## My Qualifications, Experience, Knowledge, Skills:

You will have:	<p><b>Qualifications Required:</b></p> <ul style="list-style-type: none"> <li>• Medical degree allowing registration with the New Zealand Medical Council</li> </ul> <p><b>Experience Required:</b></p> <ul style="list-style-type: none"> <li>• Undertaking or completed advanced training in Cardiology.</li> </ul> <p><b>Other Skills Required:</b></p> <ul style="list-style-type: none"> <li>• Demonstrated ability to work under pressure and prioritise a heavy clinical workload.</li> <li>• Excellent written and oral communication skills.</li> <li>• Demonstrate a team approach to work and a collaborative working relationship with management.</li> </ul> <p><b>Personal Qualities Required:</b></p> <ul style="list-style-type: none"> <li>• Have a genuine empathy with patients, the general public and staff at all levels.</li> <li>• Be an innovative thinker who can adapt to changes in medical practice.</li> <li>• Be committed to ongoing personal and professional development and to the provision of patient focused services.</li> </ul>
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## Key Relationships to Nurture

Internal	External
Cardiac Pacing and Electrophysiology Consultants Clinical Director Cardiology Cardiologist Pacing and Electrophysiology Technicians and support staff Service Manager Administrative Staff	General Practitioners Patient families/whanau

*This statement of accountability 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.*