

Statement of Accountability

Te whakaturanga o mahi

Team Name	Cardiology		
Role Title	Locum General Cardiology Consultant 0.6FTE Fixed Term Position		
Reports to	Clinical Director of Cardiology		
Date	November 2023	Salary Band	Step 1
Location	2 nd Floor Parkside, Christchurch Hospital	Department	Cardiology

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.

Wairuatanga	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>
Rangatiratanga	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>
Whanaungatanga	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>

Te Korowai Manaaki	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 clinically appropriate priority.
- To provide treatment based on 'best practice' principles.
- To provide high quality medical education in Cardiology for Registrars, House Officers, Medical Students, Nursing Staff and Allied Health Professionals.
- To participate in continuing medical education to enable continuous quality improvement of yourself and colleagues.
- To encourage research in the service
- To undertake administrative tasks in a timely and competent manner.
- To care for patents 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

POSITION STATEMENT:

The consultant will have responsibility for the care of general Cardiology inpatients and outpatients. They will provide specialist Cardiology care across the broad spectrum of Cardiology patients. They will contribute to a collegial team in all aspects of clinical practice, research and teaching. The position is 0.6FTE with three hours paid at T1.5 and a six percent availability allowance.

This position reports to the Clinical Director of Cardiology.

Commencement date is 29/01/2024 to 09/06/2024 for 6 month secondment

Key Outcomes Area	Expected Activities / Performance Indicators – Position Specific [Keep these relatively high level]
Inpatient Ward Rounds and Associated Activities	<ul style="list-style-type: none"> • During the period of employment there will be seven weeks of rostered ward service • During weeks of ward service, the consultant will be present on the ward each morning by 08:30 to see patients as required. • All patients are to be seen by a consultant within 24 hours of admission.

	<ul style="list-style-type: none"> • It is expected that there will be a major ward round commenced soon after 08:00 on each day that is post a rostered acute take day. • On other on the ward days the ward round will usually be smaller, encompassing those patients that have been admitted within the last 24 hours and others as required. • Not every patient needs to see a consultant every day. • All ward rounds include supervision of junior staff's work. • The acute cardiologist of the day will be available over the 24 hours commencing 08:00 hours. • Where an on-call day falls during a week day (Mon to Fri) it is expected that the consultant will be onsite 08:00 to 16:00 • For on call weekends for general Cardiology the consultant is available to respond immediately for call back from 16:30 Friday until 08:00 Monday • Post-acute ward rounds commence at 08:00 Saturday and Sunday. • During the term of the locum there will be three weekends of rostered general Cardiology call. The locum may reach a mutually agreed swap with colleagues for these weekends and for rostered weeks on call. • Other activities reasonably requested by your manager.
<p>Outpatients Clinics</p>	<ul style="list-style-type: none"> • The locum will perform one general cardiology clinic per week. • Types of outpatient clinics include consultation for <ul style="list-style-type: none"> - New patient - Follow-up - Combined new and follow-up • The usual clinic times are: <p><i>Morning</i> Start: 09:00 Finish: 12:00</p> <p><i>Afternoon</i> Start: 13:00 Finish: 16:00</p> • Clinic work includes: <ul style="list-style-type: none"> - supervisor work of junior medical staff - correspondence and arranging investigations - consultations with colleagues and other associated clinical activities
<p>Day Patient Activities</p>	<ul style="list-style-type: none"> • These activities complement inpatient and outpatient work and may arise on occasion. • Day patient procedures are usually carried out in the Catheterisation Laboratory and on occasions the consultant may be required to see patients in the Cardiology Day unit.
<p>Catheter Laboratory Sessions</p>	<p>There are no cath lab sessions in this locum position</p>

Other Clinical Activities	<p>These may include:</p> <ul style="list-style-type: none"> • X-Ray sessions • ERMS referral triaging pro rata with consultant colleagues • Correspondence/Reports • Results Review • Consultation • Duties in relation to Cardiac Failure, Rehabilitation and Outreach. • Various Departmental and Interdepartmental meetings as and when required. • Outreach clinics are not a position requirement.
Non- Clinical Activities	<ul style="list-style-type: none"> • Peer review and clinical audit, ongoing education. • Continuing medical education eg attending clinical meetings, literature review. • Administrative tasks not directly related to clinical activities eg preparation of clinical guidelines/information for patients. • Service related research and public good research (with appropriate clinical approval). • Teaching medical, nursing, students and other staff. • Clinical and departmental meetings. • Participation in extra-departmental meetings, committees may be undertaken but are less likely given the short fixed-term nature of the position. <p><i>Note: the amount of each of these activities may vary from time to time by agreement.</i></p>
Rostered Acute Duties and Call-Back Activities	<p>Hospital visits are expected each day; as well as visits at evenings and other times as required, on acute admitting days.</p> <p>When on acute duty and away from the hospital, the Duty Consultant is required to remain immediately contactable and available to attend the Hospital within thirty minutes.</p>
General Provisions	<p>All annual leave, continuing medical education leave and other planned special leave is to be arranged two months in advance to facilitate appropriate allocation of scheduled work. Consultants are required to arrange adequate cover during extended absences.</p>
Rostered Duties	<p>In the future it may be necessary for consultants to work rolling rostered shifts between the hours of 0800 and 2300 Monday to Sunday.</p>

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

My Qualifications, Experience, Knowledge, Skills:

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

Internal	External
As required Clinical Director, Service Manager, Nursing Director, Medical Staff, Nursing Staff, Physiologists, Kamahi Hauora Maori, Radiologists, Allied Health Professionals and finance team.	As required with patients and their families/care givers, clinicians from referring hospitals, General Practitioners, community groups, Christchurch School of Medicine and Health Sciences

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.