

Statement of Accountability

Te whakaturanga ō mahi

Team Name	Otolaryngology
Role Title	ORL Fellow – Head and Neck
Reports to	Clinical Director, Otolaryngology Head & Neck Surgery
Date	June 2025
Location	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.

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 whānaunga, 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>

Our Team Accountability

As a member of the Department of Otolaryngology, this role has shared accountability to promote, enhance and facilitate the health and well-being of the people of the Canterbury District

Expected Outcomes / Activities – Team Specific

- To provide a high quality of care for all patients presenting to the ORL, Head and Neck service with clinically 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 service.
- To undertake administrative tasks in a timely and competent manner.
- To care for patients appropriately, as equitably as possible considering resources limitations.
- To achieve economies which do not compromise high quality care.
- To forge new links and maintain existing links with other services. The Head and Neck team work closely with the maxillofacial and plastic surgical departments in the management of complex head and neck cases.

My Role Responsibilities

Key Outcomes Area	Expected Activities / Performance Indicators – Position Specific
To undertake scheduled Outpatient clinics timetabled for this position.	Clinics alongside consultant colleagues, to meet areas of clinical interest.
To undertake surgery on own scheduled operating lists and operate alongside consultant colleagues.	Independent operating lists, plus supervised operating with consultant colleagues, as determined by the training goals of the post holder.
To participate in clinics and surgical sessions to cover training needs and service needs of the department.	Enhanced level of skill in area of subspecialty interest and general Otolaryngology - Head & Neck surgery.
Check the service workload weekly.	Report any concerns to the Clinical Director.
Involvement in the teaching of Advanced Trainees, including support in clinics, operating theatres and formal teaching sessions, as scheduled.	Participation as outlined.
Participation in the on call roster.	Regular involvement in the on-call roster. This can be the trainee or the SMO roster based on service needs.

Research in areas of interest.	Successful completion of research, to publication or presentation.
OTHER	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
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:

Essential

- Qualifications, applicants must be registered medical practitioners, preferably with higher qualifications in the specialty from their country of residence.
- New Zealand Registration – it is essential that before commencing duties, the successful applicant is registered to practise in New Zealand and confirmation of appointment would be subject to registration being granted.
- Soon to gain or recently completed specialist training from the Royal Colleges in the specialty or an equivalent.
- To have documented experience in the field of Otolaryngology and a minimum of three satisfactory professional references.

Key Relationships to Nurture

Internal	External
As required with the Clinical Director, other Otolaryngology- Head and Neck Surgeons, Service Manager, Medical, Nursing, Allied Health, Clerical and other CDHB staff.	Christchurch School of Medicine Staff, referring Clinicians, GP's and agencies in the community

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.