

Statement of Accountability

Te whakaturanga ō mahi

Team Name	Plastic Surgery		
Role Title	Consultant with a subspecialty of Cleft, Lip and Palate Service		
Reports to	Clinical Director. Plastic Surgery		
Date		Salary Band	
Location	Christchurch Hospital	Department	Plastic Surgery

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>
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Our Team Accountability

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

The role is a combination of general plastic surgery (see below) and subspecialty role in Cleft, Lip and Palate. The role involves being a member of the Cleft Multi Disciplinary Team.

The role will also include craniofacial liaison – see below

Expected Outcomes / Activities – Team Specific

- To provide a high quality of care for all patients presenting to the Plastic Surgery service with clinically appropriate priority.
- To provide treatment based on 'best practice' principles
- To provide high quality medical education in Plastic Surgery for Plastic Surgery Trainees, 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 patients appropriately, as equitably as possible considering resources limitations.
- To achieve economies which do not compromise high quality care.
- To forge or maintain links with other services.

My Role Responsibilities

Key Outcomes Area	Expected Activities / Performance Indicators – Position Specific [Keep these relatively high level]
Outpatient Clinics	<ul style="list-style-type: none"> – To undertake Outpatient clinics, to manage New Patients, Follow-up Patients, and special interest patients. – Cleft clinic attendance, preparation, and follow-up – Clinic work includes supervising the work of Junior medical, nursing and technical staff attached to the clinic. University of Otago medical students and Training Elective Medical Students may be integrated into clinics. – Clinic work also includes arranging and following up on investigations, treatments, consultation with colleagues and other associated activities
Operating Theatre	<ul style="list-style-type: none"> – To assess pre-operative patients. – To use theatre time effectively, avoiding list under-runs and over-runs whenever possible. – To train and supervise the surgery undertaken by junior medical staff.

	<ul style="list-style-type: none"> – To manage patients after surgery.
Other Diagnostic/Treatment Clinical Activities	<p>Participation</p> <ul style="list-style-type: none"> – Pathology meeting Monday two weekly – Department Clinical meetings Monday two weekly – Audit meeting Monday six weekly – Prepare and sign-off outpatient letters, consultation notes, discharge summaries, additional consultations as required. – Triage of referrals. – Planned care/waiting list management – Outlying clinics and operating at Timaru, Greymouth or other rural areas may be required. – Availability for advice with respect to craniofacial patients from this region who are cared for by an external team in another centre. (Craniofacial surgery is not currently undertaken in Christchurch by plastic surgery/maxillofacial/neurosurgery).
Non-Clinical Activities	<ul style="list-style-type: none"> – Administrative tasks not directly related to clinical activities, e.g. preparation of clinical guidelines/information for records, patients and planning. – Attending clinical and departmental meetings. – Continuing medical education, peer review and clinical audit. – Literature review, preparation for surgery. – Service-related research and public good research (with appropriate ethical approval). – Teaching of medical, nursing, students and other staff. – Department Business meetings as required. <p>The amount of time of each of these activities varies from time-to-time by agreement.</p>
Rostered Acute Duties & Call-Back Activities	<ul style="list-style-type: none"> – Acute duties (Surgeon of the Day and overnight On Call) involve responsibility for patients admitted/consulted on a rostered basis. Ongoing care for inpatients including patients admitted under the care of other plastic surgeons – Ward visits are expected daily on acute admitting days, and as required. – Surgeon of the Day to attend the morning perioperative service planning meeting on week days, if possible. – Surgeon of the Day is expected to be present in the hospital for the day. – When on acute duty (On Call) and away from the hospital, the duty consultant surgeon is required to be contactable, and available to attend the hospital within 30 minutes. – Acute operating is managed as clinically required over a 24-hour period. Surgery in evenings and weekends is limited to urgent cases.

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	Most acute operating, hands and plastics, is done on the operating lists available during the day.
Hours of Work	<ul style="list-style-type: none">– Up to 40 hours per week– On Call shared between the group of Plastic Surgeons
OTHER	<ul style="list-style-type: none">– The Specialist is responsible for undertaking other duties (by mutual consent) as reasonably required by the General Manager from time-to-time

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 is 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"> – Vocational registration in Plastic and Reconstructive Surgery – Post FRACS Fellowship training in Cleft Lip and Palate eg Subspecialty Cleft Fellowship – Current Annual Medical Practising Certificate. <p>Professional memberships required:</p> <ul style="list-style-type: none"> – Medical indemnity insurance <p>Experience required:</p> <ul style="list-style-type: none"> – Expertise in the field of general Plastic Surgery including: Trauma, Burn, skin cancer, reconstruction limb/body/head and neck, breast, hand including micro, paediatric acute/on call care Additional areas may include: colorectal/gynae pelvic reconstruction, abdominal-complex and transgender breast – Post Fellowship training/experience in the subspecialty cleft lip and palate/craniofacial surgery. Craniofacial surgery is undertaken by an external visiting surgeon. Liaison
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with the service is desired and ability to co-ordinate craniofacial care and complications.

- An ability to undertake and organise undergraduate Plastic Surgery teaching.

Other skills required:

- Be able to work under pressure and prioritise clinical workload.
- Excellent written and oral communication skills.
- A team approach to work in an environment that includes many disciplines; and a collaborative working relationship with management.

Personal qualities required:

- To embrace a team philosophy in the Department.
- 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 personal and professional development, and to the provision of patient focused services

Key Relationships to Nurture

Internal	External
As required with the Clinical Director, other Plastic surgeons, Service Manager, medical and nursing staff, Health Professionals and other services	University of Otago, 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.