

# Statement of Accountability

Te whakaturanga ō mahi

<b>Team Name</b>	Paediatric Neonatal Team		
<b>Role Title</b>	Senior Medical Officer, Neonatal Service		
<b>Reports to</b>	Clinical Director, Neonatal Service		
<b>Date</b>	March 2026	<b>Salary Band</b>	As per ASMS SECA
<b>Location</b>	Christchurch Hospital Campus	<b>Department</b>	Child Health

## 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 whānaunga, 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 Paediatric Neonatal Team, this role has shared accountability for providing a comprehensive neonatal consultant service to all newborns under the care of neonatologists at Christchurch Women's Hospital.

## Expected Outcomes / Activities – Team Specific

Providing specialist care and expertise to newborns requiring level 3/2 neonatal care, in the inpatient and outpatient setting.

Providing specialist medical diagnostic, investigative, treatment and consultative services in accordance with best practice and guidelines for newborns requiring neonatal care.

Developing and communicating treatment goals and plans in collaboration with the referrer, multidisciplinary team, patients, and their families to maximise participation in daily care routines.

Continually evaluating patient management approach for effectiveness, efficiency, and quality, and modify treatment plans accordingly.

It will be necessary to provide specialist advice to external health care providers when requested.

## My Role Responsibilities

**POSITION STATEMENT:** - This role is responsible for providing specialist neonatal expertise within the neonatal team, as part of the Child Health Service Waitaha Canterbury team. This position will require working in both an inpatient and outpatient setting, in collaboration with the broader multidisciplinary team which may include dietetics, psychology, social work, speech language therapy, other nursing and allied health clinicians, and other medical practitioners. The paediatric neonatologist is responsible for a variety of clinical, educational, research, quality and safety, and administrative activities.

This role will involve:

- Care of babies admitted to the Neonatal Services (level3/2) or to the postnatal wards under Women's and Children's Health.
- Leadership of daily ward round of Neonatal Service patients.
- Provision of clinical care and attendance to any sick newborn.
- Provision of clinical support and decision making around unwell neonates who need to be retrieved for a higher level of care.
- Attendance at Category 1 caesarean sections and high risk deliveries, as required.
- Attendance at Radiology, Fetal Anomaly Advice Group, MDM, Time of birth and department meetings as required.
- Supervision of registrars, nurse practitioners and clinical nurse specialists.
- Participate in outpatient clinics for the follow up of children who have been neonatal patients.
- Administrative tasks such as preparation of clinical guidelines, protocols and informational materials for colleagues and parents.
- Participation in the departmental quality programme including audit and peer review.

Key Outcomes Area	Expected Activities / Performance Indicators – Position Specific
<b>Professional Practice &amp; Development</b>	<p>Ongoing participation in activities to maintain and enhance standards of practice (including meeting the CME requirements of the Faculty of Paediatric Neonatal Medicine).</p> <p>Participation in annual feedback and development session</p> <p>Participation in and contribution to Child Health Educational forums.</p> <p>Practice in accordance with the Waitaha Canterbury Child Protection Policy</p>
<b>Service Development</b>	<p>Contributing to the further development of neonatal services for newborns in Waitaha Canterbury</p> <p>Participation in service clinical governance activities to support safe and high-quality patient care</p>
<b>Collaborative Practice</b>	<p>Development of respectful and collaborative working relationships with the members of the multi-disciplinary team.</p> <p>The neonatal specialist will be required to develop and maintain effective relationships with a range of Health NZ Waitaha Canterbury staff members and external contacts including clinical and administrative staff, managers, patients, and their family/whanau. Situations may often call for tact and diplomacy and will require information to be handled in a discreet and sensitive manner. In conflict situations the neonatal specialist will be required to exercise sound judgement, negotiation, and persuasiveness skills, toward facilitating a workable outcome.</p>
<b>Communication</b>	<p>Encouraging effective communication with patients and families to ensure their understanding, and that their needs and views are included in treatment, care plans and actions.</p> <p>Act to remove personal barriers to effective communication</p> <p>Take collective ownership of problems to develop a no-blame culture, that supports collaborative problem-solving across the different systems involved in paediatric persistent pain management</p> <p>Consider different points of view and compromise, where necessary and appropriate, to reach consensus</p>
<b>OTHER</b>	<p>Performing other duties considered to be within the scope of this role as agreed by you and your manager.</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
<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>Essential</b></p> <p>Registered as a specialist medical practitioner with the Medical Council of New Zealand</p> <p>Fellowship with Faculty of Paediatric Medicine</p> <p>Postgraduate qualifications in neonatology</p> <p>Recent level three neonatal intensive care experience</p> <p>Demonstrated experience and commitment to clinical teaching and clinical research</p>
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### Key Relationships to Nurture

Internal	External
- Staff of Child Health Service Waitaha Canterbury	- Primary Care, including LMCs & GPs
- Other colleagues e.g. orthopaedics, neurology, radiology, plastics	- University of Otago

*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.*