

Health New Zealand

Te Whatu Ora

Nelson Marlborough

POSITION DESCRIPTION

<u>POSITION:</u>	SMO working in Intensive Care
<u>REPORTING TO:</u>	Service Manager Peri-Operative/ICU/Dental Services
<u>RESPONSIBLE TO:</u>	HOD Intensive Care

Health New Zealand | Te Whatu Ora (Nelson Marlborough)

Our vision: All people live well, get well, stay well. Kaiao te tini, ka ora te mano, ka noho ora te nuinga.

Our mission: Working with the people of our community to promote, encourage and enable their health, wellbeing and independence.

Our Values – Ā Mātou Uara:

Respect: We care about, and will be responsive to, the needs of our diverse people, communities and staff.

Innovation: We will provide an environment where people can challenge current processes and generate new ways of working and learning.

Teamwork: We create an environment where teams flourish and connect across the organisation for the best possible outcome.

Integrity: We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times.

PURPOSE OF POSITION

To provide a safe, efficient, timely, collaborative, and effective Intensive care service to Nelson Hospital and support safe high dependency care district wide.

Participation in the after-hours management of Intensive Care patients.

RESPONSIBILITIES	EXPECTED OUTCOMES
<p>Clinical</p>	<p>Intensive Care</p> <ul style="list-style-type: none"> • Assessment and collaborative management of all ICU/HDU inpatients when on acute duty in conjunction with bed card consultant. • Involvement in the Department morning review of all patients when on duty in conjunction with the involved team. • Planning of investigations / treatments / operations / referrals. • Discharge planning including arrangements of necessary referrals and support services. • Additional ward rounds/visits on an as needs basis where specific problems arise. • Provision of a high level of ICU departmental situational awareness through consultation, observation and skilled use of available IT. • Provide expert ICU and HDU level care for patients in the unit and to give advice to the clinical teams caring for outlying patients being considered for admission or readmission to the unit. Key is the ability to trouble shoot and communicate to gain diagnostic support, or tertiary input/transfer in a timely manner in accordance with the standards of the CICM. • Patients receive assessment and are resuscitated/ stabilised and referred for appropriate diagnostic services and specialist input as appropriate. • Patients requiring medical intervention are treated to affect the best outcome for the patient. • Patient relationships are, except in the exceptional circumstances, based on informed consent. • Documentation accurately reflects the patient's condition and clinical decision making. • Patients are satisfied with services provided. • Consult with other health professionals regarding the care of patients as appropriate. • Develop linkages with ICU Personnel district wide and within the Tertiary Centre network. • Handover to other clinicians to effect and support optimal care over the 24-hour period. • Potential for telemedicine support for Wairau HDU. • Participate in ICU after-hours call roster.
<p>Teaching</p>	<ul style="list-style-type: none"> • Supervise the work of RMOs and report on their performance as relevant to their professional and education supervisors. • Contribute to the training and professional development of RMOs, undergraduate trainees and other clinical staff. • Actively participate in formal and informal teaching and scenario training.

Organisational	<ul style="list-style-type: none"> • Contribute to the achievement of contractual obligations and quality performance indicators, including the efficient and effective use of resources. • Contribute to the maintenance of harmonious interpersonal relationships with colleagues and other staff of the organisation. • Contribute to the medical community by attending local post-graduate medical meetings and meetings with management staff. • Actions reflect the organisational vision, mission and values. Consult with other health professionals regarding the care of patients as appropriate.
Personal Education	<ul style="list-style-type: none"> • Attend and participate in relevant CME supporting activities such as workshops, conferences, and education programmes. • Take responsibility for maintaining own supervision and credentialing. Maintain good standing with your professional body (ACEM, MCNZ and others).
Quality Improvement	<ul style="list-style-type: none"> • Participate in ICU audit/peer review (including a review of complex cases and critical events) on a regular basis. • Actively participate in audit in accordance with service specification. • Contribution is made to quality improvement activities within the emergency department and the wider hospital environment. • Provide appropriate liaison with other services. • Participate in quality improvement processes in your area of work. • A quality, customer-focused service is provided at all times, which follows best practice.
Children's Team (If applicable)	<p><i>Children's Action Plan - Children's Teams</i> are a government initiative which support vulnerable children. This position has been identified as being likely to fulfil a role with or alongside the Children's Team (e.g. Children's Team member, Lead Professional and/or provision of support in regard to the development of a child's action plan). If this opportunity arises, Health New Zealand, Nelson Marlborough will provide support and training to enable you to meet the requirements of this responsibility. If you are assigned as a Lead Professional, Health New Zealand, Nelson Marlborough expects you to act within the scope of the <i>Children's Action Plan Lead Professional</i> role profile (copy available from Human Resources).</p>
General	<ul style="list-style-type: none"> • Other duties as negotiated with your Manager. • Meet obligations contained in Appendix 1 & 2.

PERSON SPECIFICATION

QUALIFICATIONS

- Appropriate medical qualification eligible for vocational registration in New Zealand:
- MCNZ Vocational Registration as Senior Medical Officer in a relevant speciality
- Senior experience in Intensive Care Medicine
- Current Annual Practising Certificate
- Medical Protection Insurance
- Current drivers license

EXPERIENCE

- Recent experience in ICU beyond minimum training requirements highly desirable
- Experience in working with teams of different disciplines

KNOWLEDGE AND SKILLS

- To be able to manage complex critically unwell patients independently
- Airway skills, rapid sequence intubation
- Manage patients requiring continuous veno-venous haemodiafiltration
- Technical skill to perform central and arterial line access safely
- Demonstrates excellent verbal and written (including report writing) communication skills
- Has demonstrated excellent time management and organisation skills
- Exhibits total commitment to patients oriented care and quality standards
- Can demonstrate knowledge of the Treaty of Waitangi and empathy for bi-culturalism
- Understands the concept of cultural safety and works for equitable outcomes for vulnerable populations.
- Possess the ability to engender confidence, trust, harmony and rapport with patients and patient's immediate family and social network.
- Basic / Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint, Outlook, Microsoft Teams and Zoom
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health New Zealand, Nelson Marlborough Information Technology policies

PERSONAL ATTRIBUTES

- Should have leadership skills and the ability to provide vision and direction
- Has demonstrated willingness to work as part of a multi-disciplinary team
- Must have good interpersonal skills working with people and the ability to balance competing priorities
- Demonstrates a commitment to continuing education and skill development
- Possess the ability to work flexible hours and be on call as required
- Demonstrated ability to apply clinical skills flexibility, adaptively and autonomously

APPENDIX 1

General Responsibilities of an Employee of Health New Zealand | Te Whatu Ora (Nelson Marlborough)

1. Professional Responsibilities

As an employee of Health New Zealand you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Health New Zealand departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

2. Health, Safety and Wellbeing

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

3. Right to Raise Concerns

- All employees of Health New Zealand are expected and encouraged to immediately ask questions and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

4. Child Wellbeing and Protection

Health New Zealand is committed to identifying, supporting, and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve, and belong. As an employee you are required to comply with all relevant legislation e.g., the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:

- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
- Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

5. Legislation, Regulations and Board Policies

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Health New Zealand ’s Disciplinary Policy.

6. Confidentiality

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

7. Risk Management

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

8. Security

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

9. Treaty of Waitangi

Health New Zealand is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

10. Smokefree

Health New Zealand is a Smokefree Organisation. This applies to all staff and contractors working within Health New Zealand buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Health New Zealand staff employed on Board business in the community.

APPENDIX 2

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health New Zealand
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: <ul style="list-style-type: none"> • a chronic skin condition • been working in an overseas healthcare facility in the last year • been MRSA-positive in the last year
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures ²

¹Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

²Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.