



WAIRAU HOSPITAL (MARLBOROUGH REGION)



WHAT'S WAIRAU?

Wairau (pronounced why-row) Hospital is a 65-bed secondary hospital in Blenheim, the largest town in the Marlborough region. Wairau Hospital provides secondary care to a population of around 50,000 people. Runs available for house officers include:

- General Medicine
- General Surgery/ENT/Urology
- Orthopaedics
- O&G + Pediatrics (combined job)
- AT&R (rehab/geris)
- Emergency Medicine
- Relief - moving across specialties
- Anaesthetics (SHO role)

Patients requiring more specialist care will be sent to larger hospitals in Nelson, Christchurch or Wellington.

The name Wairau is derived from the phrase 'ngā wairau o Ruatere' (the hundred waters of Ruatere), meaning the confluence of streams, rivers, wetlands, lakes and estuaries across Marlborough.



TO DO

- Queen Charlotte Track: 71km of track through the sounds to hike or bike.
- Vineyards galore! 70% of New Zealand's world famous wine is grown in Marlborough, with most wineries having a world class cellar door for lunch.
- Mountain biking: tracks around the region, and long summer days provide the perfect way to get your adrenaline fix after work.
- Beach and coastal walks: 10-minute drive to the nature reserve, 20 minutes to Picton.
- Ferries or a 15 minute plane ride to the capital city, Wellington.
- Nelson Lakes: 1hr 15 min drive. Crystal blue water and views for a lifetime.
- Kaikoura: 1hr 30 min drive. Whale watching, and fresh seafood with a mountain backdrop.



THE AREA

Blenheim is officially the area of most sunshine in New Zealand, a typical late summer-early autumn day would be 30 degrees! Situated at the top of the South Island, it is in the heart of wine-growing Marlborough and on the outskirts of the Marlborough Sounds. Blenheim is full of cafes, vineyards, restaurants, and a local Farmer's Market whilst having easy access to the outdoors, be it beach or mountains.



THE RMO ROLE



At Wairau Hospital, you get the experience to work directly with the consultant (there are no registrars, which is common amongst the smaller hospitals in New Zealand). In surgical specialties, this means you will be expected to be in theatre and will provide a pretty unique experience and progression of skills. The SMO's (consultants) are very approachable and supportive, and expect to work closely with you.

RMO SUPPORT



There are 3 RMO coordinators:

- Loretta Matheson
- Jo Highton
- Jenn Ruffell (based on site in Wairau)

They are in charge of everything required to make your working life better and easier. They do the roster, approve leave, and can move things around to make your work-life balance as good as it can be... this is unique to Marlborough.

RMO ROSTER AND PAY:



Day shifts: 0800-1600.

Long day: 1600-2200. Paired with an admissions RMO.

Weekends: 0800-2000. around 1 a month. When working a weekend get 2 days off on a Monday Tuesday/Thursday Friday to catch up on sleep!

Night shifts: 2200-0800 and 2000-0800 at the weekend. You work Mon-Thurs or Fri-Sun.

Annual leave: 30 days per annum

Bank Holidays: if worked, 1.5x pay and a day in lieu

Study leave: 5 days per annum (potentially more if with a union)

After hours are well supported by offsite SMOs who will come on site as required. ED has an SMO physically until 1200am or longer depending on clinical acuity.

Leave and salaries are standard across Te Whatu Ora. See RDA/STONZ MECA for salary scales. For extra holiday cash, additional shifts can be picked up for overtime rates.



WHY WAIRAU?

Apply at Wairau to experience something completely new, work in a hospital environment different to most, and all whilst having easy access to New Zealand's beautiful outdoors for your day's off.

If you are interested in procedural specialties, be sure to ask to do a surgical or orthopedic run, as Wairau provides sought after theatre experience. House officers on surgical specialties regularly assist in theatre, in both elective and acute cases.

Working in a smaller hospital fosters tight knit working relationships, the opportunity to work very closely with your SMO's and to gain experience in a supported environment makes Wairau such an exciting place to work!



WHAT'S THE PROCESS?

- Email your enquiries, including a CV, over to Loretta: loretta.matheson@nmdhb.govt.nz
- Most likely you will then need to complete an application through the website, including uploading documents for proof of work
- Begin to gather these documents together; Loretta will be able to supply a checklist to help with this and ensure you are able to start on time!

<https://www.nmdhb.govt.nz/hospitals-and-community-services/hospitals/wairau-hospital/> or



POSITION DESCRIPTION

POSITION: House Officer/Senior House Officer – Wairau Hospital.

RESPONSIBLE TO: Clinically – the Consultant on the assigned run and your Supervisor.

Any performance issues will be the responsibility of the Prevocational Educational Supervisor, Chief Medical Officer and Service Manager RMO.

Health New Zealand | Te Whatu Ora Nelson Marlborough

Our vision | Tō tātou manako: All people live well, get well, stay well. *Kaiao te tini, ka ora te mano, ka noho ora te nuinga.*

Our mission | Tō tātou kaupapa: Working with the people of our community to promote, encourage and enable their health, wellbeing and independence. *Kei te mahitahi tātou hei whakapiki te oranga me te motuhaketanga o to tatou hapori.*

Our Values – Ō tātou whanonga pono

Respect | Manaakitanga: We care about, and will be responsive to, the needs of our diverse people, communities and staff. *Kia horahia te manaakitanga ki ngā iwi katoa me ngā hāpori, kaimahi hoki.*

Innovation | Auaha: We will provide an environment where people can challenge current processes and generate new ways of working and learning. *Kia auaha me whakahoutia i ngā pūkenga ākongā, me ngā mahi ki tēnei hāpori.*

Teamwork | Whakarāmemene: We create an environment where teams flourish and connect across the organisation for the best possible outcome. *Kia whakarāmemene i ngā kaipupuni hauora katoa.*

Integrity | Ngākau tapatahi: We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times. *Kia taea i te ngakau tapatahi i runga i te tika me te pono i ngā mahi katoa.*

RESPONSIBILITIES	EXPECTED OUTCOMES
1. Clinical	<ul style="list-style-type: none"> - Assess and admit all acute admissions; take a history, perform a physical examination and formulate a management plan including a discharge plan. Discuss with relevant Consultant. - Admit arranged admissions for theatre and arrange necessary tests. Some patients attending pre-admissions will require a medical assessment. - Implement treatment of patients under Consultant supervision. - Assess assigned patients on daily basis as a minimum (with or without Consultant as appropriate) and discuss ongoing management with Consultant. - Attend operating theatre lists with Consultants as appropriate according to run being covered - Perform necessary clinical procedures - under supervision of Consultant as required. - Attend outpatient clinics as other duties allow. - Participate in the preparation and discussion of clinical cases during a monthly surgical audit. - To relieve colleagues on leave, alternative clinical responsibilities will be assigned, or other on-duty House Officers are to be assisted as workload permits. - To be rostered at short notice to cover colleagues absent on Sick Leave, Bereavement Leave etc
2. Administration	<ul style="list-style-type: none"> - Maintain patient clinical records at least daily, more frequently if required. Each patient contact must be documented. - Write death certificates and other records such as A.C.C. certificates. - In conjunction with the Consultant, provide written reports for the Police/Legal Representatives. - Present a case of interest at the Tuesday Clinical meeting (one per run). - Every entry in the clinical record must have a time and date and be signed legibly with designation.
3. Roster	As per rostered hours.
4. Education	<p>A schedule of tutorials and departmental meetings is available. All House Officers are expected to attend unless unable to because of emergency duties, House Officers are expected to present topics and case presentations.</p> <p>Library facilities are available to assist in improving understanding and care of patients clinical problems</p> <p>Contribute to the training of interns, medical students and other health professionals.</p> <p>See Teaching Programme document in RMO Resources Folder for details of other junior doctor education opportunities.</p>

5. Salary	Depending on hospital and run can vary from Category E through to Category A.
6. General	<ul style="list-style-type: none"> • Other duties as negotiated with your Manager • Meet obligations contained in Appendix 1

Leave Cover

Cover for leave will be provided by relievers or by a House Officer/s whose workload is reduced due to Consultant leave or reduced clinical sessions.

Roster

All House Officers will take part in the roster (unless negotiated for flexible working hours) which includes long days, weekends and nights. No first year House Officer will be expected to work night shift in the first six months of their employment by Health NZ (Nelson Marlborough). If a House Officer does not work a weekend then the rostered days off are transferred to the RMO who did.

PERSON SPECIFICATION:

QUALIFICATIONS

- Graduate from an approved medical school or passed NZREX
- Probationary Registration (1st year House Surgeon)

KNOWLEDGE

- Seeks to apply factual knowledge in all areas of medicine
- Able to appreciate family, social and cultural influences on health
- Able to promote health and well-being of individuals and communities
- Use information systems as part of practice with a critical evaluation of medical literature
- Understands quality care and quality assurance issues

EXPERIENCE & SKILLS

- Familiarity with chosen area of medicine
- Able to fully participate in a multidisciplinary team
- Experience in maintaining accurate medical records

PERSONAL ATTRIBUTES & KNOWLEDGE

- An excellent communicator – both as a listener and in verbal communication
- Demonstrate a professional work attitude
- Interpretive ability and a problem solver
- Demonstrates a caring and supportive attitude with regard to physical, psychological and emotional comfort of patients
- Is a team player with a willing, able and can do attitude
- Microsoft Office – Intermediate Level
- Committed to high standards of excellence in clinical care and ethical conduct

APPENDIX 1

General Responsibilities of an Employee of Health NZ | Te Whatu Ora Nelson Marlborough

1. Professional Responsibilities

As an employee of Health NZ Nelson Marlborough, 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 NZ Nelson Marlborough 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 NZ Nelson Marlborough 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 NZ Nelson Marlborough 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 NZ Nelson Marlborough'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 NZ Nelson Marlborough 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 NZ Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Health NZ Nelson Marlborough 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 NZ Nelson Marlborough 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 NZ Nelson Marlborough
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.