

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Consultant Neurologist			
Reports to	Medical Service Manager			
Location	Nelson Marlborough Health			
Department	Neurology			
Direct Reports	None	Total FTE	1.0	
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	March 2026			
Salary band (indicative)*	ASMS SECA Step 1-15			

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

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – 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.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

Contribute to the delivery of a high quality acute and elective neurology and medical service district wide.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	<ul style="list-style-type: none"> • Contribute to the appropriate prioritisation and allocation of all patients referred for a neurology opinion / Ensure they are prioritised according to the appropriate guidelines and clinical pathways. • Assess, diagnose, treat, monitor and advise/educate outpatients, and those patients accepted for in-patient care / Patients are correctly diagnosed, treated and monitored regarding the success of their treatment. • Consult with general physicians and other colleagues holding clinical responsibility for acute admitted patients with neurological disorders • Ensure that the relationship with patients is based on informed consent / Patients are aware of the possible outcomes of treatment options and have given their consent accordingly.

	<ul style="list-style-type: none"> • Conduct/supervise and/or assess outcome of diagnostic procedures for inpatients and outpatients and community referred patients / Diagnostics undertaken directly influence the treatment process. • Work in a choosing wisely framework. • Conduct scheduled outpatient clinics in an efficient and effective manner / Outpatient clinics are conducted according to agreed guidelines, normally 40 mins to 1 hour for FSAs, 30 minutes for follow ups. • Ensure that documentation accurately reflects patient condition and clinical decision making; and that patient summaries are completed in the specified time frame / All documentation is completed according to prescribed standards, reflecting the clinical question succinctly and accurately.
Teaching	<ul style="list-style-type: none"> • Contribute to the training and professional development of RMOs and other clinical staff / RMO and other clinical staff performance is enhanced by supervisory relationship. • Supervise the work of RMOs and report on their performance / Be accountable for the RMO's performance while under incumbents' direction.
Professional & Organisation Development	<ul style="list-style-type: none"> • Participate in medical audit/peer review (including a review of complex cases and critical events) on a regular basis. • Contribute to the development and implementation of quality improvement activities within the Medical Department, Neurology team and the wider DHB environment. • Contribute to the Medical community by attending local post-graduate Medical meetings and meetings with management. • Attends courses and conferences, participates in clinical attachments and generally demonstrates knowledge of best practise methodologies and treatments. • Participates in annual performance review process including review of performance goals and identification of areas for professional development.
Quality	<ul style="list-style-type: none"> • Participates in quality improvement processes in your area of work. • A quality, customer-focused service is provided at all times, which follows best practice. • Responds to any service complaints in conjunction with Head of Department and Service Manager.

Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.

Matters which must be referred to the Medical Service Manager

- All employees 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.

Relationships

External	Internal
<ul style="list-style-type: none"> • Hospital Specialists • Tertiary Hospitals • General Practitioners • Nurse Practitioners • Other Health Services • Statutory Agencies • Public Health Organisation • Academic Institutions • Medical Associations 	<ul style="list-style-type: none"> • All Health Professionals within Nelson Marlborough Health • Te Waka Hauora – Pou Manaaki Services - Māori Health Service for Nelson Marlborough • Patients, relatives, carers families / whanau

About you – to succeed in this role

You will have

Essential:

- Fellow of the Royal Australasian College of Physicians (FRACP) or equivalent vocational registration in New Zealand
- Specialist accreditation in Neurology
- Current Annual Practising Certificate

Desired:

- Sub specialist training recognised by the ANZAN, Australia and New Zealand Association of Neurologists.

- Experience in wide specialist role
- Neurophysiology experience would be appreciated
- Experience in implementing Te Tiriti o Waitangi in action.

**You
will
be
able
to**

Essential:

- Excellent verbal and written (including report writing) communication skills
- Total commitment to patient centred care and quality standards
- Ability to function as an autonomous consultant in a provincial hospital
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description 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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*