

POSITION DESCRIPTION

This position description is a guide only, and will vary from time to time, and between services and/ or units to meet changing service needs

Te Whatu Ora Te Tai o Poutini is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Position Title:	Anaesthetist	
Reports to:	Clinically: Clinical Director Rural Inpatient and Transalpine Services and Chief Medical Officer, Te Tai o Poutini Operationally: Operations Manager, Rural Inpatient and Transalpine Services	
Key Relationships:	<p>Internal:</p> <ul style="list-style-type: none"> ▪ Senior and Resident Medical Staff ▪ Departments of Anaesthesia in Te Whatu Ora, South Island region ▪ Nursing, Midwifery and Allied Health professionals ▪ Central Booking Unit and Outpatient Department Coordinators ▪ General Practitioners and Primary Care Nurses, Rural Clinics ▪ Administration staff 	<p>External:</p> <ul style="list-style-type: none"> ▪ Patients ▪ Family/significant others/Whānau ▪ Primary Health Organisation ▪ Maori Health Providers ▪ NGO's e.g. St John ▪ Other Te Whatu Ora Districts
Role Purpose:	<p>This Position Description outlines a SMO Anaesthetist role, being responsible for comprehensive anaesthetic service of high standard, inclusive of pre and post-operative management and trauma services. To provide high quality, equitable and effective, healthcare services for the community of the West Coast.</p> <p>A regional approach will be taken to maintain and develop skills and maintain close relationships with SMOs and other staff working across Te Waipounamu. The key deliverables are:</p> <ul style="list-style-type: none"> • Provide elective and acute anaesthesia and pain management to adults and children as part of a 24 hour service including obstetric anaesthesia and analgesia management for our secondary birthing unit. • To work collaboratively with medical staff across primary and secondary care, supporting and developing the Rural Generalist model of care. • To provide appropriate and timely advice to senior and clinical managers on anaesthetic matters, and on professional standards of practice. • The Anaesthetist will offer expertise and assistance in CCU (Critical Care Unit) as requested at a Consultant level. 	

	<ul style="list-style-type: none"> • Provide supervision to Resident Medical Officers (RMOs) and participate in delivery of their education • Plan, develop, and facilitate service provision for patients and whānau with a focus on service integration, quality improvement, equity of access, appropriateness and efficiency.
Complexity:	<ul style="list-style-type: none"> • More challenging duties require anaesthetist abilities at the level of a vocationally registered Anaesthetist • Where scope of qualifications allows the Anaesthetist will be required to work in primary care and/or the emergency department and/or manage paediatric and adult inpatients. • Decision making and prioritisation of clinical workload • Working in a collegial multidisciplinary environment • Effective leadership and change management implementation within the service • Active participation in quality and clinical governance activities

KEY ACCOUNTABILITIES

The Anaesthetist is responsible for:	The Anaesthetist will be successful when:
<p>1. Health and Safety Maintaining a high quality, safe and secure work environment by following relevant Te Whatu Ora policies, protocols and standards</p>	<ul style="list-style-type: none"> ▪ The Anaesthetist will be responsible for their own safety and will ensure that no action or inaction on their part will cause harm to any other person ▪ The Anaesthetist will abide by the Te Whatu Ora Te Tai o Poutini Health and Safety Plan and will participate in plan development and Health and Safety Training as appropriate. ▪ The Anaesthetist will bring health and safety issues to the attention of the Operations Manager in a timely fashion
<p>2. Quality & Credentiaing Ensure a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement</p>	<ul style="list-style-type: none"> ▪ The Anaesthetist will participate actively in credentialing and audit processes and assist in the development of these and other quality assurance processes and quality activities ▪ The Anaesthetist will be expected to contribute to clinical governance and clinical leadership of the organisation ▪ Use of Te Whatu Ora safety alert and incident notification systems when there is an event or concern about quality and safety of care ▪ Participate in annual performance review as per the Association of Salaried Medical Specialists collective agreement ▪ The Anaesthetist will provide supervision to other doctors and other Anaesthetic staff from time to time
<p>3. Clinical Practice Providing quality health care</p>	<p>The Anaesthetist will work in a manner consistent with that outlined in Coles Medical Practice in New Zealand https://www.mcnz.org.nz/about-us/publications/coles-medical-practice-in-new-zealand</p> <ul style="list-style-type: none"> ▪ Provide care of patients during regular hours, and on a rostered basis outside of regular hours. ▪ Being a member of the anaesthetic clinical team, providing safe, competent and respectful management of patient conditions according to clinical priority, both within and outside the hospital

	<ul style="list-style-type: none"> ▪ Responding immediately and appropriately to any life-threatening situation, summoning assistance as required ▪ Being part of the handover between the health care teams ensuring high quality continuity of care at the completion of a rostered duty ▪ The Anaesthetist works with inter professional teams to actively address and reduce health inequities for members of vulnerable populations (e.g. Maori, Pasifika, people with disabilities and rural people) ▪ Clinical duties will not be limited to Te NiKau and includes any of the sites in Te Tai o Poutini facilities
4. Specific Duties	<p>Specific anaesthesia duties and activities include:</p> <ul style="list-style-type: none"> ▪ Work within the areas of preassessment clinics, operating theatre, critical care unit, and the obstetric unit ▪ Provision of pre and post-operative assessment and care, and conduct follow-up visits where appropriate ▪ Provide an acute pain management service ▪ Supervise the activities of Anaesthetic Technicians and review and assess their learning/ education requirements <p>Additional duties involve</p> <ul style="list-style-type: none"> ▪ Preparation of police, coroner, legal, ACC and similar reports ▪ Participate in any serious incident review process as part of the WCDHB quality activities ▪ Responding to patient complaints/ enquiries
5. Non-Clinical Practice	<ul style="list-style-type: none"> • Non-clinical duties will include the following: <ul style="list-style-type: none"> - CME and professional self-development - Audit and quality assurance programmes - Grand rounds and departmental meetings - Research - Clinical Pathway development - Teaching - Supervision and oversight of others - Service development - Planning meetings - Credentialing
6. Administration	<ul style="list-style-type: none"> ▪ Liaising with police, Oranga Tamariki, Triage Assessment Crisis Team (TACT), Child Adolescent Mental Health Service (CAMHS) and other statutory services including appearing in court if required ▪ Being familiar with the Te Whatu Ora Emergency Management Plan as it relates to general surgical services and the support of the Emergency Department. ▪ Take an active role in maintaining and enhancing the existing services and developing new services within our Integrated Rural Health System

<p>7. Patient Communication</p>	<ul style="list-style-type: none"> ▪ Ensure the effective communication with patients, families, whānau, significant others and caregivers in a sensitive manner ▪ Obtaining informed consent prior to treatment when appropriate ▪ Awareness of the role as a patient advocate and be culturally safe. Be aware of and uphold patient rights as outlined in the Health and Disability Services Consumers' Rights ▪ Informing patients, and when necessary their whanau, relatives or caregivers, of the proposed treatment and providing the opportunity for questions and discussion
<p>8. Team Work</p>	<ul style="list-style-type: none"> ▪ As Senior Medical Officer, the anaesthetist will actively engage with, and encourage participation from, all parties involved in the development and delivery of New Zealand's vision of Pae Ora (Healthy Futures) and the New Zealand Health Strategy. ▪ Demonstrate a high level of teamwork ▪ Work in partnership with the community and other health professional ▪ Support the Rural Generalist model for healthcare
<p>9. Continuing Professional Education and Research</p>	<ul style="list-style-type: none"> ▪ Participate in the relevant ANZCA, JCCA and/or MCNZ recertification programs ▪ The Anaesthetist will be responsible for keeping abreast of relevant literature, not only on clinical matters, but also on clinical governance topics such as auditing, performance appraisals and quality assurance and avail of opportunities to attend relevant conferences ▪ The Anaesthetist will respond positively to requests to provide education for members of the health care team ▪ With approval, the Anaesthetist will attend post-graduate medical meetings, report back to colleagues on conferences attended, and ensure that their area of clinical expertise/ knowledge is up to date
<p>10. Workplace Responsibilities</p>	<ul style="list-style-type: none"> ▪ Work proactively and constructively with colleagues supports the multidisciplinary Rural Generalist model ▪ Actively participate in the on-call roster, which is, indicatively, a 1:4 on call roster, but may vary from time to time ▪ Be readily contactable when on call and able to attend within an acceptable time frame (15 minutes)

<p>LIMITATIONS ON AUTHORITY</p>	
<p>Situations with resource or financial implications for the department are discussed and agreed with the Clinical Director and Operations Manager. Issues with any direct impact on Te Whatu Ora are communicated to the Clinical Director.</p>	

<p>Leadership Capabilities <i>(as per the Leadership Capability Framework)</i></p>	<ul style="list-style-type: none"> ▪ Empower others ▪ Foster a positive culture ▪ Stimulate innovation and create immediate wins ▪ Establish the change imperative
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PERSON SPECIFIC

Qualifications and Experience	
<p>Essential</p> <ul style="list-style-type: none">▪ New Zealand Registered with ANZCA, DRG or JCCA (or equivalent)▪ Current Annual Practicing Certificate▪ Medical indemnity insurance▪ Competence in independent practice within rural context▪ Current EMST and Level 7 Resuscitation Certificate.▪ Understands the implications of Te Tiriti o Waitangi as it affects healthcare provision▪ Respect for, and an ability to co-operate with colleagues, have competence in teamwork and demonstrates an understanding of the roles of other health professionals and healthcare teams▪ A critical thinker, capable of adapting to change in medical practice▪ Demonstrated empathy with patients, the general public and all clinical and non-clinical staff▪ Demonstrable commitment to ongoing personal and professional development and to the provision of patient focused services▪ An awareness of professional and locality limitations, and a willingness to seek support when these limitations are met	<p>Desirable</p> <ul style="list-style-type: none">▪ Experience in working in a small hospital is preferred but not essential▪ Competence within a Rural Hospital, Emergency Department and Outpatient environment▪ Competence in acute paediatric diagnostic and procedural skills, and emergency management of the surgically unwell child▪ Competence in acute adult medical diagnostic and emergency procedural skills and stabilisation of the unwell adult▪ Ability and willingness to facilitate the learning experience of individuals, groups and communities, both within and beyond the health sector▪ Experience in the reduction of health inequities within a population

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed in this job classification. Employees may be requested to perform job related tasks other than those specified.

Signed on behalf of the Te Whatu Ora

I accept the terms and conditions as outlined in this Position Description

Date:

Date:

Name:

Name:

Position:

Position:

Te Whatu Ora