

## Job Description

### Specialist Intensivist

#### Department of Intensive Care Medicine

<b>Position Title:</b>	Specialist Intensivist
<b>Organisation Unit:</b>	Department of Intensive Care Medicine
<b>Location:</b>	Whangārei Hospital, Te Whatu Ora Te Tai Tokerau
<b>Responsible to:</b>	General Manager - Surgical & Support Services Clinical Director - Intensive Care Unit Te Whatu Ora Te Tai Tokerau
<b>Primary Functions of the Position:</b>	<ul style="list-style-type: none"> <li>To provide effective and high-quality intensive care medicine to the community served by Te Whatu Ora Te Tai Tokerau in accordance with the standards of the College of Intensive Care Medicine.</li> <li>To instruct, teach and advise Resident Medical Officers in relation to intensive care medicine</li> <li>To support the ICU nursing and Patient at Risk service.</li> <li>To participate actively in quality improvement and service development of Intensive Care Medicine.</li> </ul>

#### Functional Relationships

The Specialist Intensivist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>St John Practitioners</li> <li>Patients and their families</li> <li>All other ICU staff</li> <li>Medical and Surgical staff</li> <li>Service Manager Surgical Services</li> <li>Allied Health staff</li> <li>Nursing and clerical staff</li> <li>All other staff of Te Whatu Ora Te Tai Tokerau</li> </ul>	<ul style="list-style-type: none"> <li>New Zealand Medical Council</li> <li>College of Intensive Care Medicine</li> <li>Northern Region Critical Care units</li> <li>All Tertiary Specialists and referral Hospitals</li> <li>ODNZ</li> <li>St John Practitioners</li> <li>Northern Rescue Helicopters Ltd</li> <li>GPs</li> <li>Patients and their families</li> <li>Other relevant community agencies</li> </ul>

## Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Specialist Intensivist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Clinical Responsibilities
- Provision of 24-hour Specialist care for the Intensive Care Unit
- Records and Documentation
- Patient Information and Informed Consent
- Staff and Patient Relations
- Consultation Advice
- Quality Assurance
- Team Effectiveness
- Service Planning Budgeting and Management
- Resource Utilisation
- Supervision and Education of Registers and House Officers
- Teaching Responsibilities
- Continuing Medical Education
- Telehealth
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora Te Tai Tokerau management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training</li> </ul>
Clinical Responsibilities	<ul style="list-style-type: none"> <li>• Professional responsibility to patients is paramount.</li> <li>• The Specialist Intensivist will perform clinical duties which lie within their training and ability and will manage patients according to contemporary convention and college guidelines.</li> <li>• The Specialist intensivist will work collaboratively and share responsibility with his or her colleagues to ensure an efficient and effective quality critical care services are provided</li> <li>• Clinical duties of the Specialist Intensivist will include:               <ul style="list-style-type: none"> <li>○ Clinical management and primary responsibility for patients in the Intensive Care Unit.</li> <li>○ Participation and coordination of air ambulance patient retrieval service.</li> <li>○ Ward consultations and supervision of the ICU nursing Patient at Risk service.</li> </ul> </li> <li>• May include rostered sessions in a second specialty: either Internal Medicine, ED or Anaesthesia</li> </ul>
Provision of 24-hour Specialist care for the Intensive Care Unit	<ul style="list-style-type: none"> <li>• The Specialist Intensivist participates in the roster providing 24-hour cover for the Intensive Care Unit.</li> <li>• When on-call the specialist, Intensivist is available to respond within 5 minutes to request for telephone advice and to attend to patients requiring care within 30 minutes.</li> <li>• The Specialist Intensivist takes professional care of and assumes clinical responsibility for all patients admitted or transferred to the Intensive Care Unit.</li> </ul>
Records and Documentation	<ul style="list-style-type: none"> <li>• Comprehensive and accurate medical records will be maintained for all patients with whom the specialist Intensivist is involved.</li> </ul>
Patient Information and Informed Consent	<ul style="list-style-type: none"> <li>• The Specialist Intensivist ensures that patient and their families are provided with a clear and comprehensive explanation of all procedures and treatments.</li> <li>• Ensures informed consent is obtained for all patients in accordance with Te Whatu Ora Te Tai Tokerau policy for undertaking any procedures, test, or Treatment.</li> </ul>

Key Responsibility Area	Expected Outcomes
Telehealth	<ul style="list-style-type: none"> <li>It is the expectation of this organisation that SMO's are aware of the benefits of Digital Health (including Telehealth) and how it supports healthcare delivery and reduces inequity including for our Māori and rural people. SMOs will openly adopt and practice digital health delivery as part of the role either within existing services or future planned services.</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> <li>Practicing and observing safe work methods;</li> <li>The use of safety equipment;</li> <li>Reporting unsafe conditions or equipment; and</li> <li>Reporting and documenting all accidents or incidents</li> </ul> </li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau</li> <li>Complete mandatory induction training on Privacy responsibilities</li> </ul>

### Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

### Person Specification

#### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> <li>Qualified Medical Practitioner</li> <li>Must be eligible for vocational registration in Intensive Care Medicine with the Medical Council of New Zealand <b>OR</b> specialist (Locum tenens) Registration with the Medical Council of New Zealand in an associated specialty (Anaesthesia/EM/Medicine) vocational scope of practice.</li> <li>Possession of FCICM <b>OR</b> commitment to undertake Fellowship of the College of Intensive Care Medicine via SIMG assessment &amp; complete the requirements of the Medical Council of New Zealand to obtain vocational registration in Intensive Care Medicine.</li> </ul>	<ul style="list-style-type: none"> <li>Fellow of the College of Intensive Care Medicine of Australia and New Zealand</li> <li>Possession of equivalent overseas ICM qualification. (e.g. FFCIM)</li> <li>Previous experience as a Specialist in Intensive Care Medicine in New Zealand or equivalent health care system.</li> </ul>

## Experience

Essential	Desirable
<ul style="list-style-type: none"> <li>Completion of a Specialist Training Scheme in Intensive Care Medicine from a recognized training body</li> </ul>	

## Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> <li>Te Tiriti o Waitangi and its application to the health setting</li> <li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li> <li>New Zealand Council of Healthcare Standards</li> </ul>	<ul style="list-style-type: none"> <li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li> <li>New Zealand Council of Healthcare Standards</li> </ul>

## Skills & Personal Attributes

Skills
<ul style="list-style-type: none"> <li>Excellent written and verbal communication skills</li> <li>High standard of clinical care</li> <li>Computer skills – proficient in Excel and Word</li> <li>Ability to work under pressure</li> <li>Confidentiality</li> <li>Numeracy skills</li> <li>Knowledge of Patient Management System</li> <li>Forward planning and time management</li> <li>Efficacy and efficiency in clinical procedures</li> </ul>

Personal Attributes
<ul style="list-style-type: none"> <li>Awareness and sensitivity to cultural differences</li> <li>Ability to work effectively in a multidisciplinary team</li> <li>Professional and Clinical credibility</li> <li>Proven commitment to provision of quality care</li> <li>Function as a professional leader</li> <li>Commitment to own professional Development</li> </ul>

## Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Please note should the successful candidate not have Fellowship of the College of Intensive Care Medicine, there must be an undertaking to engage in the College SIMG assessment process. It is expected that the candidate will, with the help of the Department, progress to Fellowship within an agreed timeframe.

Authorised by: .....

Signature: .....

Date: .....

## Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title .....

Signature of employee: .....

Date: .....