

POSITION DESCRIPTION

Position	Consultant Radiologist	Direct Reports	Nil
Department	Radiology	Location	Rotorua and Taupō Hospitals
Responsible To	Radiology Manager (Operational) Head of Department, Chief Medical Officer (Professional and Clinical)	Direct Reports/Staff Delegations	Nil
Financial Delegations	Nil		
Relationships Internal	Clinical Director, Medical Colleagues Quality Co-ordinator CNM Nursing Staff Allied Health Staff Administration Team Laboratory Staff Radiology Staff ART	Relationships External	General Practitioners External Providers
Employment Status	Full Time – Permanent 40 hours per week (maybe amended by way of job sizing schedules)	Date	July 2023

Primary Purpose(s) of the Position

Radiology Services provide diagnostic and interventional services at Rotorua Hospital and a diagnostic service at Taupo Hospital.

The services are provided to inpatients, outpatients, the emergency department and the primary sector. The range of services offered includes:

Rotorua Hospital

- General radiography
- Fluoroscopy/ interventional procedures
- Ultrasound
- Computerised Tomography (CT)
- Magnetic Resonance Imaging (MRI)

Taupo Hospital

- General radiography
- Ultrasound
- Computerised Tomography (CT)

Both departments provide a 24 hour seven day a week service covered by a combination of daytime shifts, urgent on-call and some external off site reporting.

The Radiology service performs between 55,000 and 60,000 examinations per year.

Weekly Timetable

Scheduled shifts as per published roster.

Variation to Job Descriptions

Job descriptions shall be varied from time to time to record any agreed changes to rosters and staffing levels.

Summary of On-Call Duties

The Radiologist will participate equally with other employed Radiologist colleagues in an on call roster for out of hours work at Rotorua Hospital. This is a first call roster currently with limited support from resident medical officers (Radiology Registrar).

The frequency of call will depend on the availability of other employed Radiologists but will not exceed a 1:5 commitments. Should there be a need to reduce below a 1:5, this can only occur through mutual agreement with the affected staff. This should only occur in cases of extreme staff shortages, and Health New Zealand Lakes should endeavour to remedy the situation as promptly and as practically possible.

On call hours are: Monday to Friday 1700 – 2200 hours

Saturday, Sunday and Public Holidays 0800 – 1700 hours.

Outside of the above hours, off site reporting is provided via an external contractor with IANZ or equivalent accreditation for any urgent CT.

While on call the Radiologist will be available by telephone to consult with hospital medical staff regarding the emergency care of their patients. The Radiologist must be prepared to reach the hospital within 20 minutes when required to perform emergency imaging studies. However, certain CT studies may be appropriately read from home, if the Radiologist has an appropriate computer/workstation and internet connection. The Radiologists agree to provide reporting of Emergency Department and Inpatient plain films when on call on Saturday, Sunday and Public Holidays, in addition to providing urgent CT and Ultrasound examinations.

Lakes undertake to support the deployment of remote access computer facilities to enable Radiologists to perform some urgent on-call duties. The individual Radiologist will supply their own internet connection in their place of residence if electing to report urgent on-call examinations from that place of residence. The hospital will supply a suitable computer (laptop) with preloaded software and diagnostic monitor for home use. IS support will be available for help with installation and use. All quality assurance requirements must be met.

Variation

Job descriptions shall be varied from time to time to record any agreed changes to rosters and staffing levels.



The appointee is required to undertake clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with the best practice and relevant ethical and professional standards and guidelines, as determined from time to time by;

- The New Zealand Medical Association
- The Royal Australian and New Zealand College of Radiologists
- The New Zealand Medical Council
- The Office of Radiation Safety
- The Health and Disability Commissioner
- The employer's policies and procedures except to the extent that they may be inconsistent with any other provision of this Agreement.

Key Objectives	Expected Outcomes
Clinical Service Provide effective, efficient and professional clinical Radiology services to Lakes patients, within their scope of practice.	<ul style="list-style-type: none"> • General reporting • Fluoroscopic procedures and reporting • Ultrasound procedures and reporting • CT procedures and reporting • MRI procedures and reporting • Interventional procedures and reporting – if appropriately credentialed
Clinical Meetings	<ul style="list-style-type: none"> • Participation in the provision of the weekly/ fortnightly/ monthly clinical meetings with Medical staff and meetings within the radiology department
Consultations with Medical Staff	<ul style="list-style-type: none"> • Provide appropriate consultations with Medical staff, as required.
Administrative Functions	<ul style="list-style-type: none"> • Adherence to Medical & Administrative policies • Will demonstrate responsible & effective use of resources • Preparation of Coroners, Police, ACC, HDC and similar reports
Clinical Leadership	<ul style="list-style-type: none"> • Provide appropriate clinical leadership to all members of the Radiology Team
Recertification and Quality Improvement	<ul style="list-style-type: none"> • Clinical Audit • Peer Review of Performance as required • Formal Evaluation of Peer Performance • Multidisciplinary Case Meetings with Feedback • Quality Improvement Activities
Professional and Clinical Governance	<ul style="list-style-type: none"> • Participation in College Governance • Participation in other Clinical Governance Activities • Risk management Activities • Complaint Management Activities • Service Accreditation Activities • Service Governance Activities • Service Management Activities
Education	<ul style="list-style-type: none"> • Teaching of Trainee Interns and Registrar(s)

Key Objectives	Expected Outcomes
	<ul style="list-style-type: none"> • Supervision of Trainee Interns & Registrar(s) • Supervision of Overseas Trained Doctors (IMGs) • Examining and Lecturing
Self-Directed Learning	<ul style="list-style-type: none"> • Formal Post Graduate Study • Self-Directed Learning • Web or Video based Learning • Journal Reading • Reflective Diary • On line modules as required by the hospital
Radiology Research	<ul style="list-style-type: none"> • Reviewer • Participation • Planning meetings
Publications and Presentations	<ul style="list-style-type: none"> • Articles in Peer Review Journals • Books and Chapters • Presentations at Meetings
Conference and Meetings	<ul style="list-style-type: none"> • RANZCR & Related Clinical Meetings • Meetings of Affiliated Aust/NZ Special Interest Groups & Societies • Major International Radiology Conferences • Imaging Conferences • Practical Skills Workshops • Convening of Meetings
KPIs	<ul style="list-style-type: none"> • Report turnaround times as per S-RAD-RADDOC-QUALITY.016 “X-Ray Requests and Reports” • Volume outputs as per agreed Radiologist Workload Volume of 41,754 RU per Radiologist, per annum, (reviewed annually). • Non-clinical activities providing an annual education plan as part of the annual credentialing process and participating in at least one departmental clinical audit activity per year. Fulfilling the requirements of MCNZ and RANZCR.

Key Objectives	Expected Outcomes
<p>Own Professional Development and Research</p> <p>Assumes responsibility for own professional development</p>	<ul style="list-style-type: none"> In addition to his/her role in the continuing medical education of colleagues, the SMO will keep up to date with relevant literature in respect of clinical matters, medical management topics, including quality assurance and medical audit. As appropriate, and as approved by the Clinical Director, the SMO will attend Conferences on relevant topics both in New Zealand and overseas, and will attend local post-graduate medical meetings; in respect of such meetings and Conferences, the SMO will report to his colleagues and thereby share – with them the information and knowledge obtained. The SMO will develop with appropriate management support to the best of their ability computer literacy to enable the SMO to best utilise modern technology

Key Objectives	Description	Expected Outcomes
<p>Communication and Personal Interaction</p> <p>Te Ringa Hora</p>  <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Openly communicates and cooperates with all levels of Health New Zealand – Lakes (Lakes) employees, patients and visitors.</p>	<ul style="list-style-type: none"> Listens actively, absorbs message and responds appropriately. Builds effective working relationships. Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situation. Openly and constructively participates in conversations with md team, patients, managers and visitors. Patients and visitors are appropriately welcomed and treated while within Health New Zealand – Lakes. Collegiality with team mates and multi-disciplinary teams. Accepts differences of opinion can occur but these happen respectfully and without any continued animosity
<p>Strategy & Performance</p> <p>Te Ringa Raupā</p>  <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Spends energy on delivering role requirements and meeting objectives.</p> <p>Organises own time to deliver on required tasks and duties.</p>	<ul style="list-style-type: none"> Has an energetic approach to work and is self-motivated. Accepts direction and instruction of manager but is able to work effectively without direction or guidance. Organises time and resources effectively. Understands and work towards achievement of the organisation's goals. On shift is busy completing shift duties. Utilises effective time management strategies to meet shift duties and works towards achieving objectives in any spare moments.

Key Objectives

Expected Outcomes

Development and Change

Te Ringa Ahuahu



Te Ringa Ahuahu

the hand that shapes or fashions something (refers to someone who is innovative)

Accepts change in day to day practices and contributes to decision making of the team.

- Can adjust behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.

Makes suggestions to increase efficiency of the unit.

- Works with managers and team to make any changes within practices work.
- Contributes to change processes, offering solution based ideas.
- Constructively makes suggestions to improve process or practices and gain efficiencies.
- Accepts when ideas are not accepted for implementation.

Personal Accountability

Te Ringa Tōmau



Te Ringa Tōmau

the hand that is trustworthy

Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.

- Offers constructive criticism and accepts feedback.
- Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situations, to allow improvements to be made.
- Accepts all feedback and participates in feedback discussions appropriately.
- Responds and queries how improvements can be made.
- Advises manager wherever issues may be impacting on performance.

Looks for and undertakes development activities appropriate for role and career development.

- Recognises areas that could be improved in own practice.
- Requests learning and development opportunities to enhance practice in role and/ or to assist where improvements can be made.
- Recognises and facilitates the rights of Māori clients and their whanau to participate in cultural activities.
- Has a working knowledge of Health New Zealand – Lakes Māori communities.

Key Objectives

Expected Outcomes

Culture and Values

Te Ringa Taurima



*the hand that nurtures,
encourages, supports*

Operates in line with Lakes values and expectations and professional codes of conduct.

- Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/ customers/ colleagues.
- Incorporates the Lakes Way into day to day business activities.
- Shows respect for patients, colleagues, managers, multi-disciplinary teams.
- Utilises the Lakes Way philosophy to engage with patients, visitors and multi-disciplinary teams.

Compulsory Requirements

Expected Outcomes

Māori Health

Māori philosophies and values of health are demonstrated in work practice.

- Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Lakes Maori Health division in the planning and delivery of services.
- Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori.
- Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care.
- Māori are enabled to access and participate in cultural activities provided by the Lakes.
- A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Lakes is shown.

Te Iti Kahurangi

The Lakes Way, Our Place Our Culture.

- Works within the Te Iti Kahurangi framework and supporting guide document.

Record Keeping

- Complies with the Lakes Corporate Records Management policy to create and maintain full and accurate records.

Compulsory Requirements Expected Outcomes

Quality & Risk

Patient safety is paramount to the service we deliver at Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.

- Employees are supported to lead by example and implement a culture of continuous quality improvement.
- Risks that may prevent Lakes from achieving their goals are identified, reported, and managed.
- Māori patients are provided patient-centred care to achieve positive Māori health outcomes.
- Needs of Māori are reviewed and reported in the further development of practice, process and or policy.
- Evidence-based methodologies are used to support improvements, e.g. kaupapa Māori methodology.
- Quality care is provided to certification standards.

Health & Safety

Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.

- Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Lakes policy and legislative requirements.
- Healthy lifestyles are actively promoted and participated in, within the work area.
- Employees participate in Health and Safety within areas of work.
- Health and Safety activities are appropriately documented within specified timeframes.
- Health and Safety policies have been read and understood and are applied in the workplace.
- Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately.
- Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.
- All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.

Signatures:

Line Manager:

Position Description Approved: _____

Employee:

Acceptance of Position Description: _____

(Please also initial all other pages to show acceptance of position description.)

Person Specification	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Vocational registration or eligible for vocational registration as a Radiologist with the New Zealand Medical Council • Fellowship of, or educational affiliation to the Royal Australian and New Zealand College of Radiologists • Basic medical qualifications recognised by Medical Council of New Zealand • Post-graduate qualifications and experience eligible for Emergency Medical Officer. • Hold General Registration with the MCNZ • Current Practising Certificate. • Member of Medical Defence Organisation, e.g. Medical Protection Society or Medical Defence Unit. • Hold current ACLS certificate • Hold current Paediatric Life Support • Hold current Neonatal Life Support 	
Experience	<ul style="list-style-type: none"> • Experience working in a busy Radiology department 	<ul style="list-style-type: none"> • Ability to work and contribute in terms of fair and equitable workload, particularly in terms of providing cover for scheduled leave. • Proven professional and clinical credibility. • Proven commitment to provision of quality medical care. • Practical MRI Experience
Knowledge	<ul style="list-style-type: none"> • Te Tiriti O Waitangi in the provision of health care services and support to Māori. • Te Tiriti O Waitangi in practice, process, policy development and decision making. 	
Skills	<ul style="list-style-type: none"> • Pronunciation of Te Reo Māori words and names. 	<ul style="list-style-type: none"> ▪ Te Reo Māori ▪ Excellent communication and interpersonal skills. ▪ Ability to function as a multidisciplinary team member. ▪ Proven skills as educator and role model including non-smoker. ▪ Demonstrates cultural safety in practice. ▪ Demonstrated commitment to own professional development. ▪ Ability to meet defined timeframes and to be self-directed. ▪ Evidence of functioning as a professional leader.

Person Specification *Essential*

Desirable

Personal Attributes

- Self-motivated and uses initiative.
- Honest and reliable.
- Ability to work in a team environment.
- Ability to work under pressure and adapt to changes in a demanding work environment.
- Ability to maintain a calm disposition under pressure.
- Ability to escalate concerns and seek assistance.
- Accepts direction and delegation.

- Leadership skills.
 - Innovative and acts as pro-active change agent.
 - Has keyboard skills and is computer literate.
 - Has good command of conversational and written English.
- Non-smoker preferred.



About Health New Zealand – Lakes

At Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

Vision

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well-being, and ora - describing the state of wellness.

Strategic Mission

- Achieve equity in Māori health.
- Build an integrated health system.
- Strengthen people, whanau and community wellbeing.

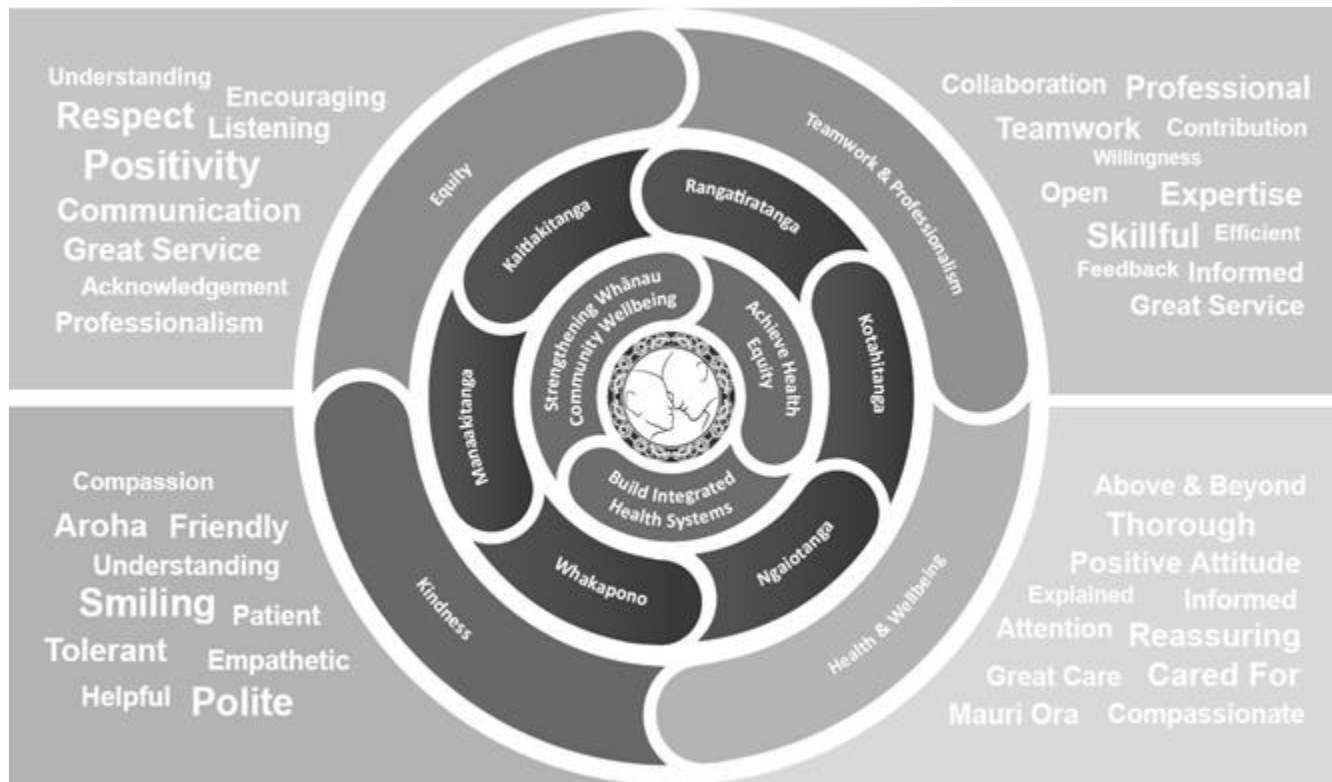
Three Core Values

Manaakitanga Respect and acknowledgment of each other's intrinsic value and contribution.

Integrity Truthfully and consistently acting collectively for the common good.

Accountability Collective and individual ownership for clinical and financial outcomes and sustainability.

Te Iti Kahurangi – The Lakes Way, Our Place, Our Culture – We Will



Te Tiriti O Waitangi

Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

Mana motuhake

Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives and to live on Māori terms and according to Māori philosophies, values and practices, including tikanga Māori.

Mana tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.

Organisation Structure

