

## Position Description | Te whakaturanga o mahi

<b>Position:</b>	Medical Oncologist	
<b>Responsible to:</b>	Operational – Service Manager Professional – Clinical Director	
<b>Location:</b>	Rotorua & Taupō Hospitals	
<b>Functional Relationships:</b>	<b>Internal</b>	<b>External</b>
	Clinical Directors Medical Colleagues Manager Taupo Hospital Quality Coordinator Taupo CNM Nursing Staff Allied Health Staff Administration Team Laboratory Staff Radiology Staff ART	General Practitioners St John Ambulance External Providers
<b>Job Band (indicative)</b>	ASMS MECA	
<b>Financial Delegations</b>	Nil	
<b>Direct Reports/Staff Delegations</b>	Nil	
<b>Date</b>	September 2024	

### WEEKLY TIMETABLE

Scheduled shifts as per published roster.

### VARIATION TO JOB DESCRIPTIONS

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.

### PRIMARY OBJECTIVE(S) OF THE POSITION

To plan and manage the assessment and treatment of patients referred to Oncology Services. To provide specialist oncology inpatient, outpatient, and day patient services for patients referred to Oncology Service.

Key Result Area	Expected Outcomes / Performance Indicators
<b>To provide medical oncology – related diagnostic, investigative, treatment and consultative services</b>	<ul style="list-style-type: none"> <li>• In collaboration with the other SMOs, assume responsibility for treating a portfolio of specific cancer types with this reflected in MDT attendance and in main CPD activities</li> <li>• Holds regular outpatient clinics to see new patients, patients on treatment and follow up as required</li> <li>• Take responsibility for tasks delegated to other members of the care team</li> <li>• Provide outreach clinic services by telehealth and visiting peripheral centres as required</li> <li>• Provide a consultative service to wards as required</li> <li>• Participate in planned patient discharge and interdisciplinary meetings</li> </ul>
<b>To provide high quality oncologic care</b>	<ul style="list-style-type: none"> <li>• To maintain an up-to-date knowledge of best medical oncology practice</li> <li>• To see urgent new patients as clinically required within an overall workload managed by the service</li> <li>• To provide treatment in a timely manner, as resources allow</li> <li>• To produce accurate, timely and clear clinical notes and communications</li> <li>• To facilitate treatment in accordance with Health NZs value “in people’s homes and communities” where this is possible</li> <li>• To reduce hospital admission and length of stay</li> <li>• To facilitate seamless transitions for patients between parts of the health service at different times in the “cancer journey”</li> </ul>
<b>To provide training and educational programmes as required</b>	<ul style="list-style-type: none"> <li>• Participate in service development and clinical leadership roles for the Oncology Service as required</li> <li>• Meet with nursing and allied health professional Oncology Service staff as required.</li> <li>• Maintain appropriate College of Physicians certification to supervise basic and advanced trainees</li> <li>• Participate in informal and didactic teaching sessions for medical, nursing and wider oncology staff</li> <li>• Participate in Oncology Service CPE and hospital CME programmes</li> <li>• Assisting agencies and voluntary support bodies to have a sound understanding of clinical speciality practice and services available.</li> </ul>
<b>To maintain clinical competence through participation in clinical and/or laboratory based research activities or in recertification programmes of appropriate college and medical council.</b>	<ul style="list-style-type: none"> <li>• Maintain appropriate Medical Council certification and participate in College of Physicians CPD programme</li> <li>• Participate in oncology research programme as principle or co-investigator for external studies</li> </ul>
<b>Continuous quality improvement</b>	<ul style="list-style-type: none"> <li>• Active participation in oncology and quality activities</li> <li>• Initiate clinical research projects and clinical audit</li> </ul>

	<ul style="list-style-type: none"> <li>• Review and implement international advances in Oncology management</li> <li>• Attend conferences and workshops, nationally and internationally, relevant to work practice</li> <li>• Initiate relevant basic research projects in collaboration with other departments</li> <li>• Initiate and facilitate collaborative clinical trials, both national and international with particular emphasis on randomised controlled trials</li> <li>• Contribute to the development of an integrated regional and national oncology service</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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 if resources allow and where deemed appropriate.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.</li> <li>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>

<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

## About You – to succeed in this role

### You will have

### Essential:

- Specialist qualification in medical oncology
- Qualifications recognised for specialist registration with the New Zealand Medical Council
- Current Annual Practising Certificate
- Professional memberships required – FRACP
- Be able to work under pressure and prioritise a heavy clinical workload
- Have excellent written and communication skills
- Demonstrate a team approach to work and a collaborative working relationship with management
- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- A valid, NZ driver's license and ability to drive to peripheral oncology clinics

### Desired:

- Completed an oncology fellowship
- Prior experience in oncology research/publications/oncology clinical trials

### You will be able to

### Essential:

- 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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.

- 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.

## SIGNATURES

Line Manager:  
 (position description approved): \_\_\_\_\_  
 Employee:  
 (acceptance of position description): \_\_\_\_\_ Date \_\_\_\_\_

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

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### 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

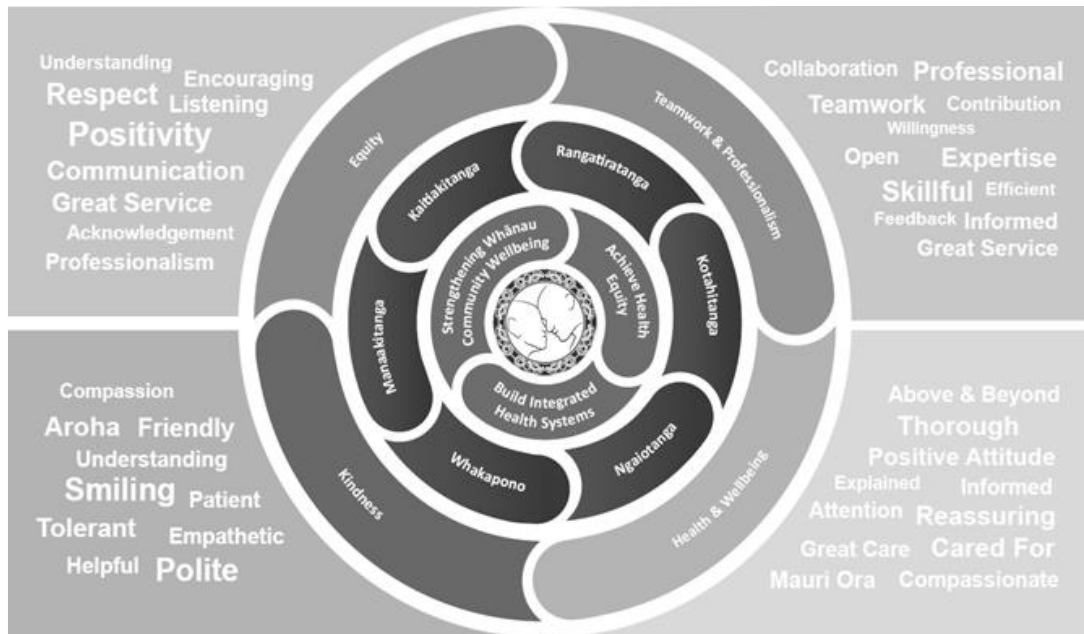
Truthfully and consistently acting collectively for the common good.

##### Accountability

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

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## 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.