

**POSITION DESCRIPTION**

**Organisational Vision**:

South Canterbury District Health Board (SCDHB) is committed *“to enhance the health and independence of the people of South Canterbury”.*

**Organisational Values:** **I CARE**

* **I**ntegrity
* **C**ollaboration
* **A**ccountability
* **R**espect
* **E**xcellence

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| **POSITION:** Specialist Physician – Healthy Ageing and Rehabilitation  |
| **REPORTS TO:** Management: Operations Manager: Health of Older Persons and Community Services within the Directorship of Primary Care and Allied Health PartnershipsProfessional: Clinical Director: Medicine or Health of Older Persons / ATR |
| **HOURS:** Full time 10/10th - 40 hours per week, Monday to Friday |
| **PURPOSE:**The Specialist Physician, in Healthy Ageing and Rehabilitation provides clinical leadership through the provision of appropriate and timely specialist rehabilitation, geriatric care, consult, advice and assistance in conjunction with the interdisciplinary team ensuring a responsive approach to the needs of other health professionals, the patients, family/whanau within South Canterbury. This integrated system includes working across the spectrum of services and settings to enable people to live as long as possible in the environment of their choosing, supporting a restorative approach, to maximise a patients functioning and quality of life to create “a life worth living”. The physician will be central, to the ongoing development of an integrated, innovative, evidenced based service, working with key stakeholders to strengthen their resilience to manage a wider range of services in the community, creating a ward without walls, to meet the needs of the ageing South Canterbury population. **PRINCIPAL OBJECTIVES:**1. To provide appropriate and timely specialist rehabilitative, geriatric care across the SCDHB, working in manner that strongly promotes people remaining in their own home.
2. To consult, advise and assist the interdisciplinary teams, primary and community services to empower them to deliver contemporary, high quality health, rehabilitative and geriatric care to patients and their associated family/whanau within the South Canterbury District Health Board.
3. To foster excellence in quality practice standards, professional conduct by working constructively with the interdisciplinary teams and across the community in order to attain high standards in service delivery as per service framework, service profiles.
4. To educate monitor and advise junior medical officers and other health professionals as appropriate
5. To support SCDHB in maintaining an effective customer driven, safety conscious, performance orientated organisation supporting the needs of the local community.
6. To build a culture that facilitates and encourages collaboration between staff members and stakeholders in SCDHB and other DHB’s.
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| **FUNCTIONAL RELATIONSHIPS:** |
| * Assessment Treatment and Rehabilitation Team
* Integrated Community Nursing and Allied Health Rehabilitation Service
* Needs Assessment Service Coordination
* General Practice Teams
* Psychogeriatric Team
* District Nursing
* Aged Related Residential Care (ARRC) Providers
* Community Home Based Providers
* Inpatient Services – ED, Medical, Surgical
* Palliative Care Team
* South Canterbury Hospice
* Pain Team, Geriatricians, ATR, Oncology Team, Emergency Department and Physicians
* Other Secondary Services teams
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| **Settings: which include but are not limited to the following:** |
|  | **Inpatient:** Medical/Surgical/ICU consults, Assessments in the Emergency Department, manage patients admitted to the Assessment/Treatment and Rehabilitation Unit**Outpatient:** At the AT&R Unit, District Nursing Offices**Community** – Includes, Domiciliary visits to the person home, GP Practice, Day Centre, ARRC facilities, Alzheimers NZ, etc |
| **MAIN OBJECTIVES****Clinical and Patient Care** | The objectives of the Specialist Physician Health Ageing and Rehabilitation is to provide the following in conjunction with the inter-disciplinary team:1. To provide direct rehabilitation and geriatric care and clinical expertise to empower the interdisciplinary team in the management and support of patients and families/whanau across all settings in South Canterbury. This includes providing education and training of other health professionals and volunteers to support rehabilitation and healthy ageing to enable patients to have a” life worth living.”
2. To promote early discharge from hospital and provide support to community services to minimise unnecessary admissions to hospital, admit only when necessary through timely consult liaison, assessment, provision of advice or treatment recommendations as required to the General Practitioner, peers, other health professionals, community services or patient representatives within any setting.
3. Where a patient/family/whanau have more complex rehabilitation and geriatric care needs that exceeds the resources of primary care the physician is to provide quality care ensuring symptom management, support in complex decision making respecting and listening to the desires and choices of the patient and their family/whanau. Complex need in this context may be in any of the domains of care – physical, psychosocial, spiritual and cultural domains.
4. Support clinical staff to optimise interdisciplinary models of practice (including the restorative and rehabilitative model of care) in order to promote effective, person-centred care.
5. Share duties with the Medical Physicians so that one is on call and available at all times for the hospital on a rostered basis outside regular hours including weekends and public holidays.
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|  | **KEY ACCOUNTABILITIES**  |
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| **PROFESSIONAL LEADERSHIP AND ROLE MODEL** | * Provide leadership to ensure services provide better, sooner and more convenient rehabilitation and geriatric care, closer to home.
* Develop and foster close links to local and regional networks, including GP’s, Psychogeriatric and Palliative Services, District Nurses, ARRC, Home Based Providers, Hospice, Regional Health of Older Persons Alliance and other community services.
* Work collaboratively with all members of the interdisciplinary team to enhance patient care delivery, develop effective teamwork and collaborative relationships with all team members.
* Participate in establishing standards of practice/protocols and clear expectations of staff within the interdisciplinary team.
* Empower and enhance capability within the broader healthcare team.
* Provide leadership ensuring that primary care providers are equipped with increased knowledge and skills in a rehabilitation and geriatric medicine to make specialist assessment and coordination of care closer to the patient (including rural areas)
* Participate and coordinate a team approach promoting evidence-based best practice for new service developments and improvement initiatives.
* Be positive and proactive in relation to organisational developments, inspiring and supporting others to improve services.
* Promote best practice and support research.
* Promote cost effective clinical practice.
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| **PRACTICE STANDARDS,**  | * Provide service wide leadership, undertaking clinical responsibility, promoting the use of evidence based practice and complying with ethical and professional standards and guidelines outlined in organizational policies and service framework documents for the relevant services.
* These are but not limited to:
* The New Zealand Medical Association’s code of ethics
* The incumbent’s relevant medical college(s) and/or professional association(s).
* The New Zealand Medical Council
* The Health & Disability Commissioner
* The Employer’s policies and procedures
* Maintains scope of practice
* Provides contemporary clinical practice leadership through role modelling.
* While on call the Physician will be available within 10 minutes by phone and will be able to return to the hospital within 20 minutes
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| **WORKFORCE****DEVELOPMENT** | * Facilitate the provision of high quality education and support for staff across the various settings in the DHB focusing on rehabilitation and geriatric care.
* Promote a team environment across SCDHB which enhances partnership and cooperation across all services with specialist and generalist providers of rehabilitation and geriatric care services to further develop workforce capacity and capability.
* To provide educational and clinical experience for junior medical staff. The Age Care Physician shall instruct, guide and supervises the work of junior medical staff. Junior medical staff's performance shall be discussed during and at the end of the rostered time with the AT&R Unit. Junior medical staff are given clear guidelines and expectations of the relevant department, hospital and government policies in relation to Health Ageing and rehabilitation.
* A written report on the house surgeons performance is given to the intern Supervisor every three months. The Chief Medical Officer will be informed of any unsatisfactory performance as soon as it comes to the Physicians attention.
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| **QUALITY AND RISK** | * Ensures that comprehensive medical records are accurately maintained
* Regularly reviews own performance as part of the maintenance of standards, including review with Clinical Director / colleagues in the form of peer review.
* Specific objectives reviewed and updated at least annually
* Participates in the SCDHB accreditation and certification processes
* Contributes to the annual business plan objectives for their service
* Involved in advancing national service specifications, quality standards, indicators and outcomes.
* Has a profession specific leadership role in reviewing and enhancing the effectiveness of the services provided.
* Work actively with other staff to maintain hospital Certification.
* Work collaboratively with Organisational Capability, Health and Safety, Quality and Risk and Infection Control to maintain organisational standards.
* Undertakes clinical audits to improve patient care.
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| **PROFESSIONAL COMPETENCIES****(Continuing Medical Education)** | * Maintain own professional requirements (as appropriate) as directed by the relevant legislation.
* Role model clinical practice excellence.
* Effectively utilises annual entitlement of continuing medical education leave by keeping abreast with developments in the field of Health Ageing, Rehabilitation and Geriatric Care through attendance at relevant educational seminars, courses and conferences.
* Reports back to colleagues on seminars/courses/conferences attended.
* Maintains recorded evidence of training and development undertaken which will form an integral part of the annual performance review
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| **HEALTH AND SAFETY** | * Contribute to the implementation of a risk management approach that ensures risks are understood and continually reviewed to ensure the controls are in place.
* Create a culture of risk management around safety.
* Comply with the health and safety policies, procedures, guides and related systems to ensure alignment with Health & Safety & Work Act 2015 and associated regulations.
* It is expected that you will use Safety First to report all accidents or near misses and inform your Manager of any potential hazards.
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| **TREATY OF WAITANGI****TE TIRITI O WAITANGI** | * Comply with obligations under the Treaty of Waitangi, giving effect to the principles of Partnership, Participation and Protection.
* Ensure service provision accounts for the cultural needs of clients & family/whanau as appropriate
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| **SUCCESS****FACTORS** | Success Factors for the role include:1. Ability to motivate, inspire and engage the team to support the key focus on healthy ageing and ongoing development of rehabilitation services to enable effective client centred care.
2. Collaboration with other internal services which input into client care.
3. Fosters integration across the unit, the wider service and other internal and external services.
4. High quality client-centered care is delivered.
5. Delivery of services in a safe and sustainable manner.
6. Performance of direct reports/teams.
7. Effectiveness of quality activities and risk management.
8. Health and safety of all staff clients & associated visitors maintained.
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| **KEY WORKING RELATIONSHIPS****INTERNALLY:*** Director Primary Health Partnership & Allied Health
* Director Clinical Services & CMO
* Director Patient Nursing & Midwifery Services
* Director Maori Health
* Director Organisational Capability & Safety
* Associate Director Nursing & Midwifery
* Associate Director Allied Health
* Health of Older People & Long-term Conditions Manager
* Medical Services Manager
* Elective Services Manager
* RMO Manager
* Clinical Resource Manager
* Clinical Nurse Managers & Allied Health Leaders
* Other clinical staff
* Primary Health Manager
* Mental Health Manager
* Primary Care Medical Officer
* Manager Health & Safety
* Workforce Development & Quality Improvement Manager
* MHS Staff Development, Consumer, & Family Advisors

**EXTERNALLY:*** Families/whanau of clients
* Primary Care
* Aged Related Residential Care (ARRC) Facilities
* Respective Registration Authorities
* Health Professionals Membership Groups
* Tertiary Providers
* Partners in care of patients, including NGO’s, Pharmacists and statutory authorities
* Community groups and organisations
* Unions
* Health service providers across South Canterbury
* Ministry of Health
* Government agencies
* Other DHBs
* Office of the Health & Disability Commissioner
* Office of the Privacy Commissioner
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| **PROFESSIONAL & LEGISLATIVE STANDARDS:*** The Specialist Physician – Aged Care Medicine will:
* Ensure that they meet their obligations under the Treaty of Waitangi
* ensure compliance with New Zealand statutory laws; the description shall include all terms implied by operation of law, or incorporated by statute, or otherwise passed or substituted including but not limited to

 Accident Rehabilitation Act 2000 Employment Relations Act 2000 Health and Safety in Work Act 2015 Health Practitioners Competency Assurance Act 2003 Human Rights Act 1993 Medicines Act 1981 New Zealand Bill of Rights 1990 Privacy Act 1993 Wages Protection Act 1983* Undertake clinical responsibility and demonstrate conduct in all matters relating to employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined by the relevant professional councils, commissioners and associations; from time to time by:
* NZ Medical Council
* The Australasian Chapter of Geriatric Medicine
* The Royal Australasian College of Physicians
* Health and Disability Commissioner
* Comply with organisation-wide and service specific rules, codes of conduct, policies, protocols and procedures including safe rostering practice and MECA compliance.
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| **PERSON SPECIFICATION****EXPERIENCE:****Essential Criteria*** It is essential that the applicant is a fully qualified Specialist Physician – Healthy Ageing and Rehabilitation with recent extensive clinical experience in Rehabilitation and Geriatric Inpatient and Community Services.
* Qualifications eligible for specialist Physician registration with the New Zealand Medical Council. Appropriate qualifications/ experience in Rehabilitation and Geriatric Medicine.
* Vocational Registration or eligible for vocational registration with MCNZ in Geriatric Care
* Current Annual Practising Certificate
* Membership of relevant national professional body.
* Commitment to and enthusiasm for your profession.
* Role model contemporary clinical practice.

**Experience/knowledge*** Strong clinical leadership skills acting as role model to those within the profession.
* Excellent group facilitation skills with a history of a collaborative team approach.
* Innovative and flexible with a positive and problem solving approach to situations.
* Proven clinical credibility in your own profession.
* Critical consumer of research and advocate of evidenced-based practice.

**SKILLS AND ABILITIES:*** Integrity and high personal and professional standards.
* Ability to work at a operational level and be agile in decision making.
* Is prepared, individually and collectively, to experiment with new thinking, generate new ideas and pilot new insights.
* Demonstrates an in-depth understanding of personalities and behavioural styles in order to work collaboratively with a variety of people at all levels.
* Has a sense of urgency around the work agenda with the ability to engage directly in its delivery and produce results.
* Planning, organisation and time management skills to achieve quality outcomes
* Ability to relate collaboratively with a wide range of health professionals
* Ability to develop and maintain appropriate and effective networks
* High standard of oral and written communication skills
* Computer Literacy
* Research utilisation and project experience
* Evidence of understanding and commitment to the principles of Quality Improvement
* Proactive in initiating and responding to new ideas and challenges
* Demonstrated ability to exercise sound judgement and to use information effectively
* Demonstrated ability to articulate thoughts clearly and develop positive interpersonal relationships
* Demonstrated ability to show initiative and work under pressure
* Effective presentation skills
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**The intent of this position description is to provide a representative summary of the major duties and responsibilities.**

**Agreed by:**

 ---------------------------------------------------- (Job holder’s signature)

----------------------------------------------------- (Employer’s signature) -------------------- Date

Date Reviewed: Reviewed by: Next Review: