

## Position Description

Employment Agreement:	Senior Medical and Dental Officers Collective Agreement
Position Title:	<b>Consultant Urologist</b>
Service & Directorate:	Surgical Directorate
Location:	Dunedin Hospital
Reports to:	Clinical Leader Service Manager, Surgical Directorate
Number of direct reports:	Nil
Date:	Nov 2023

### PURPOSE OF ROLE

Be responsible for providing a comprehensive Urological service to a high standard throughout the Te Whatu Ora Southern coverage region. The Consultant Urologist will take an integral role in maintaining the existing service in Southland and at times across the district.

### Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

#### Organisational Competencies

<b>Customer Focus</b>	Is dedicated to meeting the expectations and requirements of internal and external stakeholders; gets first hand stakeholder information and uses it for improvements in products and services; acts with patients and their family/whanau in mind; establishes and maintains effective relationships with patients and colleagues and gains their trust and respect.
<b>Integrity and Trust</b>	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
<b>Drive for Results</b>	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
<b>Managing Diversity</b>	Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; hires variety and diversity without regard to class; supports equal and fair treatment and opportunity for all.

#### Role Specific Competencies

<b>Decision Quality</b>	Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
<b>Dealing with Ambiguity</b>	Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

<b>Building Effective Teams</b>	Blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.
<b>Interpersonal Savvy</b>	Relates well to all kinds of people—up, down, and sideways, inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can defuse even high-tension situations comfortably.

<b>KEY RELATIONSHIPS</b>	
<b>Within Te Whatu Ora Southern</b>	<b>External to Te Whatu Ora Southern</b>
Multi-disciplinary staff within Te Whatu Ora Southern, their families, and whanau	Staff from other Te Whatu Ora's and Community Trusts
Heads of Department/other Clinical Leaders/ Managers/ Community Service Staff	Dunedin School of Medicine, University of Otago

## **KNOWLEDGE, EXPERIENCE AND SKILLS REQUIRED**

### **Essential Criteria**

- Has a current Annual Practicing Certificate in the scope of Urologist from the Medical Council of New Zealand.
- Meets CME requirements of RACS.

### **Experience / Knowledge**

- Demonstrated ability to be part of a team
- Able to work independently and use initiative
- Able to adopt a leadership role when necessary
- Committed to quality improvement

KEY ACCOUNTABILITIES	DELIVERABLES	EXAMPLE MEASURES
<p><b>BE RESPONSIBLE FOR THE FOLLOWING SPECIFIC PERFORMANCE GOALS ASSOCIATED WITH PROVIDING A COMPREHENSIVE SURGICAL SERVICE</b></p>	<p>Provide to patients a safe competent and respectful service in the management of their conditions according to their clinical priority.</p> <p>Communicate adequately with patients on their condition and treatment, ensure that at all times patient rights are protected and all consents required are acquired before treatment.</p> <p>Provide for comprehensive and appropriate records of patients seen and be responsible for ensuring that such records are available in accordance with normally accepted procedures.</p> <p>Act as a member of the Urology Team in providing suitable cover for Dunedin Hospital requirements as well as additional services offered at other Te Whatu Ora Southern locations.</p> <p>Provide such tuition and lectures to staff as may be required by agencies such as the College Training Scheme fulfilment of Medical Council requirements and hospital training requirements and to instruct, monitor and advise those staff under the direct guidance of the Senior Medical Officer.</p> <p>Report promptly to the Clinical Leader any unusual incidents or occurrence, especially those which may give rise to complaints or legal action against Te Whatu Ora Southern</p> <p>Ensure effective use of Te Whatu Ora Southern resources of staff and facilities, by the application of effective efficient and economical patient management techniques.</p> <p>Ensure that the standard of service provided is commensurate with Te Whatu Ora Southern duties and intentions, Business Plan, Policies and Procedures.</p> <p>Keep informed of developments in the area pertinent to speciality and maintain own skills and knowledge of speciality to professional college guidelines.</p> <p>Provide speciality advice as requested by Te Whatu Ora Southern .</p> <p>Promote awareness in the community of health promotion activities and disease prevention within speciality by the provision of health education.</p> <p>Actively participate in processes regulating performance and accountability which will include quality assurance measures, medical audit and medical peer review.</p> <p>Identify from time-to-time research needs and in consultation with Clinical Leader and with approval of Te Whatu Ora Southern Ethical Committee, conduct such research.</p> <p>Ensure that supervision of Resident Medical Officers (RMOs) occurs to meet requirements of the clinical environment and statutory organisations, and that appropriate reports are provided to meet the requirements of the Medical Council.</p> <p>Ensure that any lawful instructions of the Clinical Leader are carried out in a prompt manner.</p>	

<p><b>THE CONSULTANT UROLOGIST SHALL:</b></p>	<p>Be responsible for the assessment and care of patients at Dunedin Hospital, on a regular basis during average routine hours, and on a rostered basis outside average routine hours during the week, at the weekends and on public holidays.</p> <p>Possibly participate in Outpatient Clinics at our peripheral hospitals.</p> <p>Be familiar with appropriate modern techniques.</p> <p>Continue to keep patient hospital stays to the minimum compatible with high standards of care to be reviewed annually.</p> <p>Carry out a minimum of three ward rounds per week during the average routine working hours.</p> <p>Provide Outpatient and Theatre sessions as per the agreed schedule of duties.</p> <p>Provide early advice for those patients referred for a surgical opinion by hospital specialist colleagues. They will also provide advice for General Practitioners and RMO's.</p>	
<p><b>RESOURCE RESPONSIBILITY</b></p>	<p>Be responsible for the clinical and educational management of Resident Medical Officers and various Trainee Interns/Medical Students attached to the Surgical Department.</p>	

<p><b>DIRECT PATIENT CONTACT - HANDS ON</b></p>	<p>Provide generalist urological services at a level appropriate to the service required at Dunedin Hospital.</p> <p>Conduct specialised clinics as required in keeping with service requirements and scope of practise.</p> <p>Maintain close liaison with the x-ray department and undertake radiological investigations and examinations as required.</p> <p>Respond promptly to colleagues' request for inpatient referrals.</p> <p>Provide advice for RMO's and GP's as required.</p> <p>Review waiting lists for surgical procedures.</p> <p>Conduct clinics at Dunedin Hospital and locations throughout the Te Whatu Ora Southern region. In consultation with the Clinical Nurse Specialist the Urologist will assign priority to patients for attendance at such clinics and advise on the administration of the resources available at the clinics and review clinic lists.</p> <p>Carry out operating list decisions based on levels of urgency; In consultation with the Clinical Nurse Specialist determine the caseload requirements, and the facilities available. Plan strategies with the patient, arrange for the provision of the necessary equipment and implants as required and carry out pre-operative ward rounds.</p> <p>Carry out post-operative ward rounds.</p> <p>Be available whilst on call for all resident medical officers, senior colleagues, administrators, and nursing staff and be ready to attend in person for emergency and other urgent problems.</p> <p>Undertake after hours emergency operating lists and ward rounds where necessary.</p>	
<p><b>INDIRECT PATIENT WORK</b></p>	<p>Ensure patients are appropriately referred to their referring practitioner as soon as possible.</p> <p>Maintain close communication with the patient's practitioner.</p> <p>Ensure adequate records are maintained for both inpatient and outpatients.</p> <p>Maintain liaison with the administration staff to ensure correct information for patients and other relevant persons in order that the patients may be informed of their likely admission date and colleagues and administrators base their long-term planning on sound information.</p> <p>Complete reports when requested by the administration for the police, ACC, or other divisions of the administration.</p>	

<b>PATIENT COMMUNICATION</b>	<p>Consult with other professionals as to patient care requirements when appropriate.</p> <p>Co-ordinate all aspects of treatment with para-medical services in terms of inpatient and outpatient outcomes.</p> <p>Develop effective interpersonal relationships with other staff members, administrators, patients, relatives, and other members of the public.</p> <p>Make themselves available to patients and relatives where appropriate, to discuss the condition, treatment, and prognosis of patients.</p>	
<b>GENERAL ADMINISTRATION</b>	<p>Involve themselves with the continuing development and management of the Te Whatu Ora information systems.</p> <p>Reconcile information provided by advisor groups within the hospital, the Department of Health, and Te Whatu Ora Southern business plan with the practice of a high contemporary standard of surgical practice.</p> <p>Meet at least monthly with other members of the Senior Medical Staff.</p> <p>Be available for appointment for other committees associated with the day to day running of the hospital.</p> <p>Advise the Clinical Leader on equipment replacement needs and related planning strategies on a consistent basis.</p> <p>Be available to meet with representatives of the companies supplying products appropriate to their specialty.</p> <p>Provide guidelines to RMO's of the requirements of the Urological service and keep staff members informed on a day-to-day basis of changes in surgical practice and change of requirements.</p>	
<b>CLINICAL SUPERVISION OF STAFF</b>	<p>Provide written instruction to and supervision of any assigned medical students</p> <p>Review the performance of RMO's at the end of each run and when requested by the Clinical Leader and provide a written report.</p>	
<b>SELF-EDUCATION</b>	<p>Be responsible for maintaining up to date knowledge of the literature pertinent to their specialty through such initiatives as Journal Club.</p> <p>Participate in educational sessions on medical management topics.</p>	
<b>EDUCATION OF OTHERS</b>	<p>Instruct, guide, and supervise the work of the assigned Resident Medical Officer</p> <p>Undertake continuing education programmes for assigned Registrars. This may include x-ray presentation and discussion sessions, weekly case presentations and topic discussions, monthly departmental audits, review of pathological material obtained from within the department on a regular basis every six weeks, fortnightly Journal Club review of current literature.</p>	

	Be available to give tutorials or lectures when required to other members of the clinical team such as nursing staff, physiotherapists, occupational therapists, and other staff, as requested.	
<b>RESEARCH AND REVIEW</b>	Undertake clinical research, where appropriate, in accordance with requirement set by Te Whatu Ora Southern Ethical Committee.	
<b>DEPARTMENTAL QUALITY</b>	Continue to develop quality assurance initiatives such as diagnostic screening programmes, quality assurance, complication audit in relation to outcome, and standards review.  Assist with the establishment, maintenance and participate in Quality Assurance initiatives, in consultation with the Directorate Leadership team.  Take part, when necessary, in Te Whatu Ora Southern's credentialing processes as set out in the Credentialing Policy for Senior Medical staff.  Undertake individual continuing education to ensure all credentialing requirements are met.  Conduct a monthly meeting with registrars as part of the monthly audit.  Maintain records for the purpose of medical audit and attend audit meeting for the presentation of medical audit findings.	
	The Te Whatu Ora Southern is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection.	
	Foster and support commitment to achieving the highest level of health and safety, including identification and reporting of all hazards, assistance in resolving issues that may cause harm to staff, and working safely at all times.	
	Maintain professional and organisational quality standards.  Ensure delivered work is planned, delivered, and implemented consistently against quality standards.  Continuously identify improvement opportunities to perform job in most effective manner.  Investigate opportunities to achieve goals in a more efficient way.	
<b>TREATY OF WAITANGI</b>	The Te Whatu Ora Southern is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection.	
<b>HEALTH AND SAFETY</b>	Foster and support commitment to achieving the highest level of health and safety, including identification and reporting of all hazards, assistance in resolving issues that may cause harm to staff, and working safely at all times.	

<b>QUALITY AND PERFORMANCE</b>	<p>Maintain professional and organisational quality standards.</p> <p>Ensure delivered work is planned, delivered, and implemented consistently against quality standards.</p> <p>Continuously identify improvement opportunities to perform job in most effective manner.</p> <p>Investigate opportunities to achieve goals in a more efficient way.</p>	<p>Performance is in alignment with HR quality audit standards, organisational requirements, and professional standards.</p>
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## CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date