



Emergency Medicine Specialist

Position Description

Date: March 2021

- Job Title** : Emergency Medicine Specialist (Emergency Physician / Consultant)
- Service Area** : Acute and Emergency Medicine
- Location** : Emergency Department - North Shore/Waitākere Hospitals
- Reporting To** : Clinical Director of Emergency Medicine in partnership with the ED Operations Manager
Acute and Emergency Medicine General Manager
Acute and Emergency HOD
- Direct Reports (Clinical Management)** : Clinical Director of Emergency Medicine
- Functional Relationships with** : **Internal**
Clinical Director of Emergency Medicine
Operations Manager, Emergency Department
Associate Clinical Director of Emergency Medicine
Senior Medical Staff and RMOs in Emergency Department
Nursing and Clerical staff in the Emergency Department Inpatient specialty services
Support services (Māori Health, Laboratory, Radiology, Social Work, IT)
Chief Medical Officer
Duty Managers
- External**
GPs and A&M Clinics
Emergency Departments and specialty services in other hospitals
Australasian College for Emergency Medicine
University of Auckland School of Medicine
- Purpose of the role** : To provide excellent care in the emergency department by expertly managing conditions threatening imminent disability or death, alleviating acute crisis with compassion, and facilitating seamless transfer of care of our patients. To contribute to the development and maintenance of clinical standards of medical practice and professional conduct within the Emergency Department in order to achieve the optimal service.
- In conjunction with the Clinical Director, ED Operations Manager and ED Leadership Team to strive to ensure the achievement of agreed business and clinical objectives.



Our Purpose, Values and Standards

At the heart of Waitematā DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. Promote wellness
2. Prevent, cure and ameliorate ill health and
3. Relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect in the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.

everyone matters

Every single person matters, whether patients, clients, family members or staff members.

- **Welcoming** and friendly
- **Respect** and value each individual
- Take time to **listen** and understand
- **Speak up** for others

with compassion

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do every thing we can to relieve suffering and promote wellness.

- **Compassionate** for your suffering
- Attentive, **helpful** and kind
- **Protect your dignity**
- **Reassuringly** professional

connected

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients / clients and their families.

- **Communicate** and keep people informed
- **Explain** so people understand
- **Teamwork** with patients, whānau, and colleagues
- Give and receive **feedback**

better, best, brilliant

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

- **Positive** we can make a difference
- **Improve** our service and ourselves
- Clean and **safe** practice
- Timely, **efficient** and organised



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JOB SPECIFICATION

KEY TASKS	EXPECTED OUTCOMES
Optimise appropriate resource use and service provision to enable the achievement of Waitematā Health strategic objectives	<ul style="list-style-type: none"> • Contribute to strategic planning meetings and sessions to help develop and plan service provision to meet the needs of the evolving population and the ED team. • Contribute to discussions with colleagues, and in conjunction with clinical director and operations manager in order to ensure safe and quality clinical practice. • To contribute to the Emergency Department’s role in teaching to ensure teaching and other professional obligations of senior and junior medical staff are fulfilled. • Assisting with orientation and teaching of nursing staff including advanced nurse practitioners and medical students.
To recognise Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992	<ul style="list-style-type: none"> • Ensure awareness and application of departmental and DHB policies. • Workplace hazards are identified and reported, including self management of hazards where appropriate
Supervision of Medical Officers of Special Scale and Junior Medical Staff	<ul style="list-style-type: none"> • As a senior staff member you will demonstrate clinical leadership and support Waitematā Health’s mission and values. • Assist the Directors of Emergency Medicine Training to provide appropriate education and departmental teaching for all staff. • Assist with performance improvement interventions where individual medical staff are not meeting expectations (includes for example identifying training and development needs, arranging support networks and disciplinary actions)
Development of professional medical standards of practice and competence, in accordance with clinical policies, and service specific and organization wide objectives	<ul style="list-style-type: none"> • Participate in quality initiatives and ensure alignment with priorities of NZ MOH and ACEM, DHB and departmental strategies. • Contribute to the implementation and maintenance of external credentialing processes.(eg ACEM) • Assist with the clinical orientation of new medical staff. • Participate in clinical audit processes ensuring an equity lens is applied. • Assist with clinical input into investigation and followup with reporting of complaints. • Contribute to regular morbidity and mortality meetings/critical incident reviews.



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KEY TASKS	EXPECTED OUTCOMES
	<ul style="list-style-type: none"> Assist with the implementation of departmental policies and guidelines to optimise patient care in the Emergency Department Assist with the implementation of quality improvement initiatives, ensuring an equity lens is applied. To encourage and promote research activity in the Emergency Department. To liaise and form good working relationships with staff from other inpatient departments and with specialty services in other hospitals.
Service Specific Accountabilities.	<ul style="list-style-type: none"> To work rostered clinical duties. To provide team leadership and supervision with opportunistic teaching on clinical shifts. Be able to work in partnership with the Associate Clinical Charge Nurse on each shift. Be able to prioritize and manage patient flow through the department. Be able to lead and manage the department as required, fostering cohesive teamwork on the floor. Be actively involved in service improvement and innovation and be able to demonstrate your non clinical contribution to the service.
Responsibility for privacy	Ensure that personal and health information (patient, staff, corporate) is managed in accordance with Waitematā DHB's privacy policies and relevant privacy laws and regulations, and that privacy breaches are investigated, reported and corrective action implemented in line with Waitematā DHB policy.
Statutory & Treaty of Waitangi obligations	<p>Ensures that Waitematā DHB</p> <ul style="list-style-type: none"> meets all statutory regulatory and contractual obligations, including financial reporting, compliance with occupational health and safety, and employment and privacy legislation. Operates in ways that reflect the intent of the Treaty of Waitangi and achieves related objectives determined by Waitematā DHB
Te Rautaki Manaaki Mana	<ul style="list-style-type: none"> Demonstrate awareness and knowledge of the Te Rautaki Manaaki Mana (Excellence in Emergency care for Māori.) Work according to the four articles of Te Tiriti which provide a framework for developing a high performing and efficient health system that honours the beliefs and values of Māori patients, that is responsive to the needs of Māori communities, and achieves equitable health outcomes for Māori.



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<p>To recognise individual responsibility for workplace Health & Safety under the Health and Safety at Work Act 2015</p>	<p>Contribute to a safe and healthy workplace at Waitematā DHB by:</p> <p>All Employees</p> <ul style="list-style-type: none"> • Following and complying with H&S policies/processes and applying them to their own work activities, including using/wearing Personal Protective Equipment as required. • Participating in activities directed at preventing harm and promoting well-being in the workplace • Identifying, reporting and self-managing hazards where appropriate • Early and accurate reporting of incidents at work and raising issues of concern when identified.
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PERSON SPECIFICATION

	Minimum	Preferred
Qualification	Registration with the Medical Council of New Zealand. Emergency Medicine Specialist trained (FACEM or equivalent).	
Experience		
Skills/Knowledge/Behaviour	Maanaakitanga (to look after, respect, care for) Whakamaana (empower) Tika me Pono (honest and just) Whānaungatanga (interdependence/relationships/trust) Aroha (compassion)	Open to personal reflection and growth Mindful of wellbeing of self and other.