

Te Whatu Ora

Health New Zealand

Lakes

POSITION DESCRIPTION

Position	Orthopaedic Registrar	Direct Reports	Nil
Responsible To	HOD, Orthopaedic Consultant Manager, Medical Management Unit	Location	Rotorua
Financial Delegations	Nil	Date	August 2023
Functional Relationships	Service Manager, Surgical and Elective Services Clinical Director, Surgical and Elective Services Senior Medical Staff Resident Medical Officers Trainee Interns Nursing Staff Medical Management Unit Administration Staff Manawa Pou – Te Aka Matua Service Allied Health Staff Medical Students		
Run Category	B (60-64.9 hours) paid at B Reliever (60-64.9 hours) B paid at A+		

1. Primary Purpose(s) of the Position

To provide Orthopaedic Services in accordance with protocols as established by consultants with high quality patient care being the primary focus.

Expected Outcomes

Expected Hours of Work Ordinary	<p>Registrars are assigned to specific runs. Ordinary hours of work are from 0730 to 1600 from Monday to Friday inclusive (40 hours per week) From 0800 for Saturday/Sunday on call team.</p> <p>Registrars are required to be on site during these hours. However, when workload permits, and personal duty responsibilities are completed and cover agreed by colleagues, the Registrar may sign off slightly earlier than 1600. Included on timesheets are service requirement hours worked inclusive of orientation expectations, i.e. Resuscitation Lectures.</p>
After Hours and Weekends	<p>All Orthopaedic Registrars participate in the afterhours and weekend call roster.</p> <p>The roster requires one Orthopaedic Registrar to be on duty Monday – Sunday until 2300 (long day) and on- call from 2300 – 0800.</p> <p>Acute take days are rostered by a nominated Registrar. If a consultant is away, that consultant's Registrar is still expected to participate in the on call roster in regular fashion.</p> <p>Unrostered overtime. It is expected that any reasonable overtime necessary to complete assigned work after each ordinary 8-hour week day be undertaken where reasonable. These hours shall be recorded on the employee's timesheet.</p>
Clinical Practice	<p>The employee will provide in-patient, day patient and out-patient care for Orthopaedic patients assigned to them and as directed by the consultants involved.</p> <p>Such services (investigation, diagnosis, and treatment) will be in accordance with standards, guidelines and protocols as directed by consultants, established by Lakes DHB and to a standard comparable with that of competent colleagues.</p> <p>Particular emphasis will be placed on providing a service to patients and their families in a manner that is responsive to their needs (and as far as possible minimises waiting time).</p> <p>(a) The employee will:</p> <p>Provide assessments for the responsible clinician as necessary. This may be as frequent as daily or more when the condition of the patient dictates. At least once daily visits are to be undertaken in both ICU/CCU for surgical patients.</p>

Expected Outcomes

Regular participation in at least two formal ward rounds per week with the consultants and other ward rounds as necessary.

Perform investigative and therapeutic procedures, and prescribe medicines as directed by consultants. This includes surgical procedures appropriate to the Registrars level of experience.

Ensure that comprehensive, accurate, legible medical records, dated and signed, are maintained in accordance with standards for in-patients, day patients and outpatients assigned to his/her care.

Document clearly completely and concisely all information relevant to the care and condition of the assigned patients during their in-patient stay and on discharge within one week.

The referring doctor will send appropriate and timely written reports on progress and treatment of the patient within one week of the patient's discharge and telephone a verbal report on the same day if circumstances require.

Where possible dictation is not to be left for the incoming Registrar when runs change.

Inform the consultants responsible for the care of the patient (or the consultants on call where appropriate) as soon as possible about patient's admission or about significant changes to an in patient's current condition and document this consultation.

Be available to other staff members for discussion regarding clinical decisions affecting their patients. It should be emphasised that referrals are primarily between consultants. Consultants must be kept informed.

Where possible, Registrars are requested to facilitate the Informed Consent procedure. Informed Consent is the responsibility of the medical person performing the procedure required.

Follow guidelines for informed consent, privacy regulations and cultural sensitivity.

(b) The employee will agree to Outpatient Clinic attendances at the beginning of the run. He/she may conduct Outpatient Clinics, carry out investigations, provide diagnoses and recommend management by arrangement with the consultants.

Expected Outcomes

- (c) The employee will see the patients referred to him/her by medical colleagues for discussion, consultation and medical opinion and provide advice and a written report within his/her capabilities in a timely, courteous and appropriate manner.
- (d) The employee will be expected to prepare, present and discuss cases and topics at clinical meetings as directed by the consultants.
- (e) Will take account of and allow for patients individual religious and cultural beliefs and values as far as possible without compromising clinical care.

On Call Responsibilities

The employee while rostered on call back duties will be required to be available and/or to provide services out of hours when on call.

It is expected that the employee will respond as soon as possible by telephone to all calls received at any time when on call or on duty.

Training, Education and Teaching

- Ward rounds - 0730-0800 hrs every morning
- Fracture meeting - 0730-0830 hrs every Thursday
- Grand Round - 1230-1330 hrs every Friday
- Orthopaedic Registrar teaching - 0730-0830 hrs variable dates.
- Journal Club - 1930-2100 hrs variable dates

Key Objectives

Communication and Personal Interaction

Te Ringa Hora



the open hand (denoting someone who is sociable)

Description

Openly communicates and cooperates with all levels of Te Whatu Ora – Lakes (Lakes) employees, patients and visitors.

Expected Outcomes

- 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 Te Whatu Ora – Lakes.
- Collegiality with team mates and multi-disciplinary teams.
- Accepts differences of opinion can occur but these happen respectfully and without any continued animosity

Key Objectives

Description

Expected Outcomes

Strategy & Performance

Te Ringa Raupā



the roughened hand (symbolising a hard worker)

Spends energy on delivering role requirements and meeting objectives.

Organises own time to deliver on required tasks and duties.

- 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.

Development and Change

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.

Makes suggestions to increase efficiency of the unit.

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

- 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



the hand that is trustworthy

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

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

- 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.

- 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 Te Whatu Ora – Lakes Māori communities.

Key Objectives

Description

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.

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.

Compulsory Requirements

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.

Expected Outcomes

- 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	•	○
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. ○
Personal Attributes	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> ○ Non-smoker preferred.



2. About Te Whatu Ora – 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.

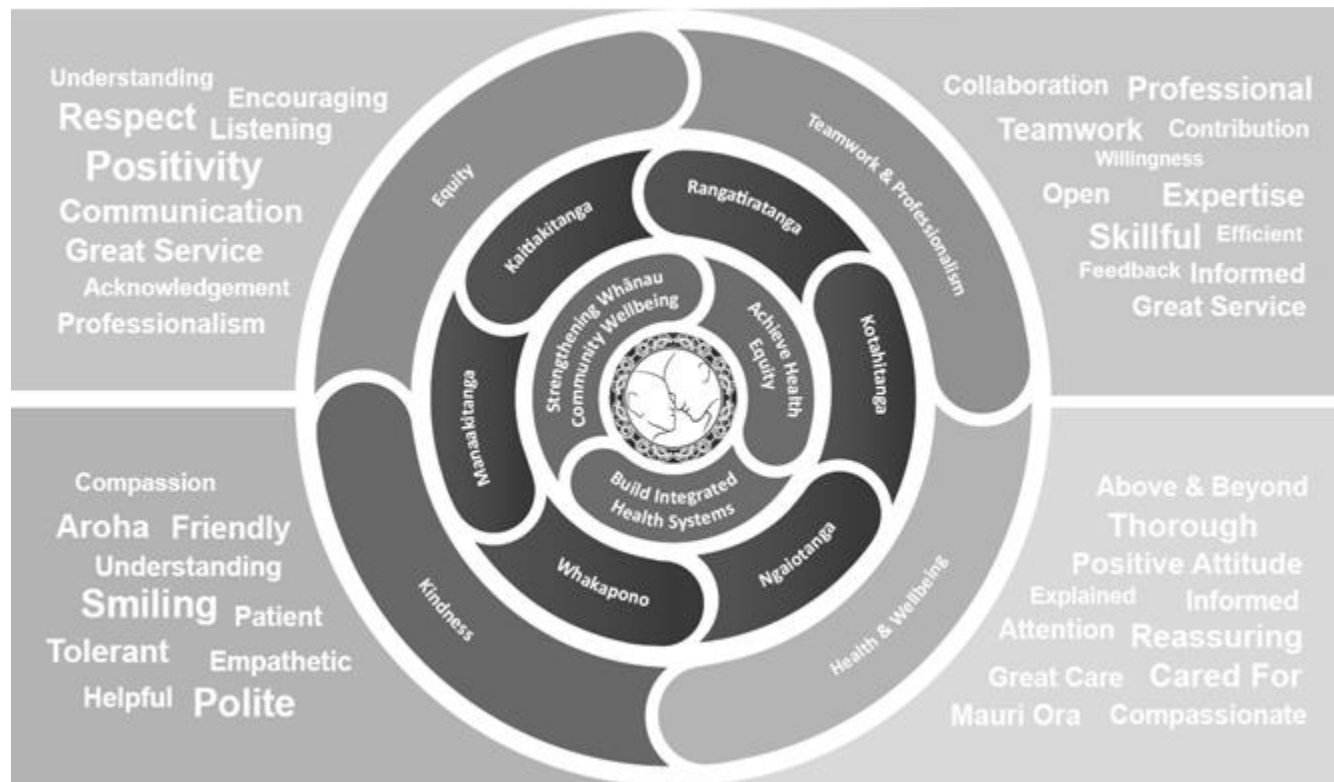
Three Core Values

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.

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



4. 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.

5. Organisation Structure

