

Position Description

Vacancy ID: 5726/JT573

| | |
|-------------------------------|---|
| Position: | Medical Officer, Geriatric Medicine – Horowhenua (STAR 4) |
| Reports to: | Clinical Executive, Healthy Ageing and Rehabilitation Medical Lead, ElderHealth |
| Role Relationships: | <p><u>Internal</u> Clinical Executive, Medical Lead, Operations Executive, Hospital Services, Business Leader, Service Managers, Other health professionals and hospital staff particularly those members of the ElderHealth community Teams.</p> <p><u>External</u> General Practitioners Staff of Rest Homes Patients and relatives</p> |
| FTE: | 0.7 FTE |
| Level of Authority: | The position is at the level of Senior Medical Officer as defined in the “New Zealand District Health Boards’ Senior Medical and Dental Officers’ Collective Agreement” |
| Nature of Appointment: | part time, permanent |

Future Direction:

MidCentral District Health Board (MDHB) is advancing through a transformational change programme to firmly establish itself as a high performing health system that meets the current and future demands of its communities, that provides improved patient experiences for service users, and that achieves improved patient and community health and wellbeing.

MDHB will build on its significant achievements to date, in particular its investment in developing primary and community care services and relationships. It will work to further reduce service duplication and fragmentation, to move care into and closer to people’s homes, and to achieve an integrated and community focused high performing health system.

MDHB will continue to transform its specialist and hospital services, improving patient experience, decreasing length of stay, improving productivity in theatres, and managing demand. Quality improvement, patient and consumer engagement, evidence based decision making, integration with primary and community services and clinical leadership will be key areas of focus.

*Compassionate
Ka whai aroha*

*Respectful
Ka whai ngākau*

*Courageous
Ka mātātoa*

*Accountable
Ka noho haepapa*

MDHB will increasingly look to work with intersectoral partners to improve the health and wellbeing of its community, with particular reference to vulnerable and high needs population groups.

To achieve this transformational change, MDHB needs to support clinicians and provider agencies to develop new ways of working together. This will require MDHB to develop new relationships, new systems and new capabilities. This will be achieved while continuing to meet the expectations of external stakeholders such as the Minister and Ministry with regards to priorities and performance.

General

ElderHealth provides a geriatric medical service mainly to older people in the Manawatu, Horowhenua and Taranaki districts. There are approximately 170,000 people in the area of whom 20,000 are aged 65 years and over.

STAR 2 is a 24-bedded Assessment, Treatment and Rehabilitation (A, T & R) ward for patients of all ages.

STAR 4 is a 20-bedded A, T & R ward for patients of all ages, but predominately patients over 65 years old and is located at Horowhenua Health Centre, Levin.

Current medical staffing of the ElderHealth service at Palmerston North Hospital is:

- 9 consultant geriatricians.
- 1 registrar (STAR 2 and outpatients, with STAR 1 involvement for trainees).
- 2 house officers (STAR 2).

Horowhenua Hospital is staffed by 4 medical officers supervised by one of the geriatricians.

Acute medical care takes place at Palmerston North Hospital. Rehabilitation takes place at Palmerston North and Horowhenua Hospitals. Outpatient clinics are held at Palmerston North and Horowhenua Hospitals, Dannevirke Hospital and the Pahiatua Medical Centre.

There is close liaison between acute medical services and ElderHealth, with a dedicated Older People's Acute Assessment & Liaison (OPAL) unit and also a well-established orthogeriatric liaison service.

STAR 1 is a 7 bed Older Adult Mental Health (OAMH) (psychogeriatric) ward aligned to Mental Health and Addiction Services, but operationally running side by side STAR 2 ward. Medical staffing of this ward consists of 1 psychogeriatrician and 1 house officer. There is a close operational relationship between ElderHealth and OAMH.

Role Purpose

PRIMARY OBJECTIVES:

To provide a high standard of clinical practice and clinical expertise, contributing to the provision of efficient and effective geriatric services to the community and region served by MidCentral District Health Board.

Responsibilities

| Areas of Responsibility /Key Tasks | | Measures of Performance |
|---|--|---|
| <ul style="list-style-type: none"> Clinical | | |
| 1.1 | Delivery of clinical care to patients requiring geriatric input. | <ul style="list-style-type: none"> Maintains a high standard of professional care in accordance with the NZMA Code of Ethics, statutory and regulatory requirements and organisation's policies and any subsequent amendments thereto. Takes professional care of and assumes clinical responsibility for patients admitted under his/her name. Conducts outpatient clinics, ward rounds and domiciliary consultations and other duties in accordance with their schedule, using the allocated time efficiently and effectively towards achieving excellent patient care. Sees and advises promptly on patients referred for a specialist opinion within the hospital. Individual work schedules will be agreed by the Clinical Executive/ Medical Lead and successful applicant. Taking into consideration the service's commitments, other staff members availability, and the proportion of time the individual works within the service. The schedule will be individually tailored to suit the needs of both parties. Provides specialist care within the hours 8am to 4pm – Monday to Friday. There is an expectation to participate in a 1 in 4 on call roster to cover STAR 4 Participates as a member of multidisciplinary team, attending meetings. |
| 1.2 | MidCentral District Health Board strives to meet the 70:30 split between clinical and non-clinical duties. | <ul style="list-style-type: none"> Clinical duties: <ul style="list-style-type: none"> - Outpatient and other clinics. - Multi-disciplinary meetings, case conferences and reviews. |

| Areas of Responsibility /Key Tasks | | Measures of Performance |
|--|---|---|
| | | <ul style="list-style-type: none"> - Telephone and other ad hoc consultations. - Discussions and meetings with care givers & patients' families. - Ward rounds and ward work. - Reading and responding to patient referral letters. - Research and study related to the treatment of a specific patient. - Community health promotion activities. - Preparation of police, coroner, legal, ACC and similar reports. • Non Clinical duties: <ul style="list-style-type: none"> - CME & professional self-development. - Audit and quality assurance and improvement activities. - Teaching, including preparation time. - Supervision and oversight of others. - Service or department administration. - Credentialing. |
| 1.3 | Patient information and informed consent. | <ul style="list-style-type: none"> • Gives patients and their family/whanau or advocate an explanation of all procedures and treatments, allowing them to make informed decisions regarding their health care decisions. • Obtains informed consent for all patients in accordance with the organisation's policy for undertaking any operation, test or procedure |
| 1.4 | Health promotion and disease prevention. | <ul style="list-style-type: none"> • Advises patients about the advantages of healthy lifestyle and specific measures that may prevent recurrences of ill health. • Participates in health promotion awareness campaigns relevant to his/her speciality and the goals of MidCentral District Health Board. • Where possible, assists community groups in the acquisition of relevant information about the specialist's area of expertise and interest. |
| 1.5 | Staff and patient relations. | <ul style="list-style-type: none"> • Maintains effective interpersonal relationships with multi-disciplinary staff, patients and family/ whanau. • Applies a problem-solving approach and deals with complaints promptly and sensitively. |
| <ul style="list-style-type: none"> • Teaching | | |

| Areas of Responsibility /Key Tasks | | Measures of Performance |
|--|---|--|
| 2.1 | Formal teaching activities for other health professionals. | <ul style="list-style-type: none"> Provides teaching or educational presentations for nurses, resource nurses and other health professionals and groups. |
| Management/Administration | | |
| 3.1 | Management of ElderHealth | <ul style="list-style-type: none"> Attends regular meetings of the service to collaborate with physicians and other professional colleagues and, as requested with the Operations Executive. Participates in management decision making for this service. |
| 3.2 | Maintenance of adequate records and reports to referring doctors. | <ul style="list-style-type: none"> Comprehensive, accurate and up-to-date medical records are maintained for all patients under the physician's care. Medical reports and discharge letters on inpatients as well as outpatient letters on patients seen by the physician are completed and dispatched in a timely manner. |
| • Personal Education and Research | | |
| 4.1 | Knowledge and practice updated and maintained. | <ul style="list-style-type: none"> Attends and participates in local post-graduate medical education activities. Participates in a CPD/MOPs programme associated with appropriate formal body. |
| • Quality Assurance/Peer Review | | |
| 5.1 | Participation in quality assurance programmes. | <ul style="list-style-type: none"> Attends and participates in regular departmental audit/peer review activities. Quality of written records meets specified standards. Patient satisfaction is positive. Peer review is favourable. |
| • Organisational - Wide Projects | | |
| 6.1 | Participates in and contributes to organisational-wide projects and initiatives | <ul style="list-style-type: none"> Contributes to organisation-wide projects and initiatives as required Attends and participates in meetings as required |
| • Health and Safety | | |
| 7.1 | Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation. | <ul style="list-style-type: none"> Is familiar with all policies and procedures as they affect the work environment. Ensure that safe working procedures are practised and no person is endangered through action or inaction. Is aware of and can identify hazards and take action accordingly, including preventing or minimising the adverse affects of hazards. Is able to apply MidCentral District Health Board's emergency procedures, including use of safety equipment and materials. |

| Areas of Responsibility /Key Tasks | | Measures of Performance |
|---|---|---|
| | | <ul style="list-style-type: none"> Ensure that all incidents including near misses are reported within the required timeframe using the District Health Board's incident reporting system. Actively participate in the District Health Board's health and safety programmes, through input into meetings and feedback through committee structures. |
| <ul style="list-style-type: none"> Risk Management | | |
| 8.1 | Aware of and manages risk appropriately | <ul style="list-style-type: none"> Minimises organisational risk through compliance with statutory and regulatory requirements and maintenance of own competence/safe practice. Is familiar with and complies with MidCentral Health policies, procedures and protocols. Reports critical incidents and potentially compensatable events. |
| <ul style="list-style-type: none"> Treaty of Waitangi | | |
| 9.1 | Has Treaty of Waitangi knowledge and application. | <ul style="list-style-type: none"> Has knowledge and understanding of the Treaty of Waitangi and its application in Health in terms of the articles and principles. Attends the MDHB Treaty of Waitangi education. |

Medical Officer Work Schedule

This work schedule specifies the expected weekly requirements subject to the exigencies of the service. Any significant amendment will require the agreement of both parties to this agreement.

The total hours are average hours only, and specific times rostered below will need to be varied from time to time to adequately staff the service, eg to cover leave, sickness and continuing medical education.

The duties and responsibilities as a Geriatrician employed by MidCentral District Health Board include participating with colleagues on the Roster for the Duty Geriatrician at Palmerston North Hospital.

1. WEEKLY TIMETABLE

The final make up of these duties will be discussed between yourself and the Clinical Executive, Healthy Ageing and Rehabilitation

This work schedule specifies the expected weekly requirements subject to the exigencies of the service. Any significant amendment will require the agreement of both parties to this contract.

The total hours are average hours only, and specific times will need to be agreed and may be varied from time to time to adequately staff the service, eg to cover leave, sickness and conferences.

| Number of Hours | Activity |
|-----------------|---|
| 18 | Made up of: Inpatient |
| 2 | MDT |
| 8 | Supporting Activities (teaching, audit, service improvement, CME, clinical meetings, peer review) |
| Total : 28 | |
| | |

ROSTERED HOURS OF WORK

The on call component will be discussed and agreed with successful applicants.

Medical Officer Person Specification

- Registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the District Health Board's area.
- Has advanced training in a recognised teaching department of geriatric medicine.
- Holds or is eligible to hold, a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Vocational Registration in General Medicine.
- Commitment to auditing standards of practice.
- Proven knowledge of modern skills and techniques in Geriatric Medicine and proven ability to work effectively within a comprehensive, integrated multi-disciplinary service for older people.
- Proven ability to lead a multidisciplinary team recognising the value of the contribution of each member.
- Has demonstrated a high standard of clinical care, management and time management skills.
- Is committed to continually updating skills and knowledge.
- Has demonstrated teaching skills in respect of junior medical staff, other staff, patient and their families.
- Awareness of and sensitivity to cultural differences and ageism. Able to relate well to older people and their carers with recognition of their autonomy.
- Has a current Driving Licence to enable provision of domiciliary and community services to rural localities.
- Ability to work effectively within a service and organisation committed to continuous quality improvement and to achieving accreditation.
- Meets the statutory and organisational requirements for working with children, as per the Vulnerable Children Act 2014 and MidCentral District Health Board policy, including a satisfactory police check and other safety checking processes

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Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful.

MDHB will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health Unit/Infection Control Team.

- Ability to move about and undertake necessary duties throughout Palmerston North Hospital and other MidCentral Health facilities. Must be able to undertake consultations in residential/domiciliary environments within the region.
- Ability to sit, stand walk, climb stairs, stretch, twist and bend.
- Manual dexterity sufficient to undertake necessary patient examinations and contribute to emergency management.
- Visual ability sufficient to read and observe sufficiently to examine patients, operate necessary equipment, undertake necessary procedures enabling accurate performance of essential job duties.
- Hearing and speech sufficient to communicate with patients / caregivers / co-workers and accurately undertake necessary procedures, monitor equipment and patient status.
- A high degree of mental concentration is required.
- Ability to wear facemasks for protection against infectious disease and gloves for short periods of time and have infrequent contact with latex rubber.
- Skin should not be fissured scaly, cracked on hands, forearms, face or neck.
- Skin condition should allow frequent contact with water, soap/disinfectant soap or alternative hand cleaning preparations acceptable for infection control purposes.
- Absence of health condition which could increase appointee's susceptibility if exposed to infections more frequently than in daily living.
- The appointee's health condition should not result in undue hazard to appointee/client or others as a result of exposure to blood, body waste or infectious disease. (Note MidCentral Health's policy for Work Restriction of Staff with Communicable Disease, particularly the Skin Appendix. Compliance with 'Medical Council Policy on Transmission of Major Viral Infection' is required.
- Work may present a hazard to immuno-compromised persons.
- Freedom from colonisation or infection with MRSA.
- Must be able to function under rapidly changing and demanding conditions.

Conditions of Appointment

EMPLOYMENT AGREEMENT

The Collective Agreement which covers the work of this position is the New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement (Collective Agreement) which applies to employees appointed to roles that are covered by the Collective Agreement and who are members of the Association of Salaried Medical Specialists (ASMS).

If the appointment is full-time the employee shall not engage in any other business or occupation without the prior consent of the Organisation. If an appointee is engaged in other business or occupation when taking up a full-time appointment with MidCentral District Health Board, and wishes to continue to participate in this other business or occupation, this must be disclosed to the hiring manager prior to accepting the appointment.

Acceptance of employment at MidCentral District Health Board will be deemed to imply acceptance of these conditions.

NATURE AND TENURE OF APPOINTMENT

These appointments will be subject to the conditions contained in this schedule, MidCentral District Health Board's Policies and appropriate legislation.

The appointments are permanent but may be terminated by three months' notice in writing by either party. In the event of the appointee being found to have breached the organisation's code of conduct or other policies, the appointment may be terminated without notice.

SALARY

The commencing salary will be within the salary scale, as specified in the Collective Agreement that applies at the time the position is taken up, with movement through the salary steps being by annual increment, subject to agreed performance criteria and as per the Collective Agreement. Part-time (less than 40 hours) salary is pro-rata the full-time rate in the Collective Agreement.

The position's "job size" is the average weekly number of hours the appointee is required to undertake:

- Routine duties and responsibilities, including scheduled activities such as outpatient clinics, theatre lists and departmental meetings;
- Non-clinical duties and responsibilities;
- Duties at locations other than the usual workplace; and
- Rostered after hours' on-call duties, including telephone consultations and other relevant discussions.

Details of the work schedule and hours required will be detailed in the appointee's offer of employment and remuneration schedule, including payment of an availability allowance if the position includes on-call.

All salary payments will be made by direct credit to a nominated bank account in the appointee's name (or jointly including the appointee's name).

INSURANCE

The appointee must take out and maintain in force professional indemnity protection (e.g. through Medical Protection Society) in respect of alleged professional negligence or unskilful treatment of

patients and it is recommended that advantage be taken of the unlimited indemnity which is available. The cost of this will be reimbursed by MidCentral District Health Board, subject to it not having been reimbursed by a previous employer.

HOURS OF WORK

- A part-time (0.7 FTE) medical officer

ANNUAL LEAVE

The annual leave entitlement is 30 working days per annum (pro-rata for part-time employees), in addition to 11 Public Holidays as per the Holidays Act 2003.

SICK LEAVE

Sick leave will be granted as and when such circumstances arise. If sickness exceeds three months, MidCentral District Health Board may seek a medical review in respect of the employee's ability to return to work. The Organisation offers an Employee Assistance Programme for employees whose work performance is being adversely affected by personal problems. Such assistance is provided on a strictly confidential basis and receiving such assistance is in no way detrimental to an employee's career.

CONTINUING MEDICAL EDUCATION

The appointee will be entitled to the Continuing Medical Education leave provisions as set out in the Collective Agreement applicable at the time of employment. In addition, the appointee may claim reimbursement of professional development costs as per the Collective Agreement. Provisions for accumulation of both leave and reimbursement allocations are set out in the Collective Agreement.

This provision does not apply to an appointment of six months or less duration.

HEALTH DECLARATION

Applicants are required to complete a Health Declaration Form and return this with their application. This and the other forms noted below are supplied.

DECLARATION OF CRIMINAL CONVICTIONS

Applicants are required to complete a Declaration of Criminal Conduct and Other Information Convictions & Charges Pending Form and return this with their application.

DECLARATION OF MEDICAL LICENCE, LOSS OR SURRENDER

Applicants are required to complete a Declaration of Any Loss or Surrender of Medical Licence to Practise or Hospital Suspensions Form and return this with their application.

RELEASE OF LIABILITY

Applicants are required to complete a Release of Liability Form and return this with their application.

POLICE CLEARANCE/ CHECK(S)

This appointment is subject to a Police Clearance which requires the applicant to complete a New Zealand Police Vetting Service Request and Consent Form. Additionally, overseas police checks may need to be applied for by the appointee if they have lived in any country other than New Zealand for 12 months or more within the last 10 years.

Shortlisted applicants will be advised of the requirement to undergo a New Zealand Police Clearance, and provide overseas police clearance/s, as required.

MidCentral District Health Board reserves the right to withdraw any offer to the appointee, or if the appointee has commenced work, terminate employment, if any adverse information arises out of the police check/s.

VULNERABLE CHILDREN ACT 2014

Due to the this role having contact with children and MidCentral District Health Board's commitment to child protection, shortlisted applicants will be subject to 'safety checks' in accordance with the Vulnerable Children Act 2014 before any offer of employment is made. These checks are required periodically for existing employees in accordance with the relevant legislation.

CONFIDENTIALITY

All employees are responsible for the security of confidential and sensitive information which is held by MidCentral District Health Board. All employees have a responsibility to comply with the requirements of the Privacy Act 1993 and the Health Information Privacy Code 1994 and any subsequent amendments.

It is a condition of employment for all employees that confidential or sensitive information is only accessed, used or disclosed as necessary to meet their employment or contractual obligations and in accordance with the relevant legislation, their professional obligations, and any other obligations imposed by law. Note: This does not preclude the sharing of clinical information among health professionals involved in the care or treatment of the individual on a "need to know" or consultancy basis.

Confidential information concerning a patient or client who is receiving or has received services provided by MidCentral District Health Board may not be accessed by employees not involved in the care or treatment of the patient or client, and also may not be disclosed to unauthorised persons, except for those specific cases defined in relevant legislation and as per MidCentral District Health Board's Confidentiality Policy.

TREATY OF WAITANGI

MidCentral District Health Board is committed to its obligations under the Treaty of Waitangi. The appointee will be expected to incorporate the principles of the Treaty of Waitangi in their working practices.

EQUAL EMPLOYMENT OPPORTUNITIES

MDHB is committed to the principles of Equal Employment Opportunities and all recruitment activities are conducted in accordance with these principles.

SMOKE FREE ENVIRONMENT

MidCentral District Health Board provides smoke-free workplaces that protect the health and comfort of employees, patients/ clients, contractors, volunteers and visitors. All buildings, grounds and vehicles owned, occupied or leased by MidCentral District Health Board are smoke-free. Employees are expected to promote smoke-free lifestyles and act as role models when working with patients/ clients and in the community.

CODE OF CONDUCT

MidCentral District Health Board has a Code of Conduct that sets out the standards of performance and conduct required of employees. Employees of MidCentral District Health Board are also required to act with a spirit of service to the community and meet high standards of integrity and conduct as set out in Standards of Integrity and Conduct - a code of conduct issued by the State Services Commissioner.

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*Respectful
Ka whai ngākau*

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‘SHARED APPROACH TO WORK PRINCIPLES’

Developing a shared approach to working together

It is important that MidCentral District Health Board has a healthy and safe working environment in which all employees feel their contribution is valued and appreciated. The actions and behaviours below are intended to provide a guide and assist us all to develop and maintain this environment.

To be happy and proud in our work we will:

- Care for and support each other to have a safe work environment;
- Treat each other with trust and respect, recognising cultural and other differences;
- Communicate openly, honestly and act with integrity;
- Enable professional and organisational standards to be met;
- Support each other to achieve, and acknowledge contributions and successes.

MidCentral District Health Board does not tolerate bullying, harassment, or inappropriate behaviour in the workplace environment.

APPLICATIONS

Applicants are required to complete an official form of application and return it with the names and addresses of three confidential referees* and any other information considered pertinent to the position being applied for.

You can choose to submit your application via our online process or in writing.

To apply online, please visit the “Vacancies” page under “Working at MDHB” on our website: www.midcentraldhb.govt.nz/WorkingMDHB/Vacancies

Alternatively, applications can be submitted to the Medical Recruitment Consultant, Human Resource Department, Palmerston North Hospital, Private Bag 11036, Palmerston North 4442, New Zealand.
Fax: +64 6 350 8982 or email: smo.vacancy@midcentraldhb.govt.nz

*Referee reports obtained or provided are subject to Section 27 (1) (c) of the Official Information Act 1982 and Section 29 (1) (b) of the Privacy Act 1993 and shall not be released or their contents disclosed to the applicant or to any person not directly involved in MidCentral District Health Board’s appointment and review procedures.

MidCentral DHB's Values and Behaviours

All employees of MidCentral District Health Board will adopt the values and demonstrate the behaviours related to them of being Compassionate, Respectful, Courageous and Accountable - in the following ways:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KA WHAI NGĀKAU

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples' perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KA MĀTĀTOA

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other's behaviour is inconsistent with the DHB's values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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Appendix A – MidCentral DHB’s Strategy

WE ARE COMMITTED TO

Ka ū tā mātou mahi



WE ARE ABOUT

Better health outcomes, better health care for all

Ko tā mātou mahi

He whakapai ake i te hauora hei oranga mō te katoa

WE WILL BE

Compassionate

Respectful

Courageous

Accountable

Ka pēnei mātou

Ka whai aroha

Ka whai ngākau

Ka mātātoa

Ka noho haepapa

INDIVIDUALLY AND TOGETHER

WE WILL

Achieve quality and excellence by design

Connect and transform primary, community and specialist care

Partner with people and whānau to support health and wellbeing

Achieve equity of outcomes across communities

He mahi takitahi hei toa takitini

Kia kounga, kia hiranga te hoahoa

Kia mahi tahi me te tangata, me te whānau hei tautoko i te hauora me te oranga

Kia tūhono e pai ake ai te atawhai tuatahi, te atawhai hapori, te atawhai ngaio

Kia tōkeke ngā hua mō ngā hapori katoa

WE WILL ACHIEVE THIS SUCCESS THROUGH OUR

People

Partners

Information

Stewardship

Innovation

Ka eke angitu mātou mā

Ō mātou iwi

Ō mātou hoa mahi

Te whakamōhio

Te tiaki

Te auaha