

Position Description

Vacancy ID: 5916

Position:	Sexual Health Physician
Reports to:	Medical Lead, Sexual Health Service Health Services
Role Relationships:	Patients of the service (and family/whanau), senior medical staff, registrars and house officers, honorary staff members, general practitioners, registered nurses, practice nurses, health care assistants, allied health professionals, in the hospital and community, relevant NGOs (e.g Body Positive, Positive Women and NZAF) and professional bodies (e.g NZSHS, ASHM and ANZPATH)
Location:	Palmerston North Hospital and other peripheral hospitals, eg Horowhenua Health Centre and Dannevirke Community Hospital.
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”
FTE:	0.5

Future Direction:

MidCentral District Health Board (MDHB) is embarking upon 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.

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.

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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.

Role Purpose

PRIMARY OBJECTIVES:

To provide a high standard of clinical practice, clinical expertise and effective sexual & reproductive health services to the communities served by the Organisation.

To provide advice to Service Manager, Public Health on sexual and reproductive health management matters and professional standards of practice.

To provide supervision and instruction for nursing staff and medical and nursing trainees including honorary staff members within the sexual health service.

Responsibilities

RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
ASSESSMENT			
1. CLINICAL			
1.1	Delivery of clinical care to patients requiring specialist sexual health services.	1.1	<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 policies, and any subsequent amendments thereto. Takes professional care of and undertakes delegated clinical responsibilities for Sexual and Reproductive Health patients. Conducts outpatient clinics and other duties, using the allocated time efficiently and effectively towards achieving the goals of the annual Business Plan. When necessary, assists in the management of patients with emergencies. Sees and advises promptly on patients referred or triaged for a sexual health opinion.
1.2	Patient information and informed consent.	1.2	<ul style="list-style-type: none"> Gives patients a full explanation of all procedures and treatments. Obtains informed consent for all patients in accordance with the Organisation's policy for undertaking any operation, test or procedure.
1.3	Health Promotion and Disease Prevention.	1.3	<ul style="list-style-type: none"> Advises patients about the advantages of healthy lifestyles and specific measures that may prevent recurrences of ill health.

RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
			<ul style="list-style-type: none"> Participates in health promotion awareness campaigns relevant to her/ his speciality and the goals of MidCentral Health.
1.5	Staff and patient relations.	1.5	<ul style="list-style-type: none"> Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau. Handles problems and complaints sensitively.
2. TEACHING			
2.1		2.1	<ul style="list-style-type: none">
2.2	Formal teaching activities for medical, nursing and allied health professionals.	2.2	<ul style="list-style-type: none"> Provides teaching or educational presentations Formal teaching activities for medical, nursing and allied health professionals with a sexual health interest both in the hospital and community.
3. MANAGEMENT/ADMINISTRATION			
3.1	Management within the Service.	3.1	<ul style="list-style-type: none"> Utilises staff, technological, pharmaceutical and other publicly funded resources prudently and efficiently for cost effective patient care. Participates in monitoring resource allocation and decision making within the service. Provides reports and information as required by the Service Manager Public Health or Operational/Clinical Executives. Participates in the development and updating of clinical management guidelines, including integrated clinical pathways.
3.2	Provides support for nurse led clinics	3.2	<ul style="list-style-type: none"> Assists nurses and other team members in management of complex patients
3.3	Maintenance of adequate records and reports to referring doctors.	3.3	<ul style="list-style-type: none"> Comprehensive, accurate and up-to-date medical records are maintained for all patients under the Medical Officer care. Medical reports and outpatient letters on patients seen by the Medical Officer are completed and dispatched in a timely manner.
4. PERSONAL EDUCATION AND RESEARCH			
4.1	Knowledge and practice updated and maintained.	4.1	<ul style="list-style-type: none"> Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses/ seminars/conferences; reading relevant literature. Utilises appropriately annual entitlement of Continuing Medical Education Leave.

RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
			<ul style="list-style-type: none"> Attends and actively participates in local post-graduate medical education activities. Participates in RACP CPD programme or equivalent.
			<ul style="list-style-type: none">
5. QUALITY ASSURANCE/PEER REVIEW			
5.1	Participates in quality assurance programmes.	5.1	<ul style="list-style-type: none"> Attends and participates in regular departmental audit/peer review activities, including morbidity/mortality reports. Attends and participates in Sexual Health Service Quality Assurance activities. Quality of written records meets specified standards. Patient satisfaction is positive. Peer review is favourable. Meets with colleagues to discuss and record performance issues and professional/personal development, at least annually.
6. HEALTH AND SAFETY			
6.1	An understanding and application of Health and Safety requirements.	6.1	<ul style="list-style-type: none"> Has knowledge of and able to apply MidCentral Health's emergency procedures, location of safety equipment and materials. Is aware of and can identify hazards to which they may be exposed and they may create. Is able to prevent or minimise the adverse affects of hazards. Applies health and safety related skills and knowledge to all work practices.
7. ORGANISATIONAL - WIDE PROJECTS			
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. Ensure that all incidents including near misses are reported within the required timeframe using the District Health Board's incident reporting system.



RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
			<ul style="list-style-type: none"> Actively participate in the District Health Board's health and safety programmes, through input into meetings and feedback through committee structures.
8 TREATY OF WAITANGI			
8.1	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.

Work Schedule

We are currently looking for a vocationally registered sexual health physician (0.5 FTE) with an interest in procedural contraception. The service is currently covered by one sexual health physician (0.5) who is accredited to deliver specialist sexual health services and ambulatory HIV services and a doctor vocationally registered in Family Planning and Reproductive Health (0.4). The service provides procedural contraception, back up sexual assault services to the SAATS and also transgender care in conjunction with colleagues in other disciplines. The service delivers outreach clinics to Dannevirke and Horowhenua and under sub-regional contracts sexual health services to Hawkes Bay DHB (c. 0.3) and outpatient HIV services to Whanganui DHB (1 clinic 3 monthly). The service provides consultative services to hospital and primary care providers. The service delivers regular education sessions to primary care and hospital providers.

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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 Organisation's area
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Vocational Registration in Sexual Health Medicine.
- Commitment to auditing standards of practice
- Proven knowledge of modern skills and techniques within Sexual & Reproductive medicine
- Has demonstrated a high standard of clinical care, management and time management skills
- Is committed to continually updating skills and treatment methods
- Has demonstrated teaching skills in respect of junior medical staff, other staff, patients and their families
- Awareness of and sensitivity to cultural differences
- Ability to work effectively within a multidisciplinary team
- 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 & Safety/ Infection Control Team.

- Ability to move about and undertake necessary duties throughout Palmerston North Hospital and other community settings.
- Ability to sit and minimal ability to stand, walk, stretch, twist and bend.
- Manual dexterity sufficient to undertake patient examinations and other special procedures related to sexual & reproductive health as well as to undertake necessary documentation.
- 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 examination procedures.
- 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 condition should allow frequent contact with water, soap/disinfectant soap or alternative hand cleaning preparations acceptable for infection control purposes.
- Absence of a 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 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.
- A high degree of mental concentration and capability is required.
- Skin should not be fissured, scaly, cracked on hands, forearms, face or neck.
- Skin condition should allow frequent contact with water, soap/disinfectant soap and latex rubber.
- Ability to wear masks, eye protection, protective gowns and gloves (*in some cases double gloves*) for long periods.



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- Freedom from colonisation or infection with MRSA.
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- Work may present a hazard to immuno-compromised persons.
- 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).

NATURE AND TENURE OF APPOINTMENT

The appointment will be subject to the conditions contained in this schedule, MidCentral District Health Board's policies and appropriate legislation.

The appointment is temporary to provide cover while the staff member is on leave without pay, and is expected to conclude on 12 February 2023. 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 for this appointment 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).

District Health Board's intention that there the full complement of Registrars is recruited to so the likelihood of Senior Medical Officers having to undertake first on-call is minimized.

COVID-19 VACCINATION

Health and disability workers are now required to be fully vaccinated against COVID-19 in accordance with the COVID-19 Public Health Response (Vaccinations) Order 2021 (“the Order”). To undertake your role at MidCentral DHB, in compliance with the Order, you are required to have had your second dose of the vaccine by 1 January 2022. You will be required to provide evidence that you meet the Order prior to commencing employment.

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

Hours of work will be 20 per week or 40 hours a fortnight.

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.

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.

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 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.

‘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



MIDCENTRAL DISTRICT HEALTH BOARD

Te Pae Hauora o Ruahine o Tairāroa



MidCentral District Health Board | Te Pae Hauora o Ruahine o Tairāroa

*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

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Vacancy ID: 5916 JT591

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 – KIA MĀTĀTOA

- 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 – KIA WHAI NGĀKAU

- 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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