

POSITION DESCRIPTION

Position Details:

Title: Senior Medical Officer – Consultant Nephrologist

Department: Renal Medicine

Reports to: 1. Clinical – Clinical Director
2. Non-clinical – Manager Renal Services

Location: Inpatient service – Grafton site. Outpatient service – Green Lane Clinical Centre

Date: December 2009

Purpose of Position:

To provide a specialist nephrology service with emphasis on General Nephrology and Dialysis care.

To ensure that the service provided is of a high standard and is consistent with the vision of the service.

Key Accountabilities:

1. Clinical Practice:

- Provides specialised general Nephrology care to the population of Auckland and beyond in collaboration with other members of the Auckland Renal Service.
- Provides consultation/referral service for patients under care of other clinical teams at Auckland Hospital
- Provides clinical supervision to registrars, house-officers and/or Fellows.
- Attends outpatient clinics, ward rounds, and other clinical responsibilities at the allocated times, using the allocated time efficiently and effectively.
- Delivers care in a sensitive fashion, taking into account cultural differences and the recognition of patient rights.
- Ensures informed consent is obtained for all patients, for any operation, test or procedure as required by hospital policy.
Participates in 1:4 on-call roster.
- Participates in clinical audit, credentialing, peer review and accreditation.

2. Professional Development, Education and Support:

- Responsible for maintaining a high level of personal knowledge and practice in the field of Nephrology
- Attends and participates in local post-graduate medical education activities, and attends courses, seminars and relevant conferences as well as reading relevant literature
- Participates in training of dialysis technicians, RMOs, nurses and allied health personal assisting them to reach their training requirements
- Responsible for ensuring updates required are undertaken (ACLS, Fire).
- Participates in research activities consistent with the requirements and academic direction of the Renal service
- Undertakes formal teaching activities for other health professional as required from time to

time.

3. Communication and Interpersonal Skills:

- Provides feedback/updates on all patients to referrer.
- Participates in multi-disciplinary care of dialysis patients.
- Maintains comprehensive, accurate and up to date medical records for all patients assessed and managed.
- Completes and dispatches reports and patient letters in a timely way
- Liaises with clinic co-ordinators and patient nurse case managers as necessary.
- Annual Leave and Conference leave is notified at least six weeks in advance.
- Ensures that registrars receive feedback during specialist 'runs' as prescribed.

4. Team Contribution:

- Assists department to achieve objectives, including budgeted outputs.
- Ensures departmental resources are used effectively
- Attends and participates in departmental meetings as required.
- At the time of employment and at yearly reviews, discussion will take place regarding the nephrologist's involvement with one or more special activities, which could include but are not limited to: a role in clinical leadership in a part of the service, participation in local, national or international committees or a special responsibility for staff supervision, education etc. Such activities will be consistent with the nephrologist's overall workload and remuneration package, and may be initiated by the nephrologist, the clinical director or the renal manager.

Qualifications

All applicants must hold a primary medical qualification recognised by the Medical Council of New Zealand. They must also have undertaken a general training in Nephrology and have obtained the Fellowship of the Royal Australian and New Zealand College of Physicians (or equivalent).

Clinical experience in the assessment and management of dialysis patients and general nephrology .

Authorities:

This position has the following delegated authority

N/A

Direct Reports (if applicable):

None

Budget Accountability (if applicable):

None

Relationships:

External	Internal	Committees/Groups
<ul style="list-style-type: none"> • Relevant college • G.P's • Specialists in DHBs & in private practice • Staff & services of other DHBs 	<ul style="list-style-type: none"> • Clinical Director • Unit Manager • Nurses • Admin/clerical staff • A+ specialities/services • A+ staff 	<ul style="list-style-type: none"> • Departmental meetings

PERSON SPECIFICATION

Education & Qualifications	Essential	Desired
	Medical practitioner registered with NZ Medical Council, or eligible for registration Professional qualification as nephrologist. Fellowship of the Royal Australian and New Zealand College of Physicians (or equivalent). Experience in dialysis and nephrology.	

Critical Competencies

Competency	Description
1 Clinical competence & quality of care	Competent practitioner in nephrology Commitment to, & demonstrable involvement in, auditing, accreditation, credentialling, peer review.

<p>2 Patient Focus</p>	<p>Orientation towards serving patients first</p>
<p>3 Teamwork</p>	<p>Collaborates with team members from all disciplines & professional groupings Committed to development of Nephrology Service</p>
<p>4 Communication & Interpersonal skills</p>	<p>Actively listens, drawing out information and checking understanding. Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. Empathises with others and considers their needs and feelings. Able to negotiate and resolve disputes amicably. Effective at building relationships both internally and externally.</p>
<p>5 Organisational skills</p>	<p>Establishes a plan of action and achieves priority goals. Manages workload/flow, recognises and addresses barriers, and takes account of changing priorities.</p>
<p>6 Self Management</p>	<p>Sets high standards and strives to achieve stretching goals, displays drive and energy and persists in overcoming obstacles. Copes well, is resilient to change and understands personal limitations. Is proactive and displays initiative.</p>
<p>7 Innovation</p>	<p>Actively questions old ways of doing things, thinks outside the square and develops creative, effective solutions to improve outcomes.</p>
<p>8 Intermediate Computing</p>	<p>Ability to use standard software application.</p>