# Position Description

## Position Details:

<table>
<thead>
<tr>
<th>Title</th>
<th>Intensivist</th>
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<tr>
<td>Department</td>
<td>Critical Care Medicine</td>
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<tr>
<td>Reports to</td>
<td>Clinical Director, Department of Critical Care Medicine</td>
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<tr>
<td>Location</td>
<td>Auckland City Hospital</td>
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<tr>
<td>Date</td>
<td>September 2014</td>
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## Purpose of Position:
- To provide assessment, diagnosis and clinical management to the patients who are being cared for in the Department of Critical Care Medicine and the High Dependency Unit.
- To provide specialist consultation and advice for the care of patients who are critically ill in the wards and departments of Auckland City Hospital.
- To promote and maintain a quality service for the critically ill patient.
- To teach and support junior staff.

## Clinical Duties:
- Clinical practice is carried out to professional standards and legal requirements in accordance with the policies and procedures of Auckland District Health Board.
- Admission and transfer/discharge of patients, including selection of appropriate patients for admission, will be carried out in collaboration with the DCCM Clinical Charge Nurse to ensure optimal use of hospital resources.
- Adherence to DCCM medical protocols and guidelines.
- Treatment of individual patients outside of such protocols and guidelines when appropriate.
- Patient care is provided in conjunction with other clinical teams.
- Advice and support is provided to referring specialists and practitioners.
- Supervision and guidance of Fellows, registrars and nurses in delivery of clinical care.
- Co-ordination of patient care with staff of other wards and departments.
- Participation in the DCCM clinical roster as agreed with the Clinical Director.
- Dealing with conflict situations, working to achieve a win-win situation.

## Quality Improvement:
- Participate in the design and implementation of systems for the care of the critically ill.
- Assisting DCCM to meet appropriate standards including those of the College of Intensive Care Medicine, Australia and New Zealand Intensive Care Society and hospital certification standards.
- Advising the Clinical Director and other senior management on critical care issues and professional standards of practice.
- Active participation in patient case review, mortality and morbidity meetings, and audit.
Education and Research:
- Remain abreast and practiced in developments within the specialty of Intensive Care.
- Contribute to the education of fellows, registrars, nurses and other hospital staff.
- Contribute to the knowledge of the other Intensivists in DCCM and other ADHB ICU’s.
- Present papers at medical and other meetings.
- Engage in a high standard of appropriate clinical research and study as part of an ongoing personal and professional development.

Documentation:
- Ensuring accurate and complete DCCM/HDU documentation.
- Ensuring that laboratory and imaging results & reports are viewed and accepted.
- Assisting with maintenance of hospital clinical records.

Leadership:
- Providing positive leadership in clinical and non-clinical areas.
- Demonstrate support for ADHB key goals.
- Act as a team player. Work with the team to achieve the key accountabilities of each Intensivist.
- Acting as a team player with the Senior Nursing Team, Staff Nurses and ancillary staff.
- Providing professional guidance of fellows and registrars, including encouraging run feedback and performance appraisal
- Supporting the Clinical Director in his/her duties.
- Ensuring culturally appropriate patient care by assisting staff to understand the diverse needs of the Maori population and by liaising with the relevant cultural advisers to provide the appropriate standard of care.

To be responsible for aspects of own professional development by:
- Establishing annual goals, objectives, performance targets and strategies to meet these.
- Maintenance of medical accreditation and credentialing.
- Participating in service programmes, as agreed with the Clinical Director.
- Assuming individual responsibility to specific portfolio areas as agreed with the Clinical Director.

To contribute to the overall service of the Department;
- Work to enhance the reputation of DCCM, Auckland City Hospital and Auckland DHB.
- Ensure resources are used effectively and that departmental priorities are met.
- Provide cost effective care and assist the department to remain within budget
- Meet OSH requirements, including ensuring compliance within the department with Health & Safety requirements and encouraging proactive hazard identification and management.
### Authorities:
Delegated authority as the person in lawful possession of bodies for the purposes of the Human Tissue Act 2008

### Direct Reports (if applicable):
Not applicable

### Budget Accountability (if applicable):
Not applicable

### Relationships:

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<tr>
<th>External</th>
<th>Internal</th>
<th>Committees/Groups</th>
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<tr>
<td>• Regional specialists&lt;br&gt;• St John’s Ambulance Service&lt;br&gt;• Air Ambulance Providers&lt;br&gt;• GP's</td>
<td>• Patients and whanau, family and care givers of patients&lt;br&gt;• DCCM Nurse Manager, Charge Nurses and other senior nurses, staff nurses, ward clerks and orderlies.&lt;br&gt;• Specialists from all other areas of the hospital.&lt;br&gt;• Allied health staff.&lt;br&gt;• Ward Charge Nurses.&lt;br&gt;• Multidisciplinary and support services team members&lt;br&gt;• He Kamaka Oranga.&lt;br&gt;• Other ADHB Operating and Support Units.</td>
<td>• DCCM Intensivists group meetings&lt;br&gt;• Joint Intensivist and senior nurses meetings&lt;br&gt;• Membership of other committees or groups as required</td>
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### PERSON SPECIFICATION

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<tr>
<th>Essential</th>
<th>Desired</th>
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<td>Qualifications&lt;br&gt;• Current APC&lt;br&gt;• Registration within a vocational scope of practice (or eligibility) with the Medical Council of NZ&lt;br&gt;• Evidence of on-going personal and professional development</td>
<td>Fellow of the College of Intensive Care Medicine</td>
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<td>Experience/Knowledge&lt;br&gt;• Demonstrated experience of managing competing clinical demands when prioritising acutely ill patients within constrained resources&lt;br&gt;• Knowledge of the implications of the Treaty of Waitangi with a commitment</td>
<td>In depth understanding of New Zealand Health system</td>
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to biculturalism
- Sound understanding of professional ethics.
- Ability to work in partnership with other clinical specialties
- Demonstrated ability to work effectively in a multidisciplinary environment
- Demonstrate effective written and verbal communication skills

**PHYSICAL REQUIREMENTS**
- General good health

**PERSONALITY AND TEMPERAMENT:**
- Ability to relate well to patients, families and team members in all areas.
- Positively manages personal and workplace stress
- Good communication and interpersonal skills are essential.

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**WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES**

**CITIZENSHIP**
All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

**THE EMPLOYER AND EMPLOYEE RELATIONSHIP**
We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB’s objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

**CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT**
All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

PROFESSIONAL DEVELOPMENT
As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require