POSITION DESCRIPTION

POSITION DETAILS

TITLE: Clinical pathways development specialist – Pathways and Outcomes

DIRECTORATE/SERVICE: Starship Child Health

REPORTS TO: Programme Manager – Pathways and Outcomes

LOCATION: Grafton

DATE: August 2019

PURPOSE

- Improve patient and whānau outcomes by guiding and supporting pathways development and outcomes measurement alongside clinical services.
- Contribute to the pathways and outcomes programme by collaborating on the development of standardized methodology for pathways design.

KEY ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Key Result Area</th>
<th>Expected Outcomes/Performance Indicators</th>
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</table>
| Critical Competencies  | - Contribute to and facilitate the development and implementation of pathways methodology in close collaboration with clinicians and other members of the pathways and outcomes programme team  
- Utilise process improvement methodologies to support teams in improvement activity related to clinical outcomes  
- Clinical knowledge  
  - Advanced clinical expertise and experience in own professional area  
  - Appreciate and understand the challenges of delivering secondary, tertiary and quaternary level care to a diverse patient group  
  - Provide expertise to support the development of patient care pathways across a wide range of specialties |
| Clinical Excellence    | - Contribute to effective data collection and reporting strategies at service and pathway level  
- Work collaboratively with service level clinical excellence groups to develop service level outcome measures that are patient-centred, useful for benchmarking and/or service improvement  
- Work with service pathway teams to determine appropriate variance measures to inform continuous improvement in clinical pathways |
| Facilitation           | - Use a collaborative approach to positively influence diverse clinical teams  
- Facilitate effective team work strategies, group culture |
and collaborative relationships within pathways development groups
• Provide guidance, support and assistance to clinicians directly involved in pathways development

### RELATIONSHIPS

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
<th>Committees/Groups</th>
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<tbody>
<tr>
<td>District Health Boards nationally</td>
<td>Pathways and Outcomes programme team</td>
<td>Service level clinical excellence groups</td>
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<tr>
<td>International children’s hospitals and services</td>
<td>Health Intelligence Team</td>
<td>Project / initiative specific and groups</td>
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<td></td>
<td>Clinicians, Starship Child Health</td>
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<td></td>
<td>Directorate and service level leadership teams</td>
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### PERSON SPECIFICATION

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<tr>
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<th>Essential</th>
<th>Desired</th>
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<tbody>
<tr>
<td>Professional</td>
<td>• Tertiary qualification in a relevant clinical discipline</td>
<td>• Post graduate qualification in a relevant clinical discipline</td>
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<tr>
<td>Experience/Knowledge</td>
<td>• Current or past experience in a relevant clinical discipline</td>
<td>• Data and analytics skills</td>
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<tr>
<td></td>
<td>• Demonstrated success in clinical quality and safety improvement activity</td>
<td>• Experience in design/development of change and improvement projects, specifically within a clinical context</td>
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<tr>
<td></td>
<td>• Experience in implementation of change and improvement projects, specifically within a clinical context</td>
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### PERSONAL CHARACTERISTICS

• This role requires:
  • High levels of interaction and facilitation
  • A strong work ethic with a focus on driving projects to the point of delivery/outcome
• It will be suited to an individual who:
  • Enjoys collaborating with and inspiring others
  • Has a strong attention to detail
  • Relates their work to the overarching outcome
<table>
<thead>
<tr>
<th>CRITICAL COMPETENCIES</th>
<th>Description</th>
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<tbody>
<tr>
<td>Demonstrated track record in contributing to clinically-oriented improvement and outcomes work</td>
<td>Has contributed to and improved clinical performance at least within own clinical setting</td>
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<td>Ability to collaborative effectively with and influence clinicians</td>
<td>Has collaborated with clinicians in a variety of settings and through significant complexity and conflict.</td>
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| Values diversity and supports equity of access and outcomes | Recognises and values diversity in the workplace and the influence of this on team performance and outcomes. 
Supports directorate and service level activity to improve equity of access and health outcomes. |

| 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
- Modelling Auckland DHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting Auckland DHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Māori capability in Auckland DHB, 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 Auckland DHB’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 Auckland DHB 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 Auckland DHB may reasonably require