

DIAGNOSTIC AND INTERVENTIONAL RADIOLOGIST Palmerston North Vacancy ID: 3897 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 permanent but may be terminated by three month's 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 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 clinics, departmental meetings, etc;
- 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.

This position at MidCentral Health is that of a general radiologist. This includes but is not limited to reporting examinations from modalities for which you have been credentialed and includes:

- CT
- Ultrasound
- General X-ray Reporting

* Also included in the responsibilities of a general radiologist at MidCentral Health is the requirement to participate in the afterhours on-call roster (weekdays and weekends), covering the modalities mentioned above.

Details of the work schedule and hours required will be detailed in the appointee's offer of employment and remuneration schedule.

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.

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 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

**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.*

DIAGNOSTIC AND INTERVENTIONAL RADIOLOGIST Job Description

RESPONSIBLE TO: Clinical Director
Operations Director, Hospital Services

FUNCTIONAL RELATIONSHIPS:

Internal
Other radiologists
Radiology Registrars
Team Leader
MRT's
Radiology nurses
Clerical workers

External
MidCentral Health medical consultants and RMO's
Referring medical practitioners of other health organisations
Community based referring medical practitioners

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.

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.



PRIMARY OBJECTIVES:

- 1) To provide effective and professional specialist radiology services to the community served by MidCentral Health, including a commitment to continuing medical education.
- 2) To assist, monitor and advise other radiology staff, including a commitment to continuous quality improvement programmes.
- 3) To provide appropriate and timely advice to the service Team Leader, Medical Imaging Clinical Director or Operations Director, Hospital Services regarding matters relating to provision of radiological services.



| AREAS OF RESPONSIBILITY | PERFORMANCE MEASURES |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1 Clinical Service Provision</p> <p>1.1 Delivery of a wide range of Medical Imaging procedures including but not restricted to: General Radiology, Barium studies, Fluoroscopy, Ultrasound, CT, Angiography and Interventional studies, Mammography and Scintigraphy, in each case depending on appropriate training and credentialing.</p> <p>1.2 Rostered after-hours delivery of acute and weekend Medical Imaging procedures.</p> <p>1.3 Provision of advice to other clinicians concerning appropriate selection of imaging investigations.</p> <p>1.4 Provision of expert reports with the results of Medical Imaging procedures.</p> | <ul style="list-style-type: none"> • Standard of care complies with specialist college standards, medical codes of ethics, relevant statutory and accreditation standards and with good medical practice. • Is appropriately trained and experienced for procedures carried out. • Duties are performed in accordance with the schedule of duties which goes with this job description. • Care is delivered in a skilful and sensitive manner, taking into account ethnic and other interests and the recognition of patients' rights. • Participates in the roster providing 24 hour cover for Medical Imaging services. • Participates in rostered weekend work • When "on call" is available to respond immediately to communications about requests for examinations, and is available to attend to patients requiring care within a period agreed as appropriate. • Referring clinicians are provided with appropriate expert information. • Definitive and where appropriate urgent reports are provided in a timely manner. • Reports contain appropriate and "best practice" descriptions of investigations performed, the findings and conclusions from these. |
| <p>2 Administration</p> <p>2.1 Implementation of relevant MidCentral Health administrative policies and procedures within the medical Imaging service.</p> <p>2.2 Effective and responsible use of resources in the provision of appropriate services.</p> <p>2.3 Contribution to service and strategic planning.</p> <p>2.4 Specific administrative responsibilities as may be agreed.</p> <p>2.5 Takes account at all times of patients' rights, including specific social and cultural needs, and the need for informed consent.</p> | <ul style="list-style-type: none"> • Complies with all relevant authorised policies and procedures of MidCentral Health and of the Medical Imaging Department • Personnel and material resources are not wasted through poor time management • Contribution to planning is seen as positive by peers and others • Complies with national and local guidelines and practices regarding patients' rights. Relevant information is supplied and consent is obtained, either verbally or in writing according to documented practice for the type of procedure to be performed. |



| AREAS OF RESPONSIBILITY | PERFORMANCE MEASURES |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 Personal Development 3.1 Maintenance of relevant clinical knowledge and competence. | <ul style="list-style-type: none">• Uses CME allowance appropriately.• Uses NRTCT appropriately• Is recognised by peers as being up-to-date in specialty.• Complies with current requirements of own specialty college for maintenance of competence.• Complies with relevant MidCentral Health process for credentialing.• Completes and remains current with MidCentral's "Core Skills Programme". |
| 4 Teaching 4.1 Instruction, guidance, supervision and mentoring of Radiology registrars 4.2 Formal teaching of radiology registrars and other junior medical staff. 4.3 Instruction, guidance and supervision of Medical Radiation Technologists and trainees. 4.4 Attends relevant training/supervision programmes | <ul style="list-style-type: none">• Recognised by peers and by registrars as a competent and helpful teacher and mentor. • Actively participates in the registrar training schedule • Within a year of commencement with MDHB, attends an approved training/supervision programme. Prior learning will be recognised, ie if the SMO has attended a programme through the Medical Council of NZ, or through their vocational college within the past year. |
| 5 Research 5.1 Research may be undertaken with appropriate ethical approvals and where personal and service resource allocation is approved. | <ul style="list-style-type: none">• Any research undertaken complies with national and local ethical guidelines and processes and with MCH requirements regarding resource allocation. |
| 6 Quality Improvement 6.1 Quality assurance and quality improvement are supported. | <ul style="list-style-type: none">• Contributes positively to quality assurance and service improvement activities of the multi-disciplinary team.• Prepared to take a lead role in some peer review and clinical audit activities.• Contributes to the preparation of systematic documentation of service procedures and guidelines. |
| 7 Organisational-Wide Projects 7.1 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 |



| AREAS OF RESPONSIBILITY | PERFORMANCE MEASURES |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>8 Health and Safety 8.1 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</p> | <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.• Actively participate in the District Health Board’s health and safety programmes, through input into meetings and feedback through committee structures. |
| <p>9 Treaty of Waitangi 9.1 Has Treaty of Waitangi knowledge and application</p> | <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. |

PERFORMANCE CRITERIA SENIOR MEDICAL AND DENTAL OFFICERS

The following performance criteria are related directly to current employment contracts for Senior Medical and Dental Officers (SMO/SDO's), legislation and MidCentral Health's Critical Success Factors (CSF), and apply to all SMO/SDO's.

Key Performance Indicators (KPI's) for each SMO/SDO will be related to MidCentral Health's Strategic Imperatives from the annual Business Plan, and will be negotiated on an individual basis between the SMO/SDO and the Clinical Director/Specialist Community and Regional Services.

The annual performance review for each SMO/SDO will take into account the following performance criteria and individual KPI's.

MidCentral Health's objectives are:

- * To provide quality customer services
- * To develop business relationships
- * To provide efficient health and disability services
- * To be a good employer
- * To exercise social responsibility
- * To maximise the value of the shareholders' investment

1. TO PROVIDE QUALITY CUSTOMER SERVICES

CSF: Patient Rights

CSF: Patient Centred Systems

Patient satisfaction, measured by both formal and informal feedback, is positive in terms of the medical care provided, including informed consent, provision of information and professional relationship with the patient.

Treats patients with respect, and shows consideration for their personal privacy, maintenance of dignity and independence, social and cultural needs, religious values and beliefs.

Provides patients with fair treatment without discrimination or pressure, and facilitates the provision of an environment which encourages them as part of the informed consent process, where practicable, to participate in decision-making about their treatment.

Sees and advises promptly on inpatients referred for a specialist opinion.

Responds to patient complaints promptly and sensitively.

Ensures inpatient care plan is documented and discharge planning is timely and comprehensive, and discharge requirements are completed in a timely manner.

CSF: Best Possible Clinical Outcomes

CSF: Professional and Ethical Standards

CSF: Agreed Best Practice

Clinical outcomes are measured through clinical audit and peer review, and are satisfactory; takes appropriate action where unsatisfactory outcomes are identified.

Achieves maintenance of professional standards requirements (or equivalent) set by the appropriate College and maintains professional standards of conduct.

Achieves and maintains MidCentral Health credentialing.

Provides services in accordance with MidCentral Health clinical protocols, guidelines and policies.

Develops or acquires new skills, procedures or qualifications which contribute positively towards the quality of service provision and achievement of contracted obligations.

Develops, documents and practices in accordance with best practice guidelines relevant to specialty.

CSF: Safe Therapeutic Environment

Practises in a culturally safe manner.

Adheres to MidCentral Health infection control policies and guidelines.

CSF: Family/Community Context

Ensures that family/significant others are informed and involved.

CSF: Continuous Improvement

Consistently reviews efficiency of own practices and participates in activities related to organisational effectiveness, eg adherence to preferred medicines list, reduction in waiting times.

Achieves or exceeds agreed levels of performance measured against quality performance indicators, eg length of stay, unplanned readmission.

Initiates and participates in quality assurance and process improvement activities relevant to area of practice.

Participates in achievement of New Zealand Council on Healthcare Standards accreditation in area of specialty or organisational-wide.

2. TO DEVELOP BUSINESS RELATIONSHIPS

CSF: Favourable Business Relationships

Represents MidCentral Health positively in relationships with other providers, purchasers, sectors and authorities.

CSF: Clear Boundaries

In contributing to the organisation and provision of quality health services, demonstrates an awareness of own and other's accountabilities, responsibilities and obligations, both within MidCentral Health and externally.

CSF: Documented Agreements

CSF: Monitoring Agency Requirement

Complies with written agreements, both with internal services and external agencies.

Provides information and reports which are required to fulfil reporting requirements, both internally and for external agencies.

CSF: Work Together

CSF: Communication Processes and Information Sharing

As negotiated/agreed with the Clinical Director/Specialist Community and Regional Services, participates in activities with external agencies which involve the sharing of information, expertise and/or resources.

3. TO PROVIDE EFFICIENT HEALTH AND DISABILITY SERVICES

CSF: Perform to Contract

CSF: Defined Range and Scope of Services

Provides services in accordance with the defined range as per the MidCentral Health Statement of Intent and Business Plan, and as purchased.

Meets agreed contribution towards achieving the service contract, including meeting quality standards, access or exit criteria, legal requirements and all components of service specifications, volumes, and other defined outputs.

Fulfils scheduled commitments as per the work schedule, including acute cover. When “on call” is available to respond immediately to requests and to attend to patients requiring care immediately.

Participates in service planning activities related to meeting contract requirements.

CSF: Fair and Equitable Systems

Participates, as appropriate, in the development and maintenance of fair, consistent systems for managing waiting lists, waiting times, appointment scheduling and referrals.

Participates, as appropriate, in the development and maintenance of entry and exit criteria and prioritisation criteria.

CSF: Appropriate Locations

Works positively and co-operatively towards achieving service goals and contract requirements related to changes in location of service provision such as increased ambulatory care, increased community home-based care, visiting services to rural areas and reduced emphasis on inpatient services.

CSF: Efficient Resource Utilisation

Uses time and resources effectively, efficiently and productively towards achievement of MidCentral Health's objectives and own KPI's.

Maintains comprehensive, accurate and up to date records for all patients.

Completes patient reports and dispatches these in a timely manner and according to any contractual requirement.

CSF: Integrated Services

Actively works towards maximising co-operation between services and with other providers.

Recognises linkages between services and takes these into account when considering initiatives within own service.

CSF: Statutory Requirements

Is aware of and complies with statutory requirements.

4. TO BE A GOOD EMPLOYER

CSF: Employment Practices

CSF: Agreements and Legislation

CSF: Right Person, Qualifications and Job

CSF: Workforce Diversity

Understands the principles of equal employment opportunity and complies with MidCentral Health's human resources policies.

Ensures that resident medical officers are managed within the terms of their Collective Agreement or Individual Agreements and MidCentral Health's human resources policies.

CSF: Effective Performance Management

CSF: Individual Development and Education

Provides education for resident medical officers, and other staff as appropriate, both formally and informally.

Performance issues of resident medical officers are addressed in a timely and supportive manner, in conjunction with the Intern Supervisor or RMO Director as appropriate.

Utilises annual Continuing Medical Education Leave entitlement to maintain and develop own skills and knowledge.

In consultation with the Clinical Director/Specialist Community and Regional Services, sets annual KPI's, identifies professional development needs and develops a plan to meet these.

Maintains professional contacts through membership of local, regional or national professional groups or advisory bodies.

CSF: Effective Leadership

Provides clinical leadership for resident medical officers, and other staff as appropriate.

Role models professional standards of behaviour, maintains professional relationships and demonstrates a high standard of personal and professional integrity.

Supports and encourages others in the achievement of MidCentral Health's objectives.

Participates positively in team development and change management.

CSF: Effective Communication

Communicates openly, honestly and effectively.

Maintains a loyal and confidential relationship with the management and staff of MidCentral Health.

Addresses issues of concern with those involved, taking appropriate responsibility for identifying and implementing solutions.

Participates co-operatively and positively as a health team member, contributing to the maintenance of harmonious interpersonal relationships.

Develops and maintains a positive partnership with the Clinical Director and Specialist Community and Regional Services.

Displays respect and tolerance towards others, recognising and acknowledging their contributions.

Is able to receive and give feedback in a constructive and supporting manner.

CSF: Safe Working Environment

Participates in the maintenance of a safe working environment, promptly notifying identified hazards and encouraging other staff to be aware of their own safety as well as that of others.

5. TO EXERCISE SOCIAL RESPONSIBILITY

CSF: Community Consultation

CSF: Community Expectations

CSF: Share Health Expertise

Participates in community health education activities relevant to specialty.

Educates patients about the advantages of maintaining a healthy lifestyle, referring them for appropriate support as necessary.

If required to represent MidCentral Health in an official capacity in community or consultation activities, promotes the interests of MidCentral Health in a positive manner.

As negotiated/agreed with the Clinical Director/Specialist Community and Regional Services, provides education for primary providers such as GP's and practice nurses.

CSF: Treaty of Waitangi

Complies with MidCentral Health's Treaty of Waitangi Policy.

CSF: Ethical Business Practices

Research complies with ethical guidelines and board policy.

6. TO MAXIMISE THE VALUE OF THE SHAREHOLDERS' INVESTMENT

CSF: Risk Management

Minimises organisation 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.

CSF: Financial Performance

Clinical decisions and decisions with financial implications reflect an understanding of the necessity for MidCentral Health to maintain clinical and financial viability.

Actively pursues and implements ways in which expenditure can be contained.

CSF: Integrated Planning

Participates in service planning activities which are consistent with MidCentral Health's objectives.

CSF: Strategic Direction

CSF: Considered Investments

Seeks out alternative revenue sources/identifies new initiatives, and participates, together with the Clinical Director and Specialist Community and Regional Services, in pursuing these.

Participates, as appropriate, in activities related to the advancement of MidCentral Health's service provision, eg new health technology, information technology.



INDIVIDUAL KEY PERFORMANCE INDICATORS SENIOR MEDICAL AND DENTAL OFFICERS

CRITICAL SUCCESS FACTORS

Each objective has a number of Critical Success Factors. See Performance Criteria for Senior Medical and Dental Officers

STRATEGIC IMPERATIVES

Strategic Imperatives related to MidCentral Health's objectives will be taken from the current business plan, and those particularly relevant to the individual SMO/SDO for the following 12 months will be identified in consultation between each SMO/SDO and their Clinical Director/Specialist Community and Regional Services

KEY PERFORMANCE INDICATORS

These will relate to the above strategic imperatives, and will be negotiated on an individual basis between each SMO/SDO and their Clinical Director/Specialist Community and Regional Services. The annual performance review for each SMO/SDO will take into account achievement of these individual KPI's as well as the Performance Criteria for Senior Medical and Dental Officers.

RADIOLOGIST MIDCENTRAL HEALTH Position Competencies

Essential Competencies – General:

- Registered as a Medical Practitioner with the Medical Council of New Zealand, and vocational Specialist registration in New Zealand as a Radiologist.
- Meets MidCentral’s physical requirements for a Radiologist (see separate information sheet)
- Demonstrated knowledge and experience in the range of radiological techniques and procedures listed in the body of the job description.
- 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
- Good communication and interpersonal skills in relating to other staff, patients and families.
- Demonstrated ability to work effectively within a multi-disciplinary team.
- Demonstrated commitment to delivery of quality health care within available resources.

Report content:

Information required in the body of all Medical Imaging reports includes:

- Summary of referral information and/or clinical indications. If XXX is present in the clinical indications replace this with correct information.
- Heading of examination (e.g. PA and Lateral Chest)
- Diagnosis or other factual findings to include:
 - Description of any relevant details relating to the patient’s condition at the time of examination.
 - Reference to any significant deviations to images requested by referrer
 - Notification of any persons to whom the images have been referred for clarification or for a second opinion
- Mention of inadequate clinical information if appropriate
- Name and amount of contrast used, patient reaction / or otherwise
- Name of any other relevant medication used during the taking of the images
- Impression, Summary or Comment: to include key findings and recommendation for further examinations based upon the images recorded and reported on.

- Date, time and name of person whom you have contacted with urgent results or unexpected findings
- For supplementary reports:
 - Report with “This report supersedes the report of accession number.....because.....”

Desirable Competencies:

- Demonstrated teaching skills in respect of medical and medical radiation technologist staff, other health professionals and patients.

RADIOLOGIST MIDCENTRAL HEALTH 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 in the Radiology Department, Palmerston North Hospital and to move around Palmerston North Hospital when required.
- Ability to sit, stand, walk, stretch, twist and bend to undertake radiological procedures and arrangement of films for viewing, lift/move weights up to 5 kilograms.
- Ability to undertake significant amount of repetitive activity involved in handling films, necessary documentation and radiological procedures.
- Ability to respond rapidly at night.
- Manual dexterity sufficient to undertake documentation, radiological procedures necessary patient examinations and contribute to emergency management.
- Hearing and speech sufficient to communicate clearly with clients /care givers and co-workers.
- A high degree of visual activity is required sufficient to accurately interpret radiological images. *(Annual visual check required)*
- Ability to wear facemasks for protection against infectious disease and gloves for short periods of time and have contact with latex rubber.
- A high degree of mental concentration is required.
- Freedom from colonisation or infection with MRSA.
- 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 District Health Board'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.
- Must be able to function under rapidly changing and demanding conditions.