Waikato District Health Board
Position Description

This position description will be used in conjunction with Section B

| Job Title: | House Officer – Ward 25 [PGY2 + SHO] |
| Reports to: | Clinical Director |
| Clinical supervision by: | Clinical Supervisor or Pre-Vocational Education Supervisor (PES) as appropriate |
| Professional links to: | Director of Clinical Training |
| Delegation: | Nil |
| Responsible for: (Total number of staff) | Nil |
| Budget: | Nil |
| Job Purpose: | To manage patients within the designated departments commensurate with and appropriate to the skill level of the position. To maintain and extend the knowledge and skill base required for effective performance learning through attending ward rounds, journal clubs, and other informal and formal teaching sessions |
| Direct Reports: | Nil |
| Date: | December 2016 v2 |

Vision (Te Matakite)
Healthy People. Excellent care.

Mission (Te Whakatakanga)
Enable us all to manage our health and wellbeing. Provide excellent care through smarter, innovative delivery

Values
Theme “People at Heart” – Te iwi Ngakaunui

- Give and earn respect - Whakamana
- Listen to me; talk to me – Whakarongo
- Fair play – Mauri Pai
- Growing the good – Whakapakari
- Stronger together – Kotahitanga

Code of Conduct
The Waikato DHB’s code of conduct incorporates the State Services standards of integrity and conduct and sets expectations relating to behaviour in the workplace.

Prepared / Reviewed: January 2017
**INDIVIDUAL ACCOUNTABILITIES**

- To deliver the accountabilities required of the House Officer including meeting the key performance indicators (KPIs) established annually with the line Manager.
- To adhere to professional requirements for development, and assume responsibility for personal development
- Awareness of personal limitations and consults with others and seeks advice when appropriate
- Take responsibility for the accuracy and completeness of reports, patient notes and other official documentation as required.
- Identify any learning needs and discuss appropriate education and training with the Clinical Supervisor or Pre-Vocational/Education Supervisor.
- Participate in own performance review quarterly
- Ethical standards and codes of conduct are complied with.
- Orientate, coach and provide feedback to year one House Officers
- Complete rotation performance reviews biannually
- Regularly attend House Officer and departmental training and education sessions
- Meet training obligations in a timely fashion.
- Ensure that all other additional duties are performed in an efficient manner, within a negotiated timeframe

- Supervision is a condition of registration for all new doctors in New Zealand
  - Domains of competence
  - Clinical expertise
  - Communication
  - Collaboration
  - Management
  - Scholarship
  - Professionalism

**TEAM RESPONSIBILITIES**

**Quality and Patient Safety collective responsibilities**

- Be responsible for treating patients / service users with respect, dignity and compassion
- Be responsible to the line manager for the provision of quality services; quality improvement is part of this and a fundamental duty of all staff, whatever their grade, role, service or base
- Comply with DHB policies and procedures to ensure delivery of good quality care reporting risks to quality and safety to their line manager
- Identify areas for improvement in their day to day work and to act upon these when appropriate and/or bring these to the attention of their line manager, in order that appropriate action may be taken.
- Participate in on-going quality improvement activities throughout the year within their team, service, site or department.
- Raise concerns with their line manager, if there are quality or patient / service safety issues in their area
ORGANISATIONAL RESPONSIBILITIES

- Aligns with the Waikato DHB strategy.
- Being accountable for own work and provide a high quality service, and contributes to quality improvement and risk minimisation activities.
- Read and understand the organisations policies and procedures that have an impact on the role and maintaining understanding is based on the most current version. This includes but is not limited to Corporate Records Management policy, privacy, and information security policies.
- Follows established Health and Safety and other policies and procedures to ensure the safety of oneself and others
- Work in partnership with Māori patients and whānau to provide culturally responsive and appropriate care and support to improve health experience, outcomes and reduce health inequities.
- Knows department emergency response plan and participates in response as applicable to the role.

QUALIFICATIONS AND EXPERIENCE

Qualifications
- Registered Medical Practitioner (recognised by the New Zealand Medical Council – MCNZ), preferably from a New Zealand medical school
- A current practising certificate with one of the following Scopes of Practice: Current Advanced Cardiac Life Support certificate

Desirable
- Previous work within the New Zealand health system.

Other requirements
- To work on call and after hours rosters.
- New Zealand full driver’s license and the ability to drive to rural hospitals and clinics and, if required to stay overnight outside of Hamilton.

Health leadership capabilities and competencies – staff, no delegation. Waikato DHB values are included as a drop down with competency (22)

Maximising contribution (national leadership framework be a values leader)
- Models and adheres to the DHBs values, vision, and code of conduct (22) DHB Values
- Provides safe and quality service delivery for patients/ clients/ customers (15)
- Completes work within required timeframes (62)

Developing self and others (national leadership framework engage others).
- Seeks opportunities to continuously improve, and works to learn and grow (54)

Building relationships (national leadership framework develop coalitions)
- Maintains effective relationships patients/ clients/ consumers/customers, and with peers and the employer, and encourages collaboration and effective group interactions (42)

Achieving results (national leadership framework leading care)
- Is open to learning new things and picks up technical skills in a reasonable timeframe (61)
- Is action oriented and undertakes duties with professionalism and enthusiasm (1)
Health leadership capabilities and competencies – staff, no delegation. Waikato DHB values are included as a drop down with competency (22)

**Leading change (national leadership framework mobilise system improvements)**
- Looks for opportunities to improve processes and uses logic and analysis to review information in order to make sound decisions (14)

The numbers in brackets are only applicable to current staff who have a career and development plan.

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**SCOPE OF POSITION**

**Relationships**

**Internal**
- Service/ department team
- Specialist Medical Staff,
- Managers of Units
- Hospital and community based healthcare workers
- Appropriate / designated HR Practitioners
- RMO Unit
- Director of Clinical Training
- Healthcare consumers

**External**
- General Practitioners
- New Zealand Medical Council
- Primary Health Providers

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**WORK ENVIRONMENT AND WORK FUNCTION / ACTIVITY**

**Work environment:**
- Works **indoors** in hospital wards, operating theatres, clinics and offices within hospitals, and specialist clinics
- Works in adequately lit, heated, ventilated and clean, well maintained and sterile workspaces with special lighting and equipment in operating theatres relevant to the surgical speciality.
- Works with blood and possibly **contaminated** items.

**Work function/activity:**
- **Sedentary to light** physical demand.
- **Sits** during consultations and when writing patient notes.
- Frequently **stands** for long periods of time to conduct surgical procedures.
- **Walks** frequently to check and prepare equipment, examine patients, case notes and medical images.
- **Lifting, stretching and reaching** is not a significant component of the job but may be required for some surgical procedures and when undertaking physical examinations.
- **Repetitive hand and finger movements** will be required for some surgical procedures and when using a computer or writing.
- There will be frequent use of **surgical and medical equipment** and materials including medicines, operating tables, computers, monitoring screens, medical dressings, surgical equipment, instruments, surgical clothing, sterilising materials and other medical equipment.

**Mental skills** necessary include a high level of cognitive functioning with medical, surgical, assessment, diagnostic, communication, interpersonal, organisational, problem solving and decision-making capabilities. Source: [www.acc.co.nz](http://www.acc.co.nz)
I certify that I have read this position description and reasonably believe that I understand the requirements of the position. I understand that:

a) this position description may be amended by the employer following reasonable notice to me

b) I may be asked to perform other duties as reasonably required by the employer in accordance with the conditions of the position.

Position holder’s name: __________________________________________________________

Position holder’s signature: ______________________________________________________

Manager’s name: ________________________________________________________________

Manager’s signature: ____________________________________________________________

Date of signing: ________________________________________________________________

Prepared / Reviewed: January 2017
SECTION B – DESCRIPTION OF CLINICAL ATTACHMENT – HOUSE OFFICER, WARD 25
(HAEMATOLOGY / ONCOLOGY / PALLIATIVE CARE)

JOB TITLE: HOUSE OFFICER

DEPARTMENT: Ward 25 - Oncology/Haematology/Palliative Care

REPORTS TO: Clinical Unit Leader / Business Manager for haematology, medical oncology, radiation oncology and palliative care

KEY RELATIONSHIPS WITH:
- Healthcare consumers
- Specialist medical staff and clinical unit leader for clinical and professional matters
- Business Manager
- Hospital and community health care workers
- Clinical unit administrators - for administrative matters
- Prevocational Education Supervisor
- Clinical Training Director
- RMO Unit staff

PRIMARY OBJECTIVE: The house officer manages patients within the oncology department commensurate with and appropriate to their skill level

CLINICAL ATTACHMENT: Recognised as a Category “C” clinical attachment by the Medical Council of New Zealand (MCNZ)

[PLEASE NOTE: this categorisation refers to the level of supervision provided to the registrar- this is NOT the pay category for this clinical attachment]

KEY TASK PERFORMANCE STANDARD

CLINICAL DUTIES: Assess patients who are referred to the speciality for admission including:
- Taking a history, performing an appropriate physical examination and formulating a management plan in consultation with the registrar and/or consultant.
- House officers work under the delegated clinical responsibilities of the designated ‘on call’ consultant – The policy: “Senior Medical Officer (SMO) and Resident Medical Officers (RMOs) Responsibilities and the Limits of Delegation of Responsibilities to RMOs” [see Appendix 1] guides this relationship.
- Assess assigned patients on a daily basis (Monday to Friday).
- Implement treatment plans of assigned patients, including ordering of appropriate investigations and acknowledging results under supervision of registrar, and acting upon abnormal results in a timely fashion.
- Perform required procedures under the supervision of the registrar or consultant.
- Liaise with other staff members, departments and general practitioners in the further management of assigned
patients.
- Attend consultations in response to referrals after hours (when on duty) under the supervision of the registrar on duty and treat patients under the care of other medical specialties covered in our "after hours" roster.
- Communicate with patients and their families (when appropriate) about patient's illness and treatment.

ADMINISTRATION:

Legible notes must be written in the patient's clinical records on admission, daily on weekdays and whenever management and treatment changes occur.

Re-charting of drug charts for weekends.

Appropriate laboratory tests will be requested and results sighted and acknowledged electronically.

A discharge summary must be completed on iSOFT, with a copy given to the patient at discharge and copies sent to their general practitioner and other medical practitioners (as requested by the admitting team).

EDUCATION

Unless rostered for acute admitting or required for a medical emergency, the house officer shall be given the opportunity to attend:

- Hospital grand round – weekly, Thursdays: 1230 – 1330hrs
- Oncology grand round – second Monday of each month: 0800 – 0900hrs
- Radiation Oncology new patient meeting and Journal Club – Wednesdays: 1230 – 1330hrs
- Palliative Care Journal Club
- House officer teaching programme - Wednesdays, 1330-1430hrs. It is expected that work be planned around these and that other team members cover for these sessions.

DAILY SCHEDULE:

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ASSESSMENT:

FOR INTERNS WHO HAVE GRADUATED FROM A NEW ZEALAND MEDICAL SCHOOL OR NZREX DOCTORS
Interns must work in accredited clinical attachments under the supervision of a prevocational educational supervisor (PES). Prevocational medical training requires the Waikato DHB to deliver a 2-year intern training programme with specific requirements for postgraduate year 1 (PGY1 house officers) and postgraduate year 2 (PGY2 house officers).

This requires that the house officers record their learning, have their progress tracked, create and update their ‘Professional Development Plan’ (PDP), record ‘continued professional development’ (CPD) activities plus complete their assessments through an e-portfolio system known as ‘ePort’.

The NZCF outlines the learning outcomes – underpinned by the concepts of patient safety and personal development - to be substantively completed in PGY1 and by the end of PGY2. These learning outcomes are to be achieved through clinical attachments, educational programmes and individual learning.

Additionally, every intern is required to complete one clinical attachment in a community based setting over the course of their PGY1 and PGY2 intern years ; therefore as a year one house officer you may be rotated into a community placement and this may require daily travel or a relocation for the duration of the clinical attachment; in such situations, reimbursements can be claimed as per the relevant clauses in the RDA MECA.

Year two interns are required to establish an acceptable PDP for PGY2, to be completed during PGY2. The PDP will be reviewed and endorsed as appropriate by the advisory panel at the time they consider recommending registration in a general scope of practice.

When an intern is approved registration in a general scope of practice an endorsement related to completing a PDP will be included on their practising certificate for the PGY2 year, under the competence provision of the HPCAA.

At the end of PGY2, interns must demonstrate through the information in their ePort that they have met the prevocational training requirements and achieved their PDP goals. The prevocational educational supervisor will then recommend the intern’s endorsement be removed from their practising certificate as part of the practising certificate renewal process.

Year two house officers will meet with their educational supervisor at the beginning of the year and after each clinical attachment and will meet with their clinical supervisor on the clinical attachment at the beginning, mid-way through and at the end of the clinical attachment. It is important that the quarterly assessments are completed within two weeks of finishing a clinical attachment.

It is the individual house officer’s responsibility to meet all ‘ePort’ assessment deadlines and to have completed all documentation to allow both their clinical supervisor(s) and PES sufficient time to fulfill their assessment and reporting duties in the e-portfolio system

FOR INTERNATIONAL MEDICAL GRADUATES AND ALL SENIOR HOUSE OFFICERS
The house officer is to meet with their clinical supervisor at start of the clinical attachment to identify goals and discuss responsibilities.

Performance is assessed by the designated clinical supervisor the house officer is working for and in accordance with the MCNZ’s supervision and reporting requirements.
All house officers who are registered under the general scope of practice and who are not on a vocational training programme will be required to join the “bpac® Recertification Programme” at recertification time [when their Practising Certificate is due for renewal]; through this programme they will be required to complete:

- a Professional Development Plan (it is understood that a ‘Career Development Plan’ would fulfill the same function)
- 20 hours of medical education
- 10 hours of peer review
- Participate in clinical audit
- The required number of meetings with the nominated collegial relationship provider (six in the first year and four in subsequent years)

Please note that if any deficiencies are identified during the clinical attachment, the clinical supervisor, and where appropriate, along with the house officer’s assigned PES, will discuss these with the house officer at the time (preferably no later than two thirds of the way through the clinical attachment), and make a plan to correct or improve performance.

The Health Workforce New Zealand (HWNZ) and the Resident Doctor’s Association (RDA) have worked together to produce career planning forms (CDPF) and Vocational Career Design guidelines. A supervision report form is required to be completed at the end of each clinical attachment:


Waikato DHB has developed a document to help the registrar determine their career plans and options:


It is the individual house officer’s responsibility to maintain and complete these assessment and reporting requirements in a timely manner.

ROSTER - HOURS OF WORK:

Ordinary hours are:-
Monday to Friday 0800 to 1700 excluding public holidays

After Hours Roster:-

a) Monday to Friday 1700 to 2230 on duty.
   (This is a 1:14 roster. During a 13 week run, five long days may be rostered).

b) Saturday & Sunday : on duty 0800 – 1600hrs then ‘on call’ 1600-2230hrs
   (This is a 1:4 roster. During a 13 week run, four weekends may be rostered).

c) The house officer may be rostered to work one set of night duties (2200 to 0800hrs Friday to Friday) in a 13 week run.
SALARY

a) A ‘call back’ / ‘additional duties’ sheet is completed for all times worked outside normal hours.

b) Average Weekly Hours:
   - Weekly Hours = 45.00 hours over 13 weeks
   - Long Days = 2.12 hours over 13 weeks
   - Weekend Hours = 4.92 hours over 13 weeks
   - Nights = 5.38 hours over 13 weeks
   - Total: = 57.42 hours over 13 weeks

c) $4.00 per hour paid when rostered ‘on call’

PAY CATEGORY C

(57.42hrs)  (UNROSTERED HOURS = 2.48hrs)

LEAVE:

Is the responsibility of the employer and is provided by a reliever. Any statutory holidays worked should be claimed for on a leave form so time may be credited to your leave entitlement.
APPENDIX 1

POLICY

Senior Medical Officer (SMO) and Resident Medical Officers (RMOs)
Responsibilities and the Limits of Delegation of Responsibilities to RMOs

Policy Responsibilities and Authorisation

<table>
<thead>
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<th>Clinical Services</th>
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<tr>
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<td>Chief Medical Officer</td>
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<tr>
<td>Document Owner Name</td>
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<tr>
<td>Sponsor Title</td>
<td>Chief Medical Officer</td>
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<tr>
<td>Sponsor Name</td>
<td>Dr Tom Watson</td>
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Policy Review History

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<td>02</td>
<td>Dr Paul Reeve</td>
<td>27 July 2016</td>
<td>Combining SMO and RMO responsibilities and the limits of delegation of responsible to RMOs in one document (this now replaces 2172)</td>
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Doc ID: 2561 | Version: 02 | Issue Date: 27 July 2016 | Review 26 July 2019 |
Document Owner: Dr Paul Reeve | Department: Clinical Services

Prepared / Reviewed: January 2017
Senior Medical Officer (SMO) and Resident Medical Officers (RMOs) Responsibilities and the Limits of Delegation of Responsibilities to RMOs

Contents

1. Purpose and Scope
2. Principles of delegated responsibility
3. When RMOs must contact the responsible SMO regarding patients they see or admit
4. Involvement of SMOs in ward referrals
5. Complex cases requiring input from multiple specialities
6. Patients in the Emergency Department and Emergency Department referrals
7. Audit
8. Associated Documents

1. Purpose and Scope

This policy outlines the responsibilities that a Senior Medical Officer (SMO) has for their patients and for referrals and what responsibility can be delegated to Resident Medical Officers (RMOs).

This policy also outlines when and how the SMO is to be contacted regarding a patient for whom they are the responsible SMO and for patients referred to them or their service.

This policy is deemed to apply to all RMOs unless there are specific instructions to the contrary in the department they are working.

2. Principles of delegated responsibility

The SMO is ultimately responsible for all patients seen or admitted by their RMOs and the SMO remains accountable for the decisions and actions of their RMOs.

RMOs work under delegated responsibility and have a professional responsibility to remain within their area of competence and to seek assistance from their SMO when required.

The SMO must ensure they are kept reasonably informed regarding the condition of their patients and must ensure they, or another SMO, are always available to give assistance to their RMOs.

Some SMO responsibilities cannot be delegated to RMOs. These include:

- Reviewing all new patients within 24 hours of admission.
- Reviewing all inpatients at least twice a week.
- Reviewing all High Dependency Unit (HDU) patients on a daily basis (or more frequently if clinically required).
- Reviewing patients on day 1 post major or emergency surgery.
- Reviewing and acknowledging histology results.
- Obtaining consent if the RMO is not competent to obtain it.
- Discussing complex cases with the coroner.
- Writing coroner’s reports unless the coroner has specifically requested a report from a RMO.
- Open disclosure of serious adverse events.
- Review of patients when a SMO opinion has been requested by another SMO.
- Responsibility for complex cases requiring multi-speciality input (see Section 5).
- Clinical handover of patient care when the responsible SMO is on leave or at conference.
Senior Medical Officer (SMO) and Resident Medical Officers (RMOs)
Responsibilities and the Limits of Delegation of Responsibilities to RMOs

3. RMOs must contact the responsible SMO regarding patients they see or admit in the following circumstances and SMOs must ensure that they are available to respond

- Any patient who is seriously ill or sufficiently ill to require admission to the Intensive Care Unit (ICU), or HDU, or the Low Stimulus Area (LSA) in Mental Health.
- Any patient who requires acute transfer to another service or hospital.
- Any acutely ill patient transferred to Waikato Hospital.
- Any patient for whom the diagnosis or management is unclear; and for whom a delay of management until the next ward round would be inappropriate.
- Any patient who deteriorates unexpectedly.
- Any acutely unwell or unstable patient who requires more than a brief stay in the Resuscitation area in the Emergency Department (ED).
- Before making the decision to take a patient to theatre or for an invasive procedure.
- If requested by the nurse in charge of the ward at the time, or a clinical resource nurse.
- If a patient has a complication following a procedure with which the RMO is unfamiliar.
- To discuss all new admissions, referrals or patients discharged from ED at the end of their duty.
- Any unexpected death.
- Any death that may need to be reported to the coroner, before it is reported.

It is expected that all inpatients are seen each weekday by a RMO, and that the responsible SMO informed of any significant change in the patient’s condition.

On the weekend and out of hours, the on-call SMO is responsible for all inpatients admitted under their speciality or seen by their on-call RMOs. Every patient should have a weekend plan documented in the notes, and the on-call SMO should be informed of any deviation from that plan.

4. Involvement of SMOs in ward referrals

A ward referral is defined in this policy as one clinical team asking another clinical team to assess a patient on a ward and contribute to their inpatient management.

While many phone calls between RMOs regarding inpatients under another team are simply asking for general advice and are not actually referrals, even when providing advice, the RMO is still acting under delegated authority and the SMO should be informed if appropriate.

A RMO of the team receiving the referral should see the patient in a timeframe consistent with the clinical urgency, and then discuss the matter with their supervising SMO.

The SMO should be informed of any opinion their RMO has given, and decide if that is appropriate. The SMO will decide if they need to see the patient themselves.

The SMO initiating the referral should always be informed of the outcomes of the referral. Any urgent action that is required must be communicated verbally to the referring SMO/team.

Only a SMO can make a decision that a ward referral requested by a SMO is inappropriate. In this situation, the SMO of the team receiving the referral request should provide advice to the referring team; this could include an offer of an outpatient clinic appointment or other recommendation.

A direct SMO to SMO discussion is the best way to address any issues or in difficult cases.

The following must always be documented in the clinical notes by the referring team:

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Senior Medical Officer (SMO) and Resident Medical Officers (RMOs) Responsibilities and the Limits of Delegation of Responsibilities to RMOs

- the name of the SMO making the referral
- the expectations that the referring SMO/team have of the SMO/team referred to,
- a summary of the clinical details, and
- the contact details of the referring doctor.

The team who respond must clearly document their opinion and answer any specific questions.

Any urgent action that is required must be communicated verbally to the referring SMO or team.

Disagreements between SMOs must be escalated immediately to their Clinical Directors (CD) and, if necessary, the Clinical Unit Leader (CUL), Service Head or Chief Medical Advisor (CMA).

5. Complex cases requiring input from multiple specialities

- Early SMO to SMO communication should be established to delineate the responsibilities and expectations of the different services involved in patient care. This cannot be delegated to RMOs.
- For ICU cases, the responsible ICU SMO will coordinate care.
- While a patient is in the ED Resuscitation, the ED SMO will coordinate care until there is an agreed designated team who will take primary responsibility. This should be agreed in a timely way.
- For trauma cases, the Trauma Director will coordinate care (see the Trauma Protocol).
- In non-trauma cases, it must be agreed which SMO and team will take primary responsibility and for what. The responsibilities of the other services should be agreed and understood.
- The SMO with the primary responsibility may change over time but must always be clear.
- If there is any disagreement over the most appropriate service and SMO to take primary responsibility, there should be a SMO to SMO discussion, if necessary escalated as noted above.
- For patients in the HDU, the SMO identified as the primary SMO responsible for the patient’s care is responsible for coordinating all care provided to that patient.
- The SMO primarily responsible for patient care should be documented in the patient’s clinical notes. This SMO is also responsible for coordinating all care provided to that patient.

6. Patients in the Emergency Department and Emergency Department referrals

Refer to the Speciality Referral Guidelines which outlines the responsibilities of RMOs referred patients by the ED and the need to immediately escalate issues to their SMO to deal with at the SMO to SMO level and if needed at a CD to CD, or CUL to CUL level or to the CMA.

7. Audit Indicators

Compliance with this Policy will be monitored by incident reporting and mortality reviews.

8. Associated Documents

Waikato DHB Specialty Referral Guidelines (5295)
Waikato DHB Trauma Protocol (1538)
Waikato DHB Electronic Results Acknowledgement: The responsibility of the Senior Medical Officer and the delegation of the responsibly to Resident Medical Officer (1452)
Waikato DHB Clinical Records Management (0182)
Waikato DHB Deceased (Care of) policy (0133)
Waikato DHB Admission, Discharge and Transfer (1848)
Resuscitation Policy

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APPENDIX 2

'End of Clinical Attachment' assessment form

House Officer
Supervisor Report - C