

CONSULTANT PHYSICIAN -DIABETOLOGIST

1. PURPOSE OF POSITION

This role is a core clinical position that supports people living with diabetes (PWD) as part of a Diabetes Integrated Team (DIT).

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting, and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whānau, and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whānau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Claudia Matthews – Administratively TBA - Clinically
Number of people reporting to you	Nil
Financial limits authority	TBA
Operating Budget	TBA

WEEKLY TIMETABLE

Duty	Hours	Sessions	Total hours
Clinical subspecialty			20
Non-Clinical: self-development, grand rounds, audit and QA, teaching, supervision, planning, etc.			8
Call: department average of 36 hours per week			0
TOTAL per week			28

4. WORKING RELATIONSHIPS

External	Internal
<ul style="list-style-type: none"> • Diabetes Integrated Team • Diabetes SLAT • GPs and Practice Nurses • Podiatrists who hold the Podiatry Foot Protection Service Contract • Tui Ora, Ngāti Ruanui, Ngaruahine Iwi Services • Māori Health directorate at Taranaki DHB • Pinnacle Midlands Health Regional Network (PHO) and associated services e.g. Extended Care Team • Diabetes New Zealand • Appropriate professional and clinical groups. 	<ul style="list-style-type: none"> • Taranaki DHB Portfolio Managers – Primary Care • Taranaki DHB Ward Staff, District Nursing, Wound & Ulcer Services, Diabetes Service, Renal, Vascular, Orthopaedic, and Surgical Services • Patients/whānau/carer/significant others

5. ACCOUNTABILITIES

This section of your job description contains a list of the clinical duties and activities required for this particular position.

➤ Outpatient and other cluster-based clinics	➤ Education and upskilling of the health workforce
➤ discussions and meetings with PWD and whanau	➤ reading and responding to patient referral letters
➤ various diabetes multi-disciplinary meetings, case conference and reviews	➤ research and study related to diabetes
➤ telephone and virtual consultations	➤ community health promotion activities and diabetes awareness
	➤ preparation of police, coroner, legal, ACC and similar reports

This section contains a reasonably comprehensive list of the non-clinical duties or other professional activities not covered above.

➤ CME and professional self-development	➤ Teaching, including preparation time
➤ Audit and quality assurance and improvement activities	➤ supervision and oversight of others
➤ grand rounds	➤ service or department administration
➤ research	➤ planning meetings
➤ clinical pathway development	➤ credentialing
➤ Journal Club	

This role is also expected to deliver the following:

Key area of responsibility	Expected outcomes
1. Māori Health Gains/Te Ao Māori and Cultural Competency	<ul style="list-style-type: none"> • Will work to uphold the Treaty of Waitangi • Commitment to achieving equity for Māori

	<ul style="list-style-type: none"> Engage with the Service Partners Tui Orā, Ngāti Ruanui, Ngāruahine and the Māori Health Team at Taranaki DHB in a partnership approach to identify opportunities to enhance service delivery to best meet the needs of Māori Understand Māori models for health and wellbeing, i.e. Mahi a Atua, Te Whare Tapa Whā, Te Wheke, etc.
2. Overarching Performance of the Taranaki Diabetes Integrated Team	<ul style="list-style-type: none"> Develop a strong understanding of, and actively monitor, current diabetes performance based on the outcomes being sought from the Diabetes Integrated Service and the MOH Diabetes Quality Standards Develop a detailed enough understanding of clinical performance to be able to engage directly with all key stakeholders to discuss performance and explore areas for improvement in accordance with best practice guidelines. This may include overseeing volumes, patterns, referral trends and gaps to ensure the DIT is operating effectively Identify quality improvement initiatives that would contribute to improving diabetes outcomes
3. Comprehensive Diabetes Care Planning and Collaborative Case Management	<ul style="list-style-type: none"> Identify quality improvement initiatives that would contribute to improvement in consistency and quality of diabetes screening and care Work with health care providers from across the sector to ensure they have the ability to deliver consistently high-quality care planning Actively input to patient care planning, and work in partnership with the DIT and stakeholders. As a member of the DIT work proactively with primary care practices and community/iwi organisations by participating in case discussions, combined clinics, practice education, collegial support and peer review based on need. As the Professional Diabetes Clinical expert, work in partnership with each primary care practice and community/iwi organisation to provide diabetes specialist advice, upskill practitioners, support the development of care plans, support insulin starts and reduce barriers to care.
4. MDT Collaboration and Integration	<ul style="list-style-type: none"> Attend, contribute and provide professional clinical leadership to ensure MDT meetings are functional and effective Provide clinics with other health stakeholders at times and locations to best suit patient needs Ensure your allocated tasks from MDT are completed.
5. Health Sector Capability & Training	<ul style="list-style-type: none"> Work with the DIT in developing and then implementing a healthcare workforce upskilling program that will help raise the standard of diabetes care throughout the sector Regularly assess registrars to ensure that they are competent to undertake safe and effective clinical care. As a member of the DIT work with primary health care teams and identify Diabetes Champions in primary care practices and community/iwi organisations to help develop knowledge and skills. This will include support to complete diabetes competency-based learning.

	<ul style="list-style-type: none"> • Provide guidance and support to junior medical staff in order to develop and maintain their clinical practice. • Hold regular discussions, where appropriate, with other health professionals to ensure a multidisciplinary approach to patient care. • Ensure that junior medical staff are given clear guidance and are aware of the expectations and relevant organisational policies pertaining to the Department.
6. Health Education & Literacy	<ul style="list-style-type: none"> • Work in partnership with key stakeholders to understand the health literacy needs of the population, and then design and deliver appropriate health literacy options. This includes the review and development of resources which are culturally appropriate for patients and their whanau, as clinical expertise and excellence utilising best practice and up to date research and treatment options. • Using your clinical skillset, provide teaching to PWD and the health workforce to improve knowledge and understand best practice management of diabetes.
7. Referrals	<ul style="list-style-type: none"> • Provide clinical triage for new referrals to the service where appropriate. • Support other members of the DIT with clinical triage. • Work with wider stakeholders to enable them to effectively use and help optimize referral pathways • Be responsible for the referral of any patients under their care to other centres for specialist treatment when appropriate. • Provide advice on in-patients to hospital specialist colleagues for clinical diabetes management.
8. Information Technology	<ul style="list-style-type: none"> • Work with all relevant key stakeholders to support Information Technology (IT) quality improvements and provider platforms • Support development of digital platforms and optimal ways to engage with and use these for targeted patient outcomes. • Support PWD with the use of digital tools relating to diabetes management • Maintain comprehensive and accurate electronic records for all patients seen as part of a shared health care record.
9. Communication	<ul style="list-style-type: none"> • Have excellent communication, decision making and problem-solving skills to facilitate effective working relationships. • Ensure that all health professionals involved with patient care are well informed • Ensure that professional boundaries are maintained.
10. Workforce and Professional Standards	<ul style="list-style-type: none"> • Annually provides a current APC • Work within your professional scope of practice • The Consultant will maintain competence and keep abreast of any new updates in clinical practice through literature review, attendance at relevant conferences, internal professional development etc. • The Consultant will be enrolled in appropriate professional re-certification programme.

	<ul style="list-style-type: none"> • The Consultant will be familiar with all modern investigative techniques and use such techniques where appropriate and affordable. • The Consultant will be encouraged to undertake research. Such research, or involvement in therapeutic trials, will receive formal approval of the Research Ethical Committee and be carried out in accordance with its protocol. Progress reports will be provided to the CMA as appropriate.
11. Capabilities and Qualities	<p>The Diabetologist/Endocrinologist will demonstrate the following capabilities and qualities:</p> <ul style="list-style-type: none"> • Be a Values Leader to engage others effectively and develop networks to lead diabetes care across the health sector • Diabetes clinical knowledge, practice and expertise with a strong commitment to quality principles and practice • Willing to develop and maintain strong networks in the medical, allied and/or nursing sector • Foster successful teamwork using resilience and flexibility within the demands of the work environment • Demonstrate professional confidence and competence within a medical role, within an integrated team. • Demonstrate a commitment to cultural safety with clear understanding of the concepts of whanaungatanga and manaakitanga and Māori cultural orientation to whanau, hapu and iwi.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Diabetologist in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</p>

Capability
<p>Innovation/Initiative</p> <p>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</p>
<p>Resilience/Flexibility</p> <p>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.</p>
<p>Cultural Safety</p> <p>Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whānau, hapu and iwi.</p>
<p>Teamwork</p> <p>Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.</p>

8. EDUCATION

<ul style="list-style-type: none"> • Applicants must be qualified medical practitioners registered or eligible for registration with the Medical Council of New Zealand and in addition, must hold a specialist qualification appropriate to the speciality. They must either hold vocational registration or be able to demonstrate a pathway towards vocational registration. • The higher qualifications recognised are scheduled in the Medical Practitioners (Registration of Specialists) Regulations. • Has a commitment to quality and accuracy and is keen to learn and develop new skills.

9. SKILLS

<ul style="list-style-type: none"> • Ability to maintain confidentiality at all times. • Demonstrates initiative and flexibility. • Computer literate. • Time management skills and ability to prioritise. • Dedicated team player with a willingness to learn new skills.

10. EXPERIENCE

<ul style="list-style-type: none"> • Knowledge of Quality Assurance, clinical audit and accreditation principles, and a commitment of continuous quality improvement. • Able to cope with a high and varied workload including emergency situations. • Shows a caring but professional manner in all aspects of work. Is aware of and sensitive to all cultural issues.
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