

MEDICAL OFFICER OF HEALTH / PUBLIC HEALTH MEDICINE SPECIALIST

1. PURPOSE OF POSITION

- To provide operational Medical Officer of Health support to the Public Health Service
- To support the Covid19 response
- To provide expert public/population health advice
- To assist with implementation of population health approaches to promote health and reduction of inequalities in Taranaki
- To develop and assist with the implementation of evidence based public health/population health programmes in Taranaki

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, whanau 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 whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. WORKING RELATIONSHIPS

External	Internal
<ul style="list-style-type: none"> • Ministry of Health • Local Government departments, territorial authorities and non-Government agencies • Primary Health Organisations • Māori Providers • Providers of Health Services 	<ul style="list-style-type: none"> • General Manager Planning, Funding and Population Health • Health Protection Officers • Public Health Unit staff including Health Protection Officers • Cervical Screening and Immunisation Unit • Planning & Funding Team • Chief Advisor Māori Health and Māori Health Team • Clinical Services Managers • Clinicians

REPORTING TO: GENERAL MANAGER, PLANNING FUNDING AND POPULATION HEALTH.			
NATURE OF APPOINTMENT: FULL TIME / 1.0 FTE		LOCATION: TARANAKI BASE HOSPITAL, NEW PLYMOUTH	
WEEKLY TIMETABLE: Will overall work 40 standard hours plus call back:			
Duty	Hours	Sessions	Total hours
Clinical; Provision of expert public/population health advice; development of implementation of evidence based public health/population health programmes, provide statutory Medical Officer of Health duties.			28
Non-clinical: self-development, CME, grand rounds, audit and QA, research, teaching, supervision, planning, etc.			12
TOTAL Standard hours			40
Call:			TBC
TOTAL Hours per week			32
SUMMARY OF ON-CALL DUTIES: Required to be on an After-hours' Medical Officer of Health Roster. Frequency of on call ratio can change dependent on the numbers available on the on call roster. On call is currently shared with Mid Central and Wanganui DHBs on a 1 in 4 basis. All Medical Officers of Health involved in the on-call roster will be required to be designated for all other regions as necessary.			

4. ACCOUNTABILITIES

Key Area of Responsibility	Expected Outcomes
1. To provide expert public/population health advice	<ul style="list-style-type: none"> Promote and advocate for public/population health approaches as an essential contribution towards improving and reducing inequalities in the health of the population. Promote evidence based service development following rigorous needs analysis.
2. To develop and assist with the implementation of evidence based public health/population health programmes	<ul style="list-style-type: none"> Plan, facilitate the implementation of, monitor and evaluate specific strategies for population health, as agreed with the General Manager, Planning, Funding & Population Health.
3. To provide statutory Medical Officer of Health duties	<ul style="list-style-type: none"> Effectively carry out statutory responsibilities of Medical Officer of Health, ensuring that action is taken accordingly. Provide advice and support to designated officers. Participate in the rostered on-call duties to support a 24-hour response capability. Work with other team members to mutually agreed work schedules and management processes.
4. Professional development and education	<ul style="list-style-type: none"> Participate in DHB specialist credentialling process. Maintain vocational registration in public health medicine as determined by the NZ Medical Council (either by

	<p>participating in the Tracking of Professional Standards (TOPS) programme with the New Zealand College of Public Health Medicine, or by participating in the recertification programme with the Australasian Faculty of Public Health Medicine (AFPHM) of the Royal Australasian College of Physicians).</p> <ul style="list-style-type: none"> • Contributes to the training and Public Health Medicine Registrars and other health professionals.
5. Risk management, health and safety	<ul style="list-style-type: none"> • Contribute to the provision of a safe environment for staff, patients and members of the public.
6. Customers Services	<ul style="list-style-type: none"> • Establish and maintain good working relationships with colleagues and other members of professional networks. • Develop and maintain effective linkages with key organisations.

Organisational Accountabilities	Expected Outcome for all Managers and Team Leaders
Health Equity	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all Managers, Team Leaders and roles with responsibility for managing staff, are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • Implementing the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Enabling Māori participation in design and delivery of services; ○ Ensuring Health Equity assessment is undertaken with appropriate input where services, policies or programmes are expected to improve outcomes for Māori; ○ Ensuring appropriate health literacy responses are developed and implemented to support effective engagement with and delivery for Māori and high needs communities; • Taking affirmative action to increase the Māori workforce within your team according to the Māori workforce targets set for the TDHB; • Providing leadership for self and team to: <ul style="list-style-type: none"> ○ Review clinical practice and those of your peers, through a health equity and quality lens;

Organisational Accountabilities	Expected Outcome for all Managers and Team Leaders
	<ul style="list-style-type: none"> ○ ensure collection of high-quality ethnicity data according to the TDHB Ethnicity Data Collection Policy and procedures; ○ audit, monitor and evaluate health impact and outcome data to improve the delivery of high-quality health care for Māori; ● Provide critical analysis of those organisational practices that maintain disparities in health care.
Health and Safety	<p>The Taranaki DHB is committed to ensuring that a safe and healthy work environment is achieved and maintained. All Team Leaders and Managers will support the DHB's health and safety culture by:</p> <ul style="list-style-type: none"> ● Planning, organising and managing health and safety activities directed at preventing harm and promoting health and wellbeing in the workplace. ● Following, implementing and ensuring compliance of all Health and Safety policies, procedures and processes. ● Working closely with and supporting the Health and Safety Representative(s) role. ● Ensuring a safe working environment and work practices through risk and hazard identification and management. ● Ensuring health and safety is a standard agenda item in all meetings. ● Ensuring health and safety reported events are followed up and closed off within required timeframes. ● Ensuring health and safety audit activity occur; results reviewed and improvement actions implemented. ● Ensuring health and safety management accountability for all direct reports is monitored and reviewed as part of the performance review process. ● Actively supports staff rehabilitation and provides return to work options. ● Ensuring health and safety related Key Performance Indicators are measured, reported and performance monitored.
Personal Development	<ul style="list-style-type: none"> ● Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. ● Participates in the performance appraisal process where personal performance and development is reviewed. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

5. 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.

6. 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 Planning, Funding and Population Health team roles 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 utilising available resources. Is proactive and effective when problem solving is required.</p>
<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 Competence</p> <p>Articulates a sound understanding of the principles of effective engagement with Maori as well as with people of other unique cultures.</p> <p>Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, 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>

7. COMPETENCIES FOR PUBLIC HEALTH MEDICINE TRAINING AND PRACTICE IN NEW ZEALAND

<p>1. Professional development and self-management competencies</p>	<ul style="list-style-type: none"> • Ability to manage one's own professional development, including critically assessing one's own personal limitations and development needs based on career goals and required competencies, learning from errors, obtaining feedback about one's effectiveness and
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	<p>implementing active processes to maintain and improve performance.</p> <ul style="list-style-type: none"> • Ability and commitment to use evidence as the basis for population health practice, including critically assessing the strength of evidence and honestly communicating findings and their limitations.
<p>2. Communication, Leadership and Teamwork Competencies</p>	<ul style="list-style-type: none"> • Ability to establish highly effective working relationships with colleagues, including using excellent listening and interpersonal skills and commitment to treating people with dignity and respect. • Ability to lead and influence effectively, including using strategic vision, recognising opportunities, providing focus, inspiring and enabling others, recognising and encouraging individual contributions, setting priorities for action and effective resolution of conflicts. • Ability to contribute effectively to multidisciplinary teams and organisational processes, including maintaining good relationships, operating within hierarchy of responsibility, seeking advice when appropriate, fostering collaboration, effective planning, timely delivery of outputs, effective reporting, effective management of meetings. • Ability to consult effectively with others in a range of settings, including using networks of colleagues, community groups and Government agencies to inform and understand perspectives.
<p>3. Cultural competencies</p>	<ul style="list-style-type: none"> • Ability to analyse public health issues from a Tiriti o Waitangi perspective, including understanding the rights of tangata whenua, the application of Te Tiriti in health, tikanga Māori, institutional racism, the health impacts of colonisation on the Māori population, cultural safety in health services and research, using Treaty principles to assist policy development, research, service planning and delivery, actively seeking opportunities to address inequalities in health status for Māori, and working to eliminate institutional racism. • Ability to advise on public health issues affecting Māori, including understanding Māori cultural values, beliefs, practices, models of health and underpinning concepts such as tikanga, Hauora and whakapapa, classification of ethnicity, sources of Māori health information and their quality, key demographic trends of the Māori population, key Māori health challenges, inequalities in Māori health and underlying causes, the role that western health services have played in Māori health development since first European contact. • Ability to work in partnership with Māori, including effectively engaging with Māori, Māori communities (i.e. whānau, hapu, iwi), and Māori health providers, designing, implementing and evaluating interventions with Māori clients, providers, policy makers and researches, networking with Māori people using culturally appropriate processes and protocols, respecting correct pronunciation, spelling and titles and seeking direction in these, making available information understandable to Māori.
<p>4. Research, critical appraisal and epidemiological competencies</p>	<ul style="list-style-type: none"> • Ability to plan and deliver effective analyses of public health issues, including identifying the objectives, selecting suitable research methods, presenting results effectively, discussing findings and their limitations and supporting conclusions with data.

	<ul style="list-style-type: none"> • Ability to use qualitative methods to investigate public health issues, including choosing suitable qualitative methods (e.g. in-depth interviewing, focus groups, participant observation), sampling, collecting, managing and analysing results. • Ability to advise on health informatics, including advising on the role of health information systems, registers, electronic patient records, disease coding, information quality, information privacy and information technology developments.
<p>5. Policy analysis, development and planning competencies</p>	<ul style="list-style-type: none"> • Ability to develop and influence policy to improve public health, including understanding the policy processes, role of key agencies (including the Faculty and RACP) and policy analysis approaches, problem definition, gathering and analysing relevant information, identifying policy options, assessing their benefits and risks, preparing a policy of guideline for submission or approval, consulting stakeholders. • Ability to undertake health needs assessments to inform policy, including defining the population or community, scoping the assessment, identifying suitable data sources, interpreting related policy documents, using suitable quantitative and qualitative methods, effective consultation, and identifying the contribution that specific policies or programmes could make to health improvement. • Ability to conduct health impact assessments, including scoping the assessment, using suitable qualitative and quantitative methods, collecting and analysing results, and communicating findings. • Ability to analyse policy and proposals from an equity perspective, including understanding forms of inequality, how deprivation and socioeconomic status is measured, impact on defined populations and cultural groups, potential trade-offs between equity and efficiency, forces influencing decisions regarding resource allocation and approaches for responding to inequality.
<p>6. Health care and public health programme evaluation competencies</p>	<ul style="list-style-type: none"> • Ability to evaluate health services, programmes, and proposals, including planning the evaluation, defining the purpose, identifying the boundaries, negotiating with key stakeholders, involving consumers, using formative process and outcome evaluation methods, using quantitative and qualitative techniques, understanding the evaluation and reporting on the findings. • Ability to implement the results of evaluations to improve health services and programmes, including utilising research evidence on factors which produce changes in clinical behaviour, public health and managerial practice, identifying potential barriers and implementing strategies to address these, working with others to implement evaluation results. • Ability to evaluate health technologies and interventions, including locating and assessing research evidence, systematically reviewing benefits costs and risks (including using measures such as QALYs and DALYs), considering broader impacts and consumer responses, communicating findings effectively.

<p>7. Health promotion and community development competencies</p>	<ul style="list-style-type: none"> • Ability to apply a health promotion approach to analysing public health problems, including recognising the contribution of determinants of health, political processes, and cultural practices, deciding on the balance of population prevention and targeted or high-risk approaches, and using robust health promotion principles, theories and frameworks. • Ability to develop health promotion programmes in response to public health problems, including defining the need for the intervention, using suitable research methods, engaging the priority populations, selecting suitable strategies, identifying the necessary resources, and planning delivery and evaluation. • Ability to enable individual and community participating in health promotion, including understanding community development principles, working with communities to identify community needs and appropriate action, applying mechanisms to enable community members to participate in the planning, implantation and evaluation of health promotion activities. • Ability to establish effective partnerships and inter-sectoral action to achieve improved public health outcomes, including recognising how the policy and practices of other sectors/organisations influences the health of the population, identifying and applying the values and needs of potential health promotion partners, using frameworks for effective inter-sectoral action, influencing the policy and practice of other sectors/ organisations to promote, protect and improve the health of the population.
<p>8. Health protection and risk management competencies</p>	<ul style="list-style-type: none"> • Ability to advise on the public health management of environmental health hazards, including understanding the relative importance of physical, chemical, and radiological hazards and contaminants in air, water, land and other environments, their relative importance for specific population and cultural groups, and measures for their prevention and control. • Ability to use regulatory measures to protect and promote health, including understanding public health legislation, relevant legislation in other sectors, legal obligations to indigenous people, regulation and codes of practice and the methods for their enforcement. • Ability to use regional and local planning processes to protect and promote health, including understanding the contribution of local environmental factors, the role of other agencies, methods for review and audit of local government plans. • Ability to advise on protecting and promoting health in important settings, including understanding health protection and promotion in workplaces, schools, homes, meeting places for diverse cultural groups, long-term care facilities, hospitals, prisons and other institutions. • Ability to work with other agencies to manage imported hazards, including understanding hazards associated with breakdowns in biosecurity, public health issues of migrants and refugees, and responsibilities under the International Health Regulations. • Ability to manage public health emergencies, including preparing for such emergencies, managing during the episode, and following up after the event and mechanisms for communicating and

	<p>coordinating with other sectors involved in emergency and disaster management.</p> <ul style="list-style-type: none"> • Ability to investigate and manage clusters of non-infectious disease cases, including identifying clusters, deciding whether to investigate them further, using epidemiological laboratory and environmental methods to definite them, and using communication control and reporting strategies to respond effectively to such events. • Ability to manage environmental risks, including identifying risk management objectives, assessing risk management options and their benefits and costs, working with communities to identify acceptable risk, working with other sectors to implement risk management strategies, evaluating outcomes of risk management.
<p>9. Infectious disease prevention and control competencies</p>	<ul style="list-style-type: none"> • Ability to advise on the public health management of infectious diseases, including understanding the relative importance of infectious diseases for specific populations and cultural groups, emerging infections, measures for their prevention and control, legal responsibilities of public health and health professionals, use of vaccines and approaches to improve vaccine coverage. • Ability to analyse surveillance data to support prevention and control of infectious diseases, including describing the incidence and distribution of infectious diseases and their risk factors, and using data to select optimal prevention and control measures. • Ability to manage infectious disease control measures, including ensuring effective management of cases, contacts, vectors, contaminated food and water, and control of other sources of infection and infection control in health care settings. • Ability to investigate and manage infectious disease outbreaks, including identifying outbreaks, deciding whether to investigate them further, using epidemiological laboratory and environmental methods to identify the source of an outbreak, and using communication control and reporting strategies to respond effectively to such events. • Ability to develop and implement effective inter-sectoral strategies for prevention of infectious diseases, including analysing prevention options, using health protection and promotion strategies, engaging other sectors.
<p>10. Chronic disease, mental illness and injury prevention competencies</p>	<ul style="list-style-type: none"> • Ability to advise on the public health management of chronic diseases, mental illness and injury, including understanding the relative importance of these conditions for specific population and cultural groups, and measures for their prevention and control. • Ability to analyse surveillance data to support the management of chronic diseases, mental illness and injury, including describing the incidence and distribution of these conditions and their risk factors, and selecting optimal prevention and control measures. • Ability to advise on the determinants of chronic disease, mental illness and injury and their public health management, including understanding the role of tobacco, inactivity, poor nutrition, deprivation, environmental hazards and other risk factors and determinants, and how these factors can be mitigated.

	<ul style="list-style-type: none"> • Ability to develop and implement effective inter-sectoral strategies for prevention of chronic diseases, mental illness and injury, including analysing prevention options, using health protection and promotion strategies, engaging other sectors.
<p>11. Health sector development competencies</p>	<ul style="list-style-type: none"> • Ability to identify the role of the health care sector in reducing premature death, disability and inequalities, including understanding the clinical features, epidemiology, risk factors and prevention measures for major infectious diseases, major non-infectious diseases and injuries, major behavioural psychiatric and addition disorders, and major congenital and perinatal condition. • Ability to promote a population health approach in health care decision making, including understanding the key decision making processes in the health care delivery sector, resource allocation processes, and opportunities for improvements in prevention. • Ability to advise on health service needs of rural and remote areas, including understanding geographic, demographic, economic and environmental challenges of providing services in such areas, workforce and service planning for rural and remote areas, and specific coordination and consultation processes needed in such environments.

8. REQUIREMENTS OF ROLE

<p>ESSENTIAL:</p> <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 • Maintains vocational registration in public health medicine as determined by the NZ Medical Council • 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 • Shows a caring but professional manner in all aspects of work. Is aware of and sensitive to all cultural issues • Able to cope with a high and varied work load including emergency situations • Time management skills and ability to prioritise • Dedicated team player with a willingness to learn new skills • Computer literate • Has a commitment to quality and accuracy and is keen to learn and develop new skills • Knowledge of Quality Assurance, clinical audit and accreditation principles, and a commitment of continuous quality improvement • Ability to maintain confidentiality at all times • Demonstrates initiative and flexibility
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