

Position Description | Te whakaturanga ō mahi Te Whatu Ora | Health New Zealand | Waikato

Job Specifications - Leading Self

Title	Perfusionist
Reports to	Team Leader
Team Name	Cardiac Perfusion
Department	Surgery & Anaesthesia
Location	Waikato Hospital – Te Whatu Ora
Job band (indicative)	APEX
Financial accountability	Permanent
Date	07/09/2023

About the role

The primary purpose of the role is to:

Clinical perfusion is defined as the functions necessary for the support, treatment, measurement, or the supplementation of the cardiopulmonary and circulatory systems of the patient. The staff perfusionist independently controls medically prescribed cardiopulmonary bypass and related cardiac support for both elective and emergency cardiovascular and thoracic procedures for adult patients as well as nonclinical activities including maintaining databases, administration, quality assurance, teaching and research such that the requirements of the Cardiothoracic Service are appropriately met.

Key Result Area	Expected Outcomes / Performance Indicators
KRA	
Achieve and maintain CCP recertification and clinical competencies	<ul style="list-style-type: none"> Meet CCP recertification requirements to maintain CCP status To safely administer prescribed intravenous drugs and blood products during adult CPB To participate in on-call services as rostered and to be available on site within 30 minutes from call out.
To Achieve Quality Perfusion Practice	<ul style="list-style-type: none"> Performs preoperative patient assessment Provides patients with clear explanation of CPB and answers relevant questions as part of pre-operative patient assessment under supervision Become proficient in accurate perioperative data entry into the CPR database and PDUC Research database.



	<ul style="list-style-type: none"> • Performs CPB and perfusion related procedures to ANZCP Standards of Practice • Ensures appropriate levels of sterility for every procedure.
To be responsible for aspects of own professional development	<ul style="list-style-type: none"> • Ensure the nonclinical requirements of ongoing clinical professional development are completed • Participation /Attendance at relevant Perfusion meetings • Sets personal development goals in agreement with the Perfusion Unit Manager
To contribute to the overall service of the unit	<ul style="list-style-type: none"> • Recognise instrument faults or an inadequate standard of data and initiate problem solving techniques or involvement of appropriately qualified personnel. • Demonstrates teamwork, initiative and a high standard of work • Contributes to perfusion develop projects • Contribute to the objectives the Cardiothoracic Service Plans

Relationships key to this role

External	Internal
<ul style="list-style-type: none"> • Patients, whānau, caregivers 	<ul style="list-style-type: none"> • Te Whatu Ora, Health New Zealand employees
<ul style="list-style-type: none"> • Medical Industry Company Personnel 	
<ul style="list-style-type: none"> • Community Agencies 	
<ul style="list-style-type: none"> • Other health providers 	
<ul style="list-style-type: none"> • Tertiary education providers 	

About us | Te Whatu Ora | Health New Zealand

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well



3. Everyone will have equal access to high-quality emergency and specialist care when they need it
4. Digital services will provide more people with the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

The Waikato District provides health services to the communities of Waikato, with a combined population of over 400,000 people predominantly rurally located, from Port Charles on the Coromandel Peninsula to Awakino, and the National Park. Waikato hospital, located in Hamilton, provides tertiary level specialised medical care for the wider midland region and is recognised as an accredited training hospital. The Waikato region has four rural hospitals: Thames, Tokoroa, Te Kuiti and Taumarunui, providing secondary level care for people closer to their home. The Waikato region has locally based community services (rural and urban) that provide Specialist Community services through Tier 2 and 3 service specifications. It is our people that are fundamental to our success and our diverse workforce of over 8,000 employees provide care and support to more than 100,000 service users annually.

Te Mauri o Rongo – The New Zealand Health Charter (to be finalised)

Te Mauri o Rongo provides an overview of the intent of the charter. In order to guide the culture, values, and behaviour expected of the health sector, Health New Zealand Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled”.</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>“As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all”</i>
Whanaungatanga	We are a team, and together a team of teams	<i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora”</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i>



About the team

As a member of the Cardiac Perfusion Team, this role has shared accountability for MISSION/VISION statement:

- We are a values based and inclusive department that is committed to deliver the best health outcomes for all our total population. To do this we have worked hard to develop a robust and capable workforce that reflects the population we serve.
- Strong management team and vision road map
- Developing a comprehensive tertiary service
- Creating equitable access for our at risk populations
- Waikato Hospital is New Zealand’s largest tertiary hospital and covers a wide catchment area of approximately one million people.
- The Cardiothoracic Unit is the country’s second largest and currently performing over 650 cardiac and thoracic surgical procedures every year.

About you | Leading-Self

To be effective and succeed in this role it is expected the person will have proven capabilities against the **Leading-Self** leadership focus. A person with this leadership focus will not hold formal leadership accountabilities but is responsible for displaying leadership character and driving service delivery within their role and team.

Therefore, core capabilities for this role at Leading-Self leadership focus are:

Core Capabilities	Expected Leadership Behavioural Descriptors Applicable to All Te Whatu Ora Waikato Leaders of Self
Tuturu te whakahaere / Leadership character	<ul style="list-style-type: none"> ▪ Demonstrate the organisation’s values; take responsibility for your own actions; speak out for what is right; offer own opinion, ask questions and make suggestions in an appropriate manner ▪ Resilient and adaptive – flexible and open to new ideas; recognise where change might be needed and identify how you may support change
Mōhiotanga / Māori Cultural Intelligence	<ul style="list-style-type: none"> ▪ Commit to embracing Māori World View, Tikanga and Te Reo ▪ Demonstrate critical consciousness and on-going self-reflection on the impact of own culture on interactions and service delivery and to personally take a stand for equity
Ara whakamua - navigating the pathway forward	<ul style="list-style-type: none"> ▪ Recognise how the team and directorate activities and challenges impact your work, and how your work impacts others ▪ Recognise and can articulate how your own work directly contributes to the organisation’s vision and community outcomes
Kotahitanga - Stronger together	<ul style="list-style-type: none"> ▪ Demonstrate Te Whatu Ora’s values in all dealings with stakeholders ▪ Work as a supportive, collaborative team member by sharing information and acknowledging others’ efforts. ▪ Step in to help others when workloads are high and keep the team and team leader informed of work tasks.



Whakapakari – growing the good	<ul style="list-style-type: none"> Clarify work required, expected behaviours and outputs; leverage own strengths, seek to constantly develop skills and work on knowledge gaps; look for and take opportunities for career development; share knowledge and support team members in their learning; act as a buddy/mentor, role model and sounding board for others
Tutuki – to achieve	<ul style="list-style-type: none"> Manage work priorities to deliver equitable, timely, high-quality, and safe care based on a culture of accountability, responsibility, continuous improvement and innovation Contributes to developing objectives and goals and recognise own role in achieving results that contribute to organisational outcomes
Health Safety and Environment	<ul style="list-style-type: none"> Exercise commitment to Health and Safety by adherence to all Health and Safety initiatives and taking all reasonable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm Consider the impact of your work on the environment and where possible engage in sustainable practices
Compliance and Risk	<ul style="list-style-type: none"> Take responsibility to report all risks and ensure these are mitigated Comply with all relevant statutory, safety and regulatory requirements applicable to the organisation

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action
- A Post graduate Diploma or Masters of Perfusion and be certified by the Australasian Board of Perfusion with a Diploma of Perfusion (or by the American, Canadian, UK or European Boards of Perfusion)
- >2 years Clinical Perfusion for adult cardiopulmonary bypass (CPB)
- Competency in MS Office computer applications

Desired:

- Developed sense of responsibility
- Able to work with a team or independently
- Maturity and communication skills to relate to patients and staff appropriately.
- Initiative and attention to detail.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation’s vision, purpose and goals



- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity
- Undertake shift work
- New Zealand full driver’s license

Changes to Position Description – Do not amend this section

This position description is intended as an insight into the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder in response to the changing needs of the organisation and the nature of our work environment. Such change may be initiated as necessary by the manager of this job and any changes will be discussed with the employee before being made. The employee acknowledges they may be asked to perform other duties as reasonably required by the employer in accordance with the role. This position description may be reviewed as part of the preparation for performance planning for the annual performance review cycle.

Agreed:

	Employee	Manager
Signature		
Date		