

Allied Health, Scientific & Technical Position Description

Employment Agreement:	APEX Clinical Physiology National Collective Agreement
Position Title:	Clinical Renal Physiologist
Service & Directorate:	Medicine, Women's and Children's
Location:	Dunedin/Invercargill
Reports to:	Operationally to Charge Nurse Manager (CNM) Dialysis; Professionally to Director Scientific and Technical
DHB Delegation Level:	N/A
Number of direct reports:	Nil
Date:	January 2020

Our Vision

Better Health, Better Lives, Whānau Ora

We work in partnership with people and communities to achieve their optimum health and wellbeing
We seek excellence through a culture of learning, enquiry, service and caring

Our Shared Values and Behaviours

Kind <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
Looking after our people: We respect and support each other. Our hospitality and kindness foster better care.	Being sincere: We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	Best action: We are thoughtful, bring a positive attitude and are always looking to do things better.	As family: We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our statutory purpose

To improve, promote and protect the health of our population

- Promote the integration of health services across primary and secondary care services
- Seek the optimum arrangement for the most effective and efficient delivery of health services
- Promote effective care or support for those in need of personal health or disability support services
- Promote the inclusion and participation in society and the independence of people with disabilities
- Reduce health disparities by improving health outcomes for Māori and other population groups
- Foster community participation in health improvement and in planning for the provision of and changes to the provision of services
- Uphold the ethical and quality standards expected of use and to exhibit a sense of social and environmental responsibility

PURPOSE OF ROLE
<p>Allied Health, Public Health, Scientific and Technical professionals work in teams providing a range of diagnostic, technical, therapeutic, direct patient care and support services that are critical to the other health professionals they work with and the communities they serve. This includes health professionals working to improve, promote and protect the wellbeing of the population.</p> <p>This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Southern DHB in a way that is consistent with the organisation’s vision and values. This includes Interprofessional practice where multiple health workers from different professional backgrounds work together with patients, whānau, caregivers and communities to deliver the highest quality of care.</p> <p>This way of working will ultimately benefit all our patients and communities.</p>

Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

Organisational Competencies	
Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn’t misrepresent him/herself for personal gain.
Drive For Results	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
Role Specific Competencies	
Managing diversity	Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities irrespective of age and gender; supports equal and fair treatment and opportunity for all
Priority Setting	Spends own time and the time of others on what is important; can quickly sense what will help or hinder when seeking to accomplish goals; eliminates roadblocks; creates focus
Problem Solving	Uses logic and established processes to solve difficult problems and achieve effective solutions; can see hidden problems; Is excellent at honest analysis; looks beyond the obvious ; doesn’t stop at the first answers
Managing and measuring work	Clearly assigns responsibility for tasks and decisions; sets clear objectives and measures; monitors process, progress and results consistent with scope of practice (NZASRDP, 2018).

KEY RELATIONSHIPS	
Within Southern DHB	External to Southern DHB
<ul style="list-style-type: none"> • AHS&T Professional Leaders (PLs) 	<ul style="list-style-type: none"> • Clients, patients, families, whānau and caregivers
<ul style="list-style-type: none"> • Multidisciplinary colleagues working in Interprofessional ways 	<ul style="list-style-type: none"> • Services from the community, funding bodies, student or intern clinical liaison staff
<ul style="list-style-type: none"> • Operational manager – Charge Nurse 	<ul style="list-style-type: none"> • Primary care - GPs, other medical staff
<ul style="list-style-type: none"> • AHST Professional Development Facilitator 	<ul style="list-style-type: none"> • Relevant professional organisations
<ul style="list-style-type: none"> • Administration staff 	<ul style="list-style-type: none"> • Other service providers
<ul style="list-style-type: none"> • Relevant external services/organisations/stakeholders 	

PERSON SPECIFICATION:

A Clinical Renal Physiologist is an independent health professional working as an integral part of the renal team. They perform all modalities of renal dialysis and other specialised extracorporeal therapies. Independently they provide all treatment associated with care to patients / whānau in collaboration with other health professionals and provide technical expertise in dialysis related equipment and water quality standards. Dialysis Practice for Clinical Renal Physiologists/Technologists is outlined in the New Zealand and Australia Society of Renal Dialysis Practice Inc. (NZASRD) handbook, January, 2018.

GENERAL SERVICE STATEMENT

The Dunedin Dialysis Unit services the area from the Waitaki to the Bluff and Central Otago. The Dunedin unit has a strong philosophy in home based dialysis, both haemodialysis and peritoneal dialysis. Members of the dialysis team are expected to empower patients to independence along with providing ongoing support to patients, family/ whānau and community health professionals. The modalities of Renal Replacement Therapy offered are acute haemodialysis, plasma exchange, haemodiafiltration and peritoneal dialysis (both CAPD and APD).

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> • Completion of a NZASRD approved renal dialysis training course and internship • Registration with the Clinical Physiologists Registration Board New Zealand (CPRBNZ) • Membership with the NZASRD 	
Experience	<ul style="list-style-type: none"> • Minimum 2 years of current haemodialysis experience • Competent with core clinical and technical treatment practices in all dialysis modalities and therapeutic plasm exchange (TPE) 	<ul style="list-style-type: none"> • Demonstrates and provides advanced clinical and technical knowledge of all dialysis modalities and TPE • Specialised clinical skills in dialysis related procedures
Knowledge and Skills	<ul style="list-style-type: none"> • Clinically and technically competent including IV certification and medication administration of specific medication and blood products 	
	<ul style="list-style-type: none"> • Knowledge of renal failure in adult and paediatric, in both acute and chronic, and ability to deliver safe, effective dialysis care 	
	<ul style="list-style-type: none"> • Ability to educate and empower patients / family / whānau in the techniques of all dialysis modalities to assist home based dialysis and for them to achieve independence 	
Personal Qualities	<ul style="list-style-type: none"> • Act as a role model for the Southern DHB Organisational Values • A positive manner : <ul style="list-style-type: none"> ○ Relates well to all kinds of people ○ Builds appropriate rapport ○ Good communication skills and customer service practices ○ Constructive and effective relationships ○ Uses diplomacy a tact ○ Is able to defuse without conflict • Sensitive and constructive in responding to the needs of individuals and groups • Seeks guidance and supervision • Committed to continuous quality improvement • A reasonable level of fitness to cope with the demanding physical requirements of the role 	

KEY RESULT AREAS:

Key Accountabilities:	Example of successful delivery of duties and responsibilities
Clinical Practice	
<p>Legislative requirements</p> <ul style="list-style-type: none"> • Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights • Uphold professional code of ethics 	<ul style="list-style-type: none"> • You adhere to professional and legislative standards of practice • You work according to the scope of your Annual Practising Certificate
<p>Assessments and interventions (if appropriate to profession)</p> <ul style="list-style-type: none"> • Undertake accurate and comprehensive assessments and evaluations • Plan and implement appropriate interventions • Provide relevant education - including any relevant alternative options - in a format that can be clearly understood • Collaborate with patients-populations to set realistic, person-centred outcomes 	<ul style="list-style-type: none"> • Your interventions are realistic and based on best practice • You use standard measurement tools and equipment as set down by departmental or professional protocols
<p>Documentation</p> <ul style="list-style-type: none"> • Maintain confidentiality of patient information and documentation • Adhere to Southern DHB's documentation standards 	<ul style="list-style-type: none"> • Your documentation is timely, clear, concise and accurate
<p>Culturally Sensitive Practice</p> <ul style="list-style-type: none"> • Practices in a culturally safe manner 	<ul style="list-style-type: none"> • You assist others to gain appropriate support and representation which reflects their cultural needs and preferences.
Professional Responsibilities	
<p>Working in a collegial manner</p> <ul style="list-style-type: none"> • Contribute to the support and education of colleagues and students (where applicable) to enhance development of the profession • Participate in and contribute to the functioning of the Interprofessional team • Establish and maintain an effective working relationship with other staff 	<ul style="list-style-type: none"> • You have formal and informal systems in place for supporting colleagues • You maintain supervision records for students • You participate as a team member to ensure the best outcomes for patients/ people
<p>Skill Sharing</p> <ul style="list-style-type: none"> • Share skills (as appropriate) with other health professionals and unregulated (assistant) workforces to enhance person centred outcomes (where applicable) 	<ul style="list-style-type: none"> • You use recognised skill sharing processes such as Calderdale to delegate parts of your practice to other team members
<p>Evidence-based practice and research</p> <ul style="list-style-type: none"> • Consistently refer to and relate practice to literature and research • Critique, discuss and disseminate evidence based best practice • Reflect on and evaluate the effectiveness of own practice 	<ul style="list-style-type: none"> • You implement evidence-based best practice procedures and guidelines • You updates your knowledge related to best practice guidelines and area of practice • You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)

<p>Time management</p> <ul style="list-style-type: none"> • Manage own time adopting a disciplined approach to establishing and following identified role-related priorities 	<ul style="list-style-type: none"> • Your tasks are scheduled and completed in a timely manner
<p>Professional development</p> <ul style="list-style-type: none"> • Develop and maintain professional competency • Appraisal, peer review, observed practice or other professional audits as applicable • Develop both personally and professionally to meet the changing needs of your career and profession 	<ul style="list-style-type: none"> • You hold current registration where applicable or as required • You maintain an up-to-date professional development plan
<p>Other Duties</p>	
<p>Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p>	<ul style="list-style-type: none"> • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with SDHB processes and reflects best practice. • Research undertaken is robust and well considered. • Live and support the DHB values in everything you do.
<p>Professional Development – self</p>	
<p>Identifying areas for personal and professional development.</p>	<ul style="list-style-type: none"> • Training and development goals are identified/agreed with your manager. • Performance objectives reviewed annually with your manager. • You actively seek feedback and accept constructive criticism.
<p>Health, Safety and Wellbeing</p>	
<p>Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Southern DHB's Health, Safety and Wellbeing policies, procedures and systems.</p>	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures. • You actively encourage and challenge your peers to work in a safe manner. • Effort is made to strive for best practice in Health and Safety at all times.
<p>Treaty of Waitangi</p>	
<p>Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your interaction with others on a day to day basis.</p>	<ul style="list-style-type: none"> • <i>Partnership</i> – You interact in good faith and in the nature of a partnership. There is a sense of shared enterprise and mutual benefit where each partner takes account of the needs and interests of the other. • <i>Participation</i> – You work in partnership with our treaty partners to enable our organisation to prosper. You are mindful of the varying socio-economic conditions that face our people and work hard to remove barriers of access to health and education. • <i>Protection</i> – You work proactively to protect the rights and interests of Māori, including the need to proactively build the capacity and capability of Māori.

Note: the above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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..... Employee Date
..... Manager Date