

## Allied Health, Scientific & Technical Position Description

Employment Agreement:	Allied, Public Health and Technical MECA
Position Title:	<b>Dialysis Clinical Engineer</b>
Service & Directorate:	Surgical and Radiology
Location:	Biomed Engineer Service -Dunedin
Reports to:	Team Coordinator Biomedical Engineering (Operationally & Professionally)
Number of direct reports:	Nil
Date:	June 2021

### 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	Open	Positive	Community
<i>Manaakitanga</i>	<i>Pono</i>	<i>Whaiwhakaaro</i>	<i>Whanaungatanga</i>
<b>Looking after our people:</b> We respect and support each other. Our hospitality and kindness foster better care.	<b>Being sincere:</b> We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	<b>Best action:</b> We are thoughtful, bring a positive attitude and are always looking to do things better.	<b>As family:</b> 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

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.

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, families, caregivers and communities to deliver the highest quality of care.

This way of working will ultimately benefit all our patients and communities.

This role provides safe and clinically/public health effective assessment and intervention, either within a specific area or across a broad range of areas, with a focus on the development of more in-depth knowledge and skills. Third year of practice onwards.

Dialysis Clinical Engineers provide clinical and technical support for the Dialysis Service equipment across the district.

## 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

<b>Customer Focus</b>	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
<b>Integrity and Trust</b>	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.
<b>Drive For Results</b>	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

<b>Managing diversity</b>	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
<b>Priority Setting</b>	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
<b>Problem Solving</b>	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
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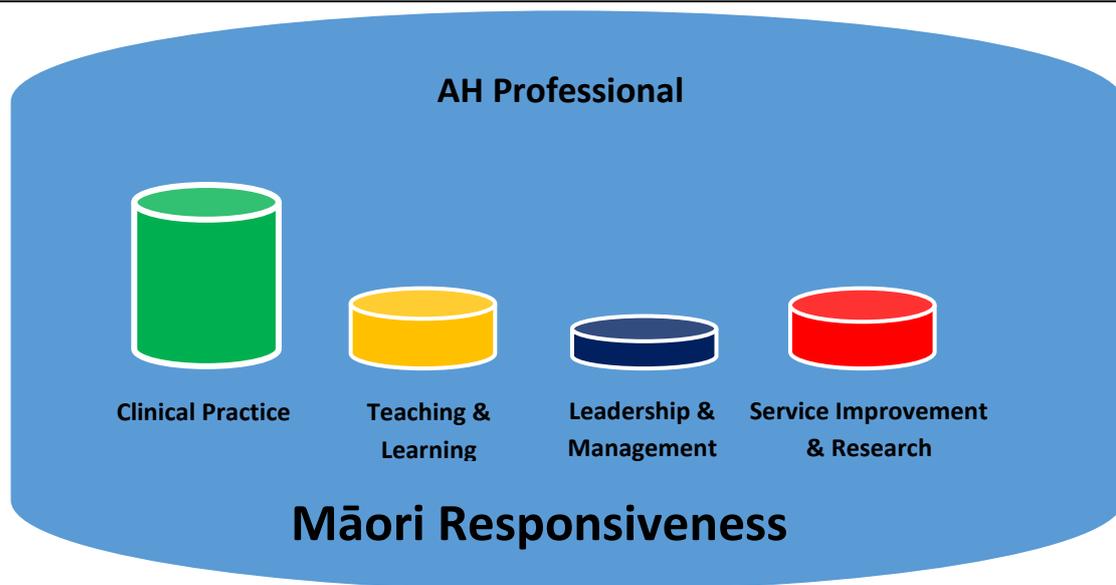
KEY RELATIONSHIPS	
Within Southern DHB	External to Southern DHB
<ul style="list-style-type: none"> <li>AHS&amp;T Professional Leaders (PLs)</li> </ul>	<ul style="list-style-type: none"> <li>Clients, patients, families, whanau and caregivers</li> </ul>
<ul style="list-style-type: none"> <li>Multidisciplinary colleagues working in interprofessional ways</li> </ul>	<ul style="list-style-type: none"> <li>Services from the community, funding bodies, student or intern clinical liaison staff</li> </ul>
<ul style="list-style-type: none"> <li>Operational manager</li> </ul>	<ul style="list-style-type: none"> <li>Primary care - GPs, other medical staff</li> </ul>
<ul style="list-style-type: none"> <li>AHST Professional Development Facilitator</li> </ul>	<ul style="list-style-type: none"> <li>Relevant professional organisations</li> </ul>
<ul style="list-style-type: none"> <li>Administration staff</li> </ul>	<ul style="list-style-type: none"> <li>Other service providers - Procurement</li> </ul>
<ul style="list-style-type: none"> <li>Relevant external services/organisations/stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers, Manufacturers, Representatives and Contractors</li> </ul>

PERSON SPECIFICATION – CLINICAL ENGINEER DIALYSIS		
<p>Dialysis Clinical Engineers undertake servicing and maintenance of Dialysis equipment for adults in both inpatient and community settings. They provide technical support and problem solving for clinical equipment. This role maintains and services Dialysis equipment throughout Otago and Southland. Work is always completed in accordance with manufacturer's specifications while ensuring regulatory compliance. This role provides technical specifications for new home Dialysis installations, Otago and Southland. Maintenance and servicing of other clinical equipment such as infusion pumps are provided as time permits, to support and assist the Clinical Engineering team.</p> <p>Dialysis Clinical Engineers are an integral part of both the Clinical Engineering and Dialysis clinical teams based at Dunedin Hospital.</p> <p>Clinical Engineering is committed to providing high quality and cost-effective support service whilst remaining focused on patient care excellence. This includes being responsive (at short notice) with attending to issues with home Dialysis machines and life support equipment.</p> <p>There is an expectation for rostered on-call 24/7 work and travel across the district (which may include an overnight stay). After hours work on essential and life support equipment when required.</p>		
	ESSENTIAL	DESIRABLE
<b>Education and Qualifications (or equivalent level of learning)</b>	<ul style="list-style-type: none"> <li>A Tertiary qualification in Electronics or equivalent electronics knowledge and practical work experience</li> <li>Current registration as a Registered Electrical Appliance Service person</li> <li>Current NZ Drivers Licence</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of 2 years continuous work experience</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in the Clinical Engineering Dialysis field including maintenance and servicing of Dialysis equipment</li> <li>• Maintenance and servicing of infusion pumps</li> <li>• IT experience working on networked equipment</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Actively and independently seeks solutions to problems using knowledge of facilities and equipment</li> <li>• Excellent organisational and time management skills to prioritise work, meet deadlines and take responsibility for own work</li> <li>• Ability to perform tasks reliably, skilfully and accurately</li> <li>• Demonstrates flexibility to cope with fluctuating work demands</li> <li>• Ability to adapt to changes in work practice, and actively participation in change processes</li> <li>• Complete required training and demonstrate proficiency with service manuals, test equipment and tools before working on equipment</li> <li>• Promptly complete urgent work on dialysis and life support equipment</li> <li>• Carry out all work allocated by the Dialysis and Clinical Engineering teams. This work would primarily include Dialysis equipment and, when time permits, other clinical equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate training to work on complex equipment</li> <li>• Ability to independently accomplish complex tasks</li> <li>• Ability to recommend, initiate and implement change</li> <li>• Medical equipment and tools proficiency training according to manufacturers requirements</li> <li>• Online and/or off site face-to-face training</li> </ul>
<b>Compliance Requirements</b>	<ul style="list-style-type: none"> <li>• Work is compliant with organisation safety regulations and personal safety procedures are followed within the working environment</li> <li>• Repairs and maintenance are carried out in accordance with manufacturer specifications and AS/NZS 3551 Standard</li> <li>• Parts and stock are replenished in a timely manner and ordering equipment parts according to Clinical Engineering policy &amp; procedures</li> </ul>	

	<ul style="list-style-type: none"> <li>Information is entered into the Clinical Engineering database</li> <li>Maintain up-to-date equipment manuals and drawings, as necessary</li> <li>Ensure work areas are adequately secured when not manned by personnel, especially outside normal work hours</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>A friendly, polite and customer focussed approach</li> <li>A professional manner where confidentiality is maintained at all times</li> <li>Good interpersonal skills, including ability to work effectively with people at all levels of the health system including patients, public and contractors</li> <li>Actively participate in, and contribute to, team effectiveness</li> <li>A high standard of personal presentation</li> <li></li> </ul>

**KEY RESULT AREAS/PILLARS OF PRACTICE:**



**Clinical Practice/ Te Mahi Haumanu**

**Legislative requirements**

- Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights
- Uphold professional code of ethics

**Assessments and interventions (if appropriate to profession)**

- 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

- You adhere to professional and legislative standards of practice
- You work according to the scope of your Annual Practising Certificate
- Your interventions are realistic and based on best practice
- You use standard measurement tools and equipment as set down by departmental or professional protocols
- Your documentation is timely, clear, concise and accurate
- You assist others to gain appropriate support and representation which reflects their cultural needs and preferences.
- You implement evidence-based best practice procedures and guidelines

<p><b>Evidence-based practice and research</b></p> <ul style="list-style-type: none"> <li>• Consistently refer to and relate practice to literature and research</li> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> </ul> <p><b>Documentation</b></p> <ul style="list-style-type: none"> <li>• Maintain confidentiality of patient information and documentation</li> <li>• Adhere to Southern DHB's documentation standards</li> </ul> <p><b>Culturally Sensitive Practice</b></p> <ul style="list-style-type: none"> <li>• Practices in a culturally safe manner</li> </ul>	<ul style="list-style-type: none"> <li>• You update your knowledge related to best practice guidelines and area of practice</li> <li>• You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)</li> </ul>
<b>Leadership and Management/ Te Ārahi me te Whakahaere</b>	
<ul style="list-style-type: none"> <li>• Participate in and contribute to the functioning of the interprofessional team</li> <li>• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested</li> <li>• Establish and maintain an effective working relationship with other staff</li> </ul> <p><b>Time management</b></p> <ul style="list-style-type: none"> <li>• Manage own time adopting a disciplined approach to establishing and following identified role-related priorities</li> </ul> <p><b>Skill Sharing</b></p> <ul style="list-style-type: none"> <li>• Share skills (as appropriate) with other health professionals and unregulated (assistant) workforces to enhance person centred outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• You have formal and informal systems in place for supporting colleagues</li> <li>• You maintain supervision records for students</li> <li>• You participate as a team member to ensure the best outcomes for patients/ people</li> <li>• Your tasks are scheduled and completed in a timely manner</li> <li>• You use recognised skill sharing processes such as the Calderdale framework to delegate parts of your practice to other team members</li> </ul>
<b>Teaching &amp; Learning // Ako Atu, Ako Mai</b>	
<p><b>Of Self</b></p> <ul style="list-style-type: none"> <li>• Develop both personally and professionally to meet the changing needs of your career and profession</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> <li>• Develop and maintain professional competency</li> <li>• Appraisal, peer review, observed practice or other professional audits as applicable</li> </ul> <p><b>Of Others</b></p>	<ul style="list-style-type: none"> <li>• You have formal and informal systems in place for supporting colleagues</li> <li>• You maintain supervision records for students</li> <li>• You implement evidence-based best practice procedures and guidelines</li> <li>• You update your knowledge related to best practice guidelines and area of practice</li> <li>• You maintain a professional portfolio or</li> </ul>

<ul style="list-style-type: none"> <li>• Contribute to the support and education of colleagues and students to enhance development of the profession</li> <li>• Consistently refer to and relate practice to literature and research</li> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams.</li> <li>• Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice.</li> <li>• Be involved in the induction and training of newly appointed staff as required.</li> <li>• Provides mentoring and clinical support and / or professional supervision where required.</li> </ul>	<p>participate in an approved CPD programme (as per professional requirements)</p> <ul style="list-style-type: none"> <li>• You hold current registration where applicable or as required</li> <li>• You maintain an up-to-date professional development plan</li> </ul>
<b>Service Improvement and Research / / Te Whakapai Ratonga me te Rangahau</b>	
<ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or other AH professionals.</li> <li>• Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc.</li> <li>• Develops and /or participates in regional / sub regional professional networks as appropriate to area of work.</li> <li>• Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process.</li> <li>• Practises in a way that utilises resources in the most cost-effective manner, including interdisciplinary and transdisciplinary practice</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation in department quality and service developments.</li> <li>• Establishes working partnerships with external organisations to promote integrated working</li> <li>• Participate in workforce redesign programmes e.g. Calderdale Framework</li> </ul>
<b>Other Duties</b>	
<ul style="list-style-type: none"> <li>• Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</li> <li>• Act as a role model for the Southern DHB Organisational Values.</li> </ul>	<ul style="list-style-type: none"> <li>• You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> <li>• You produce work that complies with SDHB processes and reflects best practice.</li> <li>• Research undertaken is robust and well considered.</li> <li>• Live and support the DHB values in everything you do.</li> </ul>
<b>Professional Development – self</b>	
<p>Identifying areas for personal and professional development.</p>	<ul style="list-style-type: none"> <li>• Training and development goals are identified/agreed with your manager.</li> <li>• Performance objectives reviewed annually with your manager.</li> </ul>

	<ul style="list-style-type: none"> <li>You actively seek feedback and accept constructive criticism.</li> </ul>
<b>Health, Safety and Wellbeing</b>	
<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"> <li>You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures.</li> <li>You actively encourage and challenge your peers to work in a safe manner.</li> <li>Effort is made to strive for best practice in Health and Safety at all times.</li> </ul>
<b>Treaty of Waitangi</b>	
<p>The principles of Te Tiriti, as articulated by the courts and the Waitangi Tribunal, underpin the Ministry's commitment to Te Tiriti. Tino rangatiratanga, Equity, Active protection, Options and Partnership will guide your interaction with others on a day to day basis.</p>	<ul style="list-style-type: none"> <li>Tino rangatiratanga - Providing for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services.</li> <li>Equity - Being committed to achieving equitable health outcomes for Māori.</li> <li>Active protection - Acting to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.</li> <li>Options - Providing for and properly resourcing kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.</li> <li>Partnership - Working in partnership with Māori in the governance, design, delivery and monitoring of health and disability services – Māori must be co-designers, with the Crown, of the primary health system for Māori.</li> </ul>

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

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Date

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Manager

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Date