

PIHANGA HEALTH

Leadership Responsibilities Addendum

Clinical Lead General Practitioner

This document is to be read in conjunction with the Pihanga Health General Practitioner Position Description. The Clinical Lead General Practitioner is expected to fulfil all responsibilities of the General Practitioner role in addition to the leadership responsibilities outlined below.

Position Details

Reports to: Practice Manager

Member of: Senior Leadership Team

Clinical Leadership Responsibilities

- General Practitioners
- Nurse Practitioners
- GP Registrars
- House Officers
- Medical Students

Position Purpose

The Clinical Lead General Practitioner is the senior clinical leader within Pihanga Health and a member of the Senior Leadership Team.

Working in partnership with the Practice Manager, the Clinical Lead provides clinical leadership while remaining an active clinician. Together they foster a culture of clinical excellence, accountability, collaboration and continuous improvement.

As a VLCA accredited, Cornerstone teaching practice, Pihanga Health is committed to improving health outcomes, strengthening community partnerships and developing the next generation of rural health professionals.

The Clinical Lead plays a key role in shaping the future direction of the organisation through leadership, mentoring, clinical governance and service development. Success in this role will be measured not only by the care provided, but by the positive influence the Clinical Lead has on colleagues, learners, the organisation and the wider community.

Leadership Accountabilities

As a member of the Senior Leadership Team, the Clinical Lead will:

- Provide visible, approachable and values-based clinical leadership.
- Foster a culture of accountability, collaboration and continuous improvement.
- Support and mentor clinicians to achieve their full potential.
- Contribute to strategic planning and organisational development.
- Build strong relationships across the health sector and local community.
- Champion innovation and service improvement.
- Represent Pihanga Health professionally within the wider health system.
- Promote staff wellbeing, professional development and a positive workplace culture.

Key Responsibilities

1. Clinical Leadership

Provide leadership, mentoring and clinical support to the General Practitioner team, fostering evidence-based practice, professional development and a culture of clinical excellence.

Support recruitment, onboarding and the ongoing development of clinicians while promoting a collaborative and accountable medical team.

2. Clinical Governance

Lead clinical governance activities across the practice by supporting quality improvement initiatives, Cornerstone accreditation, clinical audit and the ongoing development of safe, high-quality healthcare.

Work collaboratively with the Practice Manager and multidisciplinary team to ensure clinical systems continue to evolve in response to best practice and community need.



3. Teaching and Workforce Development

Maintain Pihanga Health's reputation as a teaching practice by supervising GP Registrars, House Officers and Medical Students.

Develop and maintain strong relationships with the Royal New Zealand College of General Practitioners, Health New Zealand and tertiary education providers to support medical education and rural workforce development.

Mentor emerging clinicians and promote a culture of lifelong learning across the practice.

4. Strategic Development

Contribute to the strategic direction of Pihanga Health by identifying opportunities to improve clinical services, strengthen workforce sustainability and enhance patient outcomes.

Support innovative models of care and contribute clinical expertise to organisational planning, service development and change initiatives.

5. Community and Sector Relationships

Act as a clinical ambassador for Pihanga Health by developing and maintaining strong relationships with Health New Zealand, the Royal New Zealand College of General Practitioners, Ngāti Tūwharetoa, local iwi, hospitals, educational institutions, community organisations and other healthcare providers.

Promote integrated models of care that improve health outcomes for our community.

6. Rural Urgent Care Leadership

Maintain PRIME certification and provide clinical leadership for rural urgent care services.

Support emergency preparedness, ongoing review of emergency systems and equipment, and foster strong working relationships with emergency response agencies to ensure high-quality urgent care for our community.



What Success Looks Like at Pihanga Health

At Pihanga Health, we believe outstanding healthcare is delivered by people who are committed to excellence, accountability, teamwork and community. Every member of our team contributes to the experience of our patients, whānau and colleagues.

We Put Patients and Whānau First

We provide compassionate, respectful and culturally safe care, communicate openly, involve patients and whānau in decisions and strive to improve health outcomes for our community.

We Take Ownership

We accept responsibility for our work, follow tasks through to completion, identify opportunities for improvement and demonstrate accountability for our actions and professional standards.

We Work as One Team

We value every role within our organisation, communicate respectfully, support one another, share knowledge and work collaboratively to achieve the best outcomes for our patients.

We Lead Through Continuous Improvement

We embrace change, encourage innovation, seek feedback and continually look for better ways of delivering care and improving our organisation.

We Value Learning

As a teaching practice, we support students, trainees and colleagues through mentoring, education and the sharing of knowledge. We are committed to lifelong learning and professional development.

We Honour Te Tiriti o Waitangi

We are committed to delivering culturally safe healthcare, strengthening partnerships with Māori and promoting equitable access and health outcomes for all.

We Are Proud of Our Community

We build trusted relationships, work collaboratively with community partners and are committed to ensuring high-quality, sustainable rural healthcare for future generations.