



POSITION DESCRIPTION

Position Title:	Physiotherapy Clinical Leader (0.2 FTE Leadership + additional Clinical FTE)
Location:	Dunstan Hospital
Direct Reports:	2-10 staff
Reports to:	Allied Health Service Leader (operational) Allied Health Director (professional)
Date:	November 2024

Our Vision

To be a lead provider and educator of rural healthcare for our communities.

Primary Objectives

- Lead and demonstrate excellence in professional governance, quality practice and professional conduct, contributing to new models of care in a rural environment and workforce planning / development of your profession
- Optimise interprofessional models of care in our rural environment
- Enable intersectoral collaboration and/or clinical partnerships
- Foster excellence in quality standards, practice and professional conduct
- Coordinate the credentialing of profession specific workforce to ensure that competencies are maintained in accordance with relevant legislation
- Advise and consult on profession-specific workforce development, skill mix and career pathways
- Provide professional advice related to your profession to the Allied Health Director and others in the clinician management team
- Foster the Rural Workforce by enabling your profession specific Allied Health students to train in our health services and gain knowledge and experience under the guidance of our staff
- Ensure an equity lens is applied to patients' needs taking our rural environment into consideration
- In line with the principles of Te Tiriti o Waitangi provide equity for the health provision of Maori.

COMPETENCIES

Organisational Competencies

Role Model	Be ready to embrace change for the improvement of patient and whanau care.
Customer Focus	Promotes a continuous improvement ethos. Is patient, community and whanau centred.
Integrity & Trust	Can establish credibility with clinical staff and stakeholders; Is widely trusted.
Organisational Agility	Knowledgeable about how organisations work and how to implement and embed change. Works through formal channels and informal networks. Understands the reasoning behind policies, practices and procedures.

Drive For Results	Be pragmatic and achieve set goals. Drive uptake of the change/quality improvement.
Role Specific Competencies	
Leadership and Motivation	Be action-orientated and motivating, have a proven collaborative approach to leadership, coach and enable others to achieve innovative solutions to issues, adopt an open and supportive relationship with staff.
Communication	Communication conveys an understanding of the context of the situation/circumstances. Presents information clearly in a language and style appropriate to the audience. Ability to listen.
Quality and Risk Management Focus	Contribute and lead quality initiatives. Ensure a strong patient centred focus with patient safety at the fore.
Mobilise System Improvement	Enable a culture of continuous improvements; identify innovations and support their adoption.

KEY RELATIONSHIPS	
Internal	External
<ul style="list-style-type: none"> Allied Health Service Leader 	<ul style="list-style-type: none"> Patients, Family / Whanau & Community
<ul style="list-style-type: none"> Allied Health Director 	<ul style="list-style-type: none"> Discipline Specific Professional Leaders & Managers at SDHB
<ul style="list-style-type: none"> Allied Health Clinical Leaders and Staff 	<ul style="list-style-type: none"> National and Rural Hospital Professional Networks
<ul style="list-style-type: none"> Clinical Services Manager 	<ul style="list-style-type: none"> Primary Health Care Providers and WellSouth PHO
<ul style="list-style-type: none"> Management Team 	<ul style="list-style-type: none"> Tertiary Institutions
<ul style="list-style-type: none"> Relevant Clinical Staff 	<ul style="list-style-type: none"> Relevant Trade Unions, Professional Bodies & Registration Authorities
<ul style="list-style-type: none"> Non-clinical Staff – Administration, Finance and Support Services staff 	<ul style="list-style-type: none"> NGOs, Private Health Providers & Local Community Groups

PERSON SPECIFICATION

The expertise required for a person to be fully competent in the role:

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> • Be a registered Health Professional with a current APC relevant to your profession • Evidence of a level of learning reflective of the role 	<ul style="list-style-type: none"> • Evidence of ongoing development e.g. undertaking further tertiary level education
Experience	<ul style="list-style-type: none"> • Possess a current knowledge of profession specific health practice issues • Strong clinical leadership skills • Clinical credibility in health area of practice • Experience of leading profession specific staff • Experience of working with other professions • Commitment to the ideals of research, evaluation methods and evidence based best practice and procedures. • Understanding of legislative requirements under the HPCA Act 2003 or SW Registration Act 2019 as relevant to your profession 	<ul style="list-style-type: none"> • Experience of leading profession specific staff • Applying Collective Union agreements • Experience working in a rural health environment and/or rural hospital
Knowledge and Skills	<ul style="list-style-type: none"> • Excellent active listening skills • Ability to clearly articulate messages • Ability to influence others and move towards a common goal • Flexible and adaptable; able to work in ambiguous situations • Able to work collaboratively with all clinical disciplines • Competent computer skills • Current Driving Licence 	
Personal Qualities	<ul style="list-style-type: none"> • Commitment, personal accountability, integrity and sensitivity • Excellent interpersonal skills, including ability to work effectively with people at all levels of the organisation. • Has initiative and self-motivation with excellent organisational and time management skills • Ability to problem solve • Innovative, proactive, enthusiastic and flexible – open to change • Is energetic and able to motivate others • Maintains a high level of confidentiality • Able to manage conflict 	

KEY RESULT AREAS

Key Accountabilities

Examples of Successful Delivery

Coordination & Leadership

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| <ul style="list-style-type: none"> • Fosters an environment that puts the patient at the centre of their care and recognises the health continuum across the community and hospital services in our rural environment • Be an effective role model consistently demonstrating strong positive personal values of integrity, honesty, ethics and behaviours they expect of others. • Builds a positive climate and relationships of support and encouragement which allows others to achieve their potential • Develop staff capabilities and skills within profession • Promotes best practice for improvement initiatives and supports relevant research. • Works collaboratively with all members of the healthcare team • Promote cost effective clinical practice • Ensure credentialing activities are completed for staff | <ul style="list-style-type: none"> • Positive feedback from stakeholders • Demonstrated staff engagement around innovation • Alongside Allied Health Director (AHD) and Allied Health Service Leader (AHSL), ensure performance appraisals are completed, annual goals are set in line with the direction of COHSL plans and continuing professional development of staff. • Identify and engage profession specific workforce development through forums, presentations, programmes etc as applicable |
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Practice Standards, Career Development

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| <ul style="list-style-type: none"> • Oversee the implementation of competencies as per the requirements of the relevant registration body and legislative requirements • Ensure processes are in place for all staff to have an appraisal, professional development plan and clinical supervision • Ensure processes are in place to implement and monitor professional standards for staff • Facilitate the provision of high quality education and support for staff • Collaboratively facilitate remedial performance improvement processes where performance or competency issues are identified • Advise on career progression | <ul style="list-style-type: none"> • Appraisals completed for profession specific staff • Implementation of procedures for handling professional issues. • Forums / opportunities established whereby profession specific seniors actively input into decision making |
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Service Planning & Workforce Development

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| <ul style="list-style-type: none"> • Coordinate the skill mix of the team. Workforce planning and practice requirements. • Facilitate a supportive process for staff with identified clinical / professional competency deficits in partnership with the AHD and AHSC • Facilitate clinical staff to optimise interprofessional models of practice to promote person centred care • Oversee and advise on clinical requirements for vacant positions and ensure all credentialing is met • In conjunction with AHD advise on salary scale placement | <ul style="list-style-type: none"> • Participation in recruitment related tasks • Application of Calderdale Framework • Demonstrate participation on projects with other Professional or Clinical Leaders as determined by the AHD and/or AHSL |
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<ul style="list-style-type: none"> Identify new / different opportunities for staff in service delivery Work collaboratively to ensure professional development leave and funding is fair and transparent 	
External Liaison	
<ul style="list-style-type: none"> Alongside the Allied Health Director, maintain strong links with the relevant tertiary training institution for your profession to align with COHSL commitment to professional development and responsibilities for teaching and education Oversee student placements Ensure documentation and other requirements for student placements at COHSL is complete 	<ul style="list-style-type: none"> Set student placements rosters and processes in partnership with the tertiary institution relevant to your profession
Clinical Practice	
<ul style="list-style-type: none"> Act as an effective role model by demonstrating high levels of clinical competence and clinical practice excellence Promote innovative and creative clinical practice ensuring it is validated with best practice 	<ul style="list-style-type: none"> Positive feedback from stakeholders A range of data/sources is used to inform practice and practice improvement
Professional Development – Self	
<ul style="list-style-type: none"> Identify areas for personal and professional development Actively seeks feedback and accepts constructive criticism 	<ul style="list-style-type: none"> Training and development goals are identified and agreed with the AHSL and AHD annually Performance objectives are reviewed with the AHSL and AHD annually
Other Duties	
<ul style="list-style-type: none"> Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience 	<ul style="list-style-type: none"> You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.
Health, Safety & Wellbeing	
<ul style="list-style-type: none"> Recognises individual responsibility for workplace Health & Safety under the Health and Safety at Work Act 2015 Effort is made to strive for best practice in Health and Safety at all times. 	<ul style="list-style-type: none"> You understand and consistently meet your obligations under the organisations Health & Safety policy/procedures Create an atmosphere where staff support each other and workplace violence and bullying is not tolerated
Cultural Safety	
<ul style="list-style-type: none"> Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your day-to-day interactions with others. Honouring cultural diversity 	<ul style="list-style-type: none"> Respect, sensitivity, cultural awareness is evident in interpersonal relationships. Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices

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.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date