

POSITION DESCRIPTION

Position Title:	Physiotherapist
Location:	Dunstan Hospital
Direct Reports:	Nil
Reports to:	Physiotherapy Clinical Leader (operational) Allied Health Director (professional)
Date:	January 2024

Our Vision

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

Primary Objectives

- To facilitate appropriate and high quality physiotherapy management of inpatients, outpatients and community patients throughout the age range with a variety of health conditions.
Inpatients: General medical (including the high dependency unit): palliative care; post-surgical, orthopaedic, and neurological rehabilitation; multidisciplinary assessment, treatment and rehabilitation
Outpatients: patients with musculoskeletal (acute & chronic) or other health related conditions including ACC patients. Outpatient groups including Parkinsons, Neuro and Joint Rehab Groups
Community: patients who are unable to attend the outpatient clinic. Patients may be seen in the wider Central Otago region.
- Work actively and cooperatively in an interdisciplinary team and liaise appropriately with relevant health care professionals, managers, leaders and other organisations. Optimise interprofessional models of care in our rural environment
- Prepare comprehensive progress and discharge reports to meet service and ACC requirements
- Foster excellence in quality standards, practice and professional conduct
- Participate in the training of Physiotherapy students in our rural health service
- 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 Māori

COMPETENCIES

Organisational Competencies

Customer Focus	Is patient, community and whanau centred. Establishes and maintains effective relationships with customers and gains their trust and respect
Integrity & Trust	Is widely trusted. Can establish credibility with clinical staff and stakeholders.
Drive For Results	Is pragmatic and achieves set goals. Pushes self and others for results. Embraces change/quality improvement

Role Specific Competencies	
Managing Diversity	Manages people equitably with clear communication that is appropriate to the audience. Deals effectively with all races, nationalities, cultures and 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
Quality and Risk Management Focus	Contributes to quality initiatives. Ensures a strong patient centred focus with patient safety at the fore

KEY RELATIONSHIPS	
Internal	External
<ul style="list-style-type: none"> • Physiotherapy Clinical 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"> • Student training providers and clinical liaison staff
<ul style="list-style-type: none"> • Allied Health Service Leader 	<ul style="list-style-type: none"> • Primary care, NGOs, Private Health Providers, Local Community Groups and funding bodies eg: ACC
<ul style="list-style-type: none"> • Multidisciplinary colleagues working in interprofessional ways 	<ul style="list-style-type: none"> • Relevant professional organisations
<ul style="list-style-type: none"> • Administration and support services staff 	<ul style="list-style-type: none"> • Other service providers

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"> • Must be registered with the Physiotherapy Board of New Zealand in accordance with the HPCA Act 2004 and hold a current Practising Certificate • Must actively participate in the Physiotherapy Board of New Zealand's re-certification programme • Must be eligible to work in New Zealand or have a work visa/permit • Be an active member of Physiotherapy New Zealand 	<ul style="list-style-type: none"> • Enable credentialled for the provision of mobility aids
Experience	<ul style="list-style-type: none"> • Sound clinical experience in inpatient, community and outpatient settings • Experience working with other professions 	<ul style="list-style-type: none"> • Experience working in a rural health environment and/or rural hospital • Cardiorespiratory experience • Experience in implementing Calderdale Framework principles and processes
Knowledge and Skills	<ul style="list-style-type: none"> • Proficiency in physiotherapy assessment and treatment and have well developed clinical reasoning skills • Understand and use client centred goals and a family/whanau model of rehabilitation • Be self-motivated, innovative and empathetic toward patients and their families • Demonstrate sound time management skills and be adaptable to new experiences • Have an ability to set and maintain clear profession specific boundaries while maintaining the respect of other health professionals within the team • Develop professional credibility with peers and other health professionals • Leadership and evaluation of Allied Health Assistant tasks eg: physiotherapy supervised patient exercise classes • Participation in quality improvement projects • Commitment to the ideals of research, evaluation methods and evidence based best practice and procedures. Have the skills for critical appraisal of research/literature/reviews • Demonstrate a working knowledge of Te Tiriti o Waitangi • Evidence of professional development/education in relevant clinical areas 	
Personal Qualities	<ul style="list-style-type: none"> • Demonstrate a high level of interpersonal skills with the ability to develop rapport with a wide variety of people • Have an enthusiasm for physiotherapy and a commitment to directing professional development and personal growth • Be able to work actively and cooperatively in a multidisciplinary clinical team and liaise appropriately with relevant health care professionals 	

	<ul style="list-style-type: none"> • Have motivation to work with people who have a variety of conditions and rehabilitative requirements • Be able to work effectively both as a team member and autonomously as in independent practitioner • Have a positive can-do attitude
Other	<ul style="list-style-type: none"> • Must have a full NZ current driver's licence

KEY RESULT AREAS	
Key Accountabilities	Examples of Successful Delivery
Clinical Practice	
<ul style="list-style-type: none"> • Engages in 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 • Works collaboratively with all members of the healthcare team • Employs best practice for improvement initiatives and supports relevant research • Promotes cost effective clinical practice • Ensures professional development and re-certification activities are completed 	<ul style="list-style-type: none"> • Positive feedback from stakeholders • Demonstrated staff engagement around innovation • Engagement in profession specific workforce development through forums, presentations, programmes etc as applicable • Re-certification achieved
Practice Standards, Career Development	
<ul style="list-style-type: none"> • Participate in personal appraisal, professional development plan and clinical supervision • Participate in professional standards reviews/observed practice/audits • Contribute to the support and education of colleagues and students to enhance development of the profession • Participate in the Calderdale Framework as required 	<ul style="list-style-type: none"> • Professional goals are set and worked through • Clinical Supervision supports safe practice • Application of Calderdale Framework
Professional Development – Self	
<ul style="list-style-type: none"> • Develop both personally and professionally to meet the changing needs of your career and profession • Actively seeks feedback and accepts constructive criticism • Develop and maintain professional competency • Reflect and evaluate the effectiveness of own performance 	<ul style="list-style-type: none"> • Training and development goals are identified and agreed with the Physiotherapist Clinical Leader and AHSL and/or AHD annually • Performance objectives are reviewed with the Physiotherapist Clinical Leader and AHSL and/or AHD annually
External Liaison	
<ul style="list-style-type: none"> • Participate in student training and liaise with clinical liaison staff and tertiary education providers as required • Engage with external agencies to ensure positive patient outcomes eg; ACC 	<ul style="list-style-type: none"> • Effective student training demonstrated though good communication and documentation • ACC provided services are put in place effectively

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. Reflect and evaluate own well-being, employing own strategies and seeking assistance as required 	<ul style="list-style-type: none"> You understand and consistently meet your obligations under the organisations Health & Safety policy/procedures Assist in creating 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 Te Tiriti o 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