

Te Whatu Ora

Health New Zealand

Whanganui



POSITION DESCRIPTION

Team	Physiotherapy
Position Title	Community Physiotherapist
Reports to	Clinical Manager Physiotherapy
Role Summary	Your position works principally within the department or service specified above, however you may be required to undertake duties in other areas of the organisation which promote the efficient and effective operation of Health New Zealand, Te Whatu Ora - Whanganui which reasonably fall within the general parameters of this position.
Purpose of the Position	<ul style="list-style-type: none">▪ To provide physiotherapy assessment, rehabilitation and management to patients primarily in the community setting within Whanganui district.▪ To provide physiotherapy liaison with other community services and agencies within the Whanganui district with a focus on rehabilitation and preventative management for HNZ Whanganui patients.▪ To provide support and cover to other areas of physiotherapy as service needs require.
Direct Reports	<ul style="list-style-type: none">▪ Nil
Delegated Authorities	Financial <ul style="list-style-type: none">▪ Ni. Staff <ul style="list-style-type: none">▪ Nil
Registration/ Scope of Practice	You must be able to demonstrate that you are registered with the Physiotherapy Board of New Zealand, hold a current Annual Practising Certificate and that your scope of practice enables you to undertake the duties of this position.



Ngā Moemoeā Me Ngā Tino Whāinga **Our Vision and Mission**

Our Vision

He Hapori Ora - Thriving Communities

People in the Whanganui District rohe live their healthiest lives possible in thriving communities

Our mission

Kia tāea e te whānau me te hapori i tōna ake tino rangatiratanga

Together we build resilient communities, empowering whānau and individuals to determine their own wellbeing

Ngā Uaratanga Our Values



Aroha

The value of love, respect and empathy, demonstrating compassionate and non-judgemental relationships

Closely interlinked with:

Rangimārie

Humility, maintaining composure, peace, accountability and responsibility

Mauri

Life's essence and balance

Kotahitanga

The value of unity and vision sharing where we demonstrate trust and collaboration

Closely interlinked with:

Whanaungatanga

Spiritual wellness, relationships, beliefs, knowing who you are and what to do

Mana tangata

Dignity, respect, protections, safety and acceptance.

Manaakitanga

The value of respect, support and caring where we demonstrate doing our very best for others

Closely interlinked with:

Kaitiakitanga

Protection, maintaining values and taking care of people and things

Tikanga Māori

Guiding protocols and principles for how we do things

Tino Rangatiratanga

The value of self-determination where we empower individual/whānau choice

Closely interlinked with:

Wairuatanga

Spiritual wellness, relationships and beliefs

Whakapapa

Whānau-centred approach which achieves equity in health outcomes for Māori

ORGANISATION ACCOUNTABILITIES

Key Area of Responsibility	Expected Outcomes	
<p>Te Tiriti O Waitangi</p>	<p>Te Whatu Ora - Whanganui is committed to honouring our obligations and responsibilities under Te Tiriti o Waitangi.</p> <p>The following principles provide the guidance for how we set out to achieve Māori health improvement and equity.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ Tino rangatiratanga: Provide for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services. ▪ Equity: Commit to achieving equitable health outcomes for Māori. ▪ Active protection: Act 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. ▪ Options: Provide for and properly resource 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. ▪ Partnership: Work in partnership with Māori in the governance, design, delivery and monitoring of health and disability services. 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to demonstrate an understanding of Te Tiriti o Waitangi ▪ are committed to Te Tiriti O Waitangi principles ▪ are committed to delivering effective and equitable healthcare to support Māori individuals and their whānau to meet their needs and aspirations. ▪ are committed to working in partnership and supporting initiatives that meet the health needs and aspirations of Māori individuals and whānau. ▪ will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with Māori, individuals, whānau, and colleagues. ▪ will ensure that where there is an inherent power imbalance it is not exacerbated by overlaying your own cultural values and practices on Māori, individuals, whānau, and colleagues.
<p>Pro-Equity</p>	<p>Te Whatu Ora - Whanganui is committed to achieving equity of health outcomes, across all population groups, with a view of eliminating disparity, particularly for Māori.</p> <p>We are going beyond the language of 'equity', to be 'pro-equity'.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ have an organisation and 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ ensure equity is considered

	<p>region-wide goal of health equity</p> <ul style="list-style-type: none"> ▪ are putting systems and processes in place to support our health equity goal ▪ work across the wider determinants of health ▪ have a robust understanding of the drivers of inequities ▪ work in partnership with Iwi and Iwi health provider organisations across the district, starting with the Iwi Partnership Board. ▪ actively grow the Māori workforce and strengthen and enable Māori leadership in health 	<p>and demonstrated in activities, in planning, in processes, in professional development and in outcomes.</p> <ul style="list-style-type: none"> ▪ are committed to continuous quality improvement processes that focus on achieving health equity.
Whānau Ora	<p>Te Whatu Ora - Whanganui is committed to whānau ora as a fundamental philosophy for creating strong, healthy and empowered whānau.</p> <p>We ensure our health care and approaches place people and their whānau at the centre of everything we do with and for them.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ support and empower individuals and whānau to determine their own wellbeing ▪ are committed to working in authentic partnership with other health care providers, iwi, government, social and community agencies to build strong, resilient, connected people and whānau. 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to articulate whānau ora in practice, specific to your position ▪ are able to demonstrate an understanding and awareness of Māori culture, practices and protocols ▪ have the ability to incorporate Māori models of health, values-based patient and whānau-centred models of care, and mātauranga Māori (Māori Knowledge) to support empowerment and health outcomes for individuals and whānau

ROLE ACCOUNTABILITIES

Community Physiotherapist	<p>This role is primarily accountable for:</p> <ul style="list-style-type: none"> ▪ Clinical management, treatment and rehabilitation of patients primarily within the community setting. ▪ Help co-ordinate physiotherapy care of patients post discharge
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	<p>from the hospital into the community setting.</p> <ul style="list-style-type: none"> ▪ Liaising with other community services and agencies to streamline community support for patients with a focus on patient centred care and health prevention management. ▪ Provide supervision and training for rotational physiotherapists, therapy assistants and physiotherapy students as required. ▪ Monitoring and developing best practice. ▪ To safely and effectively delegate to therapy assistants as required <p>A set of performance objectives will be agreed annually between your manager and yourself reflecting applicable strategic and operational ambitions.</p>	
Key Area of Responsibility	Expected Outcomes	
Key Accountabilities (Key areas of your focus)	Tasks (How you achieve)	Performance Indicators (How you will be measured)
Clinical management and treatment of patients in the community.	<ul style="list-style-type: none"> ▪ Work autonomously, whilst leading, within the specialist clinical setting in a time effective manner. ▪ Works in other clinical areas, as and when required, to meet the needs of the physiotherapy service. ▪ Ensures the provision of safe, effective and appropriate physiotherapy assessment and intervention using knowledge and skills gained from professional education and practical experience. ▪ Use and document a planned physiotherapy process that adheres to professional, service and organisational policies, protocols and practice guidelines. ▪ Ensure all practices comply with current best practice. ▪ Participate in Physiotherapy Weekend and On-call rostered duties. ▪ Ensure all work is within ethical guidelines and legislation e.g., Code of Health and Disability Services Consumer's Rights, Privacy. ▪ Structure the community role to fit the patients needs in the 	<p>Achieve Annual Practising Certificate.</p> <p>Provide documented evidence in professional portfolio to demonstrate competency.</p> <p>Documentation Audit.</p> <p>Case Review/Peer review – provide written evidence of ability to meet all criteria as set in Peer Review Policy.</p> <p>Demonstrate that client problems are identified and analysed, appropriate goals are set with the client physiotherapy treatment implemented and outcomes evaluated.</p> <p>Customer Feedback.</p> <p>Involvement in projects or working parties.</p> <p>Demonstrate time management and problem solving skills</p>

	community	
Professional Competencies	<ul style="list-style-type: none"> ▪ Maintain and develop clinical practice within specialist area whilst continuing to maintain general competency. ▪ Set and meet personal learning objectives agreed with physiotherapy manager that aligns with the direction of the service. ▪ Keep up to date with current best practice. ▪ Actively participate and/or deliver in inservice education and tutorial group relevant to area of work. ▪ Attend mandatory organisational training as required. ▪ Attend relevant training courses internal and external as appropriate. ▪ Participate in regular formal supervision. ▪ Achieve and maintain competencies for ICU work. 	<p>Demonstrate competence in area of specialisation and in general.</p> <p>Evidence of research and learning within area of specialty.</p> <p>Evidence of continuous professional development eg</p> <ul style="list-style-type: none"> - Participate in in-services through attendance and participation - Research of topics to extend knowledge base - Demonstrate learned skills - Record of reflective practice - Attendance at courses - Current reading <p>ICU Competencies signed off</p>
Teamwork	<ul style="list-style-type: none"> ▪ Develop an effective professional relationship within the physiotherapy team. ▪ Demonstrate effective written and verbal communication . ▪ Develop and maintain effective working relationships in the clinical setting. ▪ Participate in the multidisciplinary approach to patient care. ▪ Refer clients to other agencies as applicable. ▪ Team approach to patient care. 	<p>Demonstrate positive team player attitude.</p> <p>Peer appraisal as part of Continued Professional Development (CPD) process.</p> <p>Documentation audit.</p>
Clinical Leadership (as appropriate)	<ul style="list-style-type: none"> ▪ Manage and be accountable for provision, prioritisation and coordination of physiotherapy services within specialty area. ▪ Provide leadership, support and supervision to rotational 	<p>Demonstrate leadership skills.</p> <p>Feedback from MDT, physiotherapists, assistants and students.</p>

	<p>staff and assistants.</p> <ul style="list-style-type: none"> ▪ Ensure supervision and support of Physiotherapy and other staff in specialty area is taking place and is effective. ▪ Oversee appropriate use of physiotherapy assistants. ▪ Supervise physiotherapy students. ▪ Ensure physiotherapy team members and other members of the MDT are aware of developments and changes in practice. ▪ Demonstrate initiative in a variety of situations. ▪ Develop and maintain effective working relationships with the wider MDT. ▪ Contributes actively to leadership and management tasks within the community service setting. ▪ Support, and provide cover for Physiotherapy Clinical Manager as required. ▪ As requested, provide feedback and support for the Physiotherapy Clinical Manager in the management of staff, such as performance reviews and recruitment. ▪ Provide education sessions to both the physiotherapy department, wider MDT, nursing staff and other community agencies as required. 	<p>Completion of delegated tasks.</p> <p>Record of participation in activities.</p>
<p>Demonstrate patient centered care with patients and their whanau</p>	<ul style="list-style-type: none"> ▪ Demonstrate understanding of the principles of the Treaty of Waitangi. ▪ Ensure the principles of partnership, protection and participation are applied to day to day work. ▪ Ensure procedures do not discriminate against Maori. ▪ Open and responsive to 	<p>Evidence of the principles applied in work practice.</p> <p>Attendance of Hapai Te Hoe.</p> <p>Positive working relationship with Haumoana team.</p> <p>Demonstrates a commitment to customer service and continuous quality improvement, through</p>

	<p>customer needs.</p> <ul style="list-style-type: none"> ▪ Demonstrate an understanding of continuous quality improvement. 	<p>interaction with patient/clients and other customers.</p> <p>Identifies customer needs and offers ideas for quality improvement.</p> <p>Effective management of customers/situations.</p>
Wellbeing, Health and Safety	<ul style="list-style-type: none"> ▪ Comply with all safe work procedures, policies and proactively encourage staff to participate in health and safety management and systems. ▪ Report all reported incidents and injuries to the Clinical Manager Physiotherapy and assist in analysis and management as delegated. ▪ Implements planned rehabilitation and return to work programmes. 	<ul style="list-style-type: none"> ▪ Completed the HNZ Whanganui Health and Safety Orientation Course and updates. ▪ Effective orientation of new employees into the workplace. ▪ Report all incidents, hazards and injuries into CGov. ▪ Workplace safety meetings are minuted. ▪ Assist in maintenance of hazard register. ▪ Support the implementation of rehabilitation programmes for affected employees as required.

ROLE CAPABILITY & QUALITIES

My Capability & Personal Qualities	<p>To be effective and succeed in this role it is expected that you will have the following proven capabilities:</p> <p>Essential</p> <ul style="list-style-type: none"> ▪ Bachelor of Physiotherapy (or equivalent). ▪ NZ Registered Physiotherapy Board of New Zealand with a current practicing certificate. ▪ NZ Drivers Licence (full). ▪ IT skills, competent in Word and Outlook. ▪ Demonstrated competency in current physiotherapy practice at an adequate level and an undertaking to maintain professional development and ongoing education. ▪ Able to work alongside other MDT members with a team approach.
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	<ul style="list-style-type: none"> ▪ Ability to organise workload and accept responsibilities for work outputs within the multidisciplinary setting. ▪ Committed to working as an effective team member with the ability to contribute positively to the physiotherapy and wider multidisciplinary team. ▪ Excellent communication, written and oral. ▪ Committed to continuous quality improvement. ▪ Demonstrated capacity for safe cultural practice. <p>Highly Desirable</p> <ul style="list-style-type: none"> ▪ Previous physiotherapy experience especially working in the community area is preferred but not essential. ▪ Accredited Equipment Assessor with ENABLE New Zealand - Walking Aids, Standing.
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ROLE RELATIONSHIPS

My Relationships to nurture	It is the responsibility of each Te Whatu Ora employee to establish and maintain positive, healthy, collaborative and constructive partnerships with leaders, managers, clinicians, support staff and administrators and relevant external networks; stay abreast of, and contribute to local, regional and national health care activities and initiatives.	
	Internal	External
	<ul style="list-style-type: none"> ▪ Clinical Manager Physiotherapy ▪ Physiotherapy team ▪ Occupational Therapy team ▪ CART team ▪ Other multi-disciplinary teams (inpatient and community) ▪ HNZ Whanganui community services including rural clinics 	<ul style="list-style-type: none"> ▪ Patients and their families/whanau ▪ Whanganui district community agencies such as Sport Whanganui, Age Concern, Steady As You Go, etc. ▪ Aged residential Care facilities in the community ▪ Whanganui District Regional Health Network and National Hauora Coalition. ▪ NGO's ▪ Accessibility ▪ Local Iwi ▪ Enable / Whaikaha

ROLE WELLBEING, HEALTH & SAFETY

<p>My Wellbeing, Health & Safety</p>	<p>Safety starts with each of us:</p> <ul style="list-style-type: none"> ▪ No business objective will take priority over health and safety ▪ Most incidents are preventable ▪ While management have ultimate accountability, each of us is responsible for our own health & safety as well as that of our colleagues, patients, visitors and contractors ▪ Every individual should feel safe in their workplace ▪ It is everyone's responsibility to work safely. This requires us to be proactive, flexible and resilient; anticipate hazards and events and: <ul style="list-style-type: none"> ▪ resolve risks and hazards yourself if that's the right thing to do ▪ speak up so that we can resolve this as a team ▪ report all health and safety concerns ▪ if you're not sure what to do refer to the relevant policy and procedure ▪ Our people prevent incidents and determine whether we work safely. Our people therefore are the solution to ensure as many things as possible go right, that we learn from events and adjust the way we work for the conditions. Staying safe only succeeds because individuals and teams adjust to and meet the conditions at work ▪ Each of us is responsible to take care of ourselves and each other so we can take care of others.
<p>Physical Attributes</p>	<p>We will make all reasonable efforts to provide a safe and healthy workplace for all, including persons with disability.</p> <ul style="list-style-type: none"> ▪ Ability to move about and undertake necessary duties in ATR Ward, Physiotherapy Department and other areas of Wanganui Hospital / Taihape Hospital and Community as required. ▪ A high degree of physical capacity is required as the work is physically demanding including standing, walking, stretching, twisting, bending sitting, lifting/moving heavy, pulling, pushing weights over 15 kilograms including patients. (Stature extremes may increase hazard of shared activities). ▪ Manual dexterity sufficient to operate equipment including hand tools and larger items such as (pool) hoist, wheelchairs and drive a motor vehicle (for community). ▪ Hearing and speech sufficient to fully communicate with patients and co-workers, monitor equipment and patient status and recognise impending emergencies relating to patients and equipment. ▪ Visual ability sufficient to read, write/record, use computer, monitor and operate equipment, monitor patient status and drive (for community). ▪ A high degree of mental concentration and alertness is required.

	<ul style="list-style-type: none"> ▪ Ability to undertake a substantial amount of repetitive activities necessary for physiotherapy treatment including making splints. ▪ Skin should not be fissured, scaly, cracked on hands, forearms, face or neck. ▪ Skin conditions should allow frequent contact with water, soap/disinfectant, soap, cleaning chemicals, other chemicals and latex rubber. ▪ Absence of a health condition which could increase appointee’s susceptibility if exposed to infections more frequently than in daily living. ▪ Freedom from colonisation or infection with MRSA ▪ The appointee’s health condition should not result in undue hazard to appointee/client or others as a result of exposure to blood, body waste or infectious disease. ▪ Must be able to function under rapidly changing and demanding conditions.
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Approved:

Manager		Date	
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Accepted:

Employee		Date	
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