

Allied Health, Scientific & Technical Position Description

Employment Agreement:	Allied, Public Health and Technical MECA
Position Title:	Rotational Physiotherapist
Service & Directorate:	Strategy, Primary and Community Directorate
Location:	Dunedin/Invercargill
Reports to:	Operationally: Allied Health Unit Manager Professionally: Physiotherapy Professional Lead
DHB Delegation Level:	N/A
Number of direct reports:	Nil
Date:	July 2018

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 Manaakitanga	Open Pono	Positive Whaiwhakaaro	Community Whanaungatanga
Looking after our people: We respect and support each other. Our hospitality and kindness foster better care.	Being sincere: We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	Best action: We are thoughtful, bring a positive attitude and are always looking to do things better.	As family: 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, Scientific and Technical professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the SDHB in a way that is consistent with the Organisation's vision and values. This way of working will ultimately benefit all our patients and communities.

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

Customer Focus	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
Integrity and Trust	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.
Drive For Results	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

Managing diversity	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
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; can see hidden problems; Is excellent at honest analysis; looks beyond the obvious ; doesn't stop at the first answers

KEY RELATIONSHIPS

Within Southern DHB	External to Southern DHB
• AHS&T Professional Leaders (PLs)	• Clients, patients, families, whanau and caregivers
• Multi-disciplinary colleagues	• Services from the community, funding bodies, student or intern clinical liaison staff
• Operational manager	• Primary care - GPs, other medical staff
• AHST Professional Development Facilitator	• Relevant professional organisations
• Administration staff	• Other service providers

PERSON SPECIFICATION:

	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 possess 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 	<ul style="list-style-type: none"> Be an Accredited Assessor for the Equipment Management Service as appropriate or be prepared to work towards this accreditation
Experience	<ul style="list-style-type: none"> Successful completion of a relevant undergraduate physiotherapy qualification, including clinical placements in hospital settings. 	
Knowledge and Skills:	<ul style="list-style-type: none"> A high level of interpersonal and communication skills Possess the ability to problem solve and demonstrate initiative Facilitate appropriate and high quality physiotherapy management of inpatients, outpatients (including hydrotherapy) and community patients where designated Work actively and co-operatively in an inter-professional team and liaise appropriately with relevant health care professionals Prescribe mobility aids and equipment (including wheelchairs) within the parameters of departmental provision guidelines Prepare progress and discharge reports to meet service and ACC requirements Water confident and able to meet the hydrotherapy pool safety training requirements to participate in hydrotherapy. Participate in the on-call and weekend service Assist in the support and mentoring of students and Allied Health Assistants as required Assist with cover for workload in other areas as directed Perform other duties relevant to the position as required Must possess a full and current NZ Driver's licence Base knowledge of first-aid and willingness to participate in annual CPR training. 	
Personal Qualities	<ul style="list-style-type: none"> Ability to work in a supportive and honest manner Able to gain peer credibility and respect, and accept responsibility for own actions Have an appropriate level of fitness and an ability to undertake physically demanding tasks safely. Have an appropriate presentation and standards of personal care and grooming 	

KEY RESULT AREAS:

Key Accountabilities:	Example of successful delivery of duties and responsibilities
Clinical Practice	
Legislative requirements	<ul style="list-style-type: none"> You adhere to professional and legislative standards of practice You work according to the scope of your Annual Practising Certificate
<ul style="list-style-type: none"> Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights Uphold professional code of ethics 	

Assessments and interventions	<ul style="list-style-type: none"> 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 to set realistic, patient-centred outcomes
Documentation	<ul style="list-style-type: none"> Maintain confidentiality of patient information and documentation Adhere to SDHB's documentation standards
Culturally Sensitive Practice	<ul style="list-style-type: none"> Practices in a culturally safe manner
Professional Responsibilities	
Working in a collegial manner	<ul style="list-style-type: none"> Contribute to the support and education of colleagues and students to enhance development of the profession Participate in and contribute to the functioning of the team Establish and maintain an effective working relationship with other staff
Evidence-based practice and research	<ul style="list-style-type: none"> Consistently refer to and relate practice to literature and research Critique, discuss and disseminate evidence based best practice Reflect on and evaluate the effectiveness of own practice
Time management	<ul style="list-style-type: none"> Manage own time adopting a disciplined approach to establishing and following identified role-related priorities
Professional development	<ul style="list-style-type: none"> Develop and maintain professional competency Appraisal, peer review, observed practice or other professional audits as applicable Develop both personally and professionally to meet the changing needs of your career and profession
Other Duties	
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. You produce work that complies with SDHB processes and reflects best practice.

Act as a role model for the Southern DHB Organisational Values.	<ul style="list-style-type: none"> Research undertaken is robust and well considered. Live and support the DHB values in everything you do.
Professional Development – self	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> Training and development goals are identified/agreed with your manager. Performance objectives reviewed annually with your manager. You actively seek feedback and accept constructive criticism.
Health, Safety and Wellbeing	
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.	<ul style="list-style-type: none"> You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures. You actively encourage and challenge your peers to work in a safe manner. Effort is made to strive for best practice in Health and Safety at all times.
Treaty of Waitangi	
Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your interaction with others on a day to day basis.	<ul style="list-style-type: none"> <i>Partnership</i> – You interact in good faith and in the nature of a partnership. There is a sense of shared enterprise and mutual benefit where each partner takes account of the needs and interests of the other. <i>Participation</i> – You work in partnership with our treaty partners to enable our organisation to prosper. You are mindful of the varying socio-economic conditions that face our people and work hard to remove barriers of access to health and education. <i>Protection</i> – You work proactively to protect the rights and interests of Māori, including the need to proactively build the capacity and capability of Māori.

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