

## Allied Health, Scientific & Technical Position Description

Employment Agreement:	Allied, Public Health and Technical MECA
Position Title:	<b>Physiotherapist</b>
Service & Directorate:	Strategy, Primary and Community Directorate
Location:	Invercargill
Reports to:	Operationally: Allied Health Unit Manager and Clinical Coordinator Outpatients and Community, Therapy Services. Professionally: Professional Leader, Physiotherapy
Number of direct reports:	N/A
Date:	January 2022

### 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 <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
<p><b>Looking after our people:</b> We respect and support each other. Our hospitality and kindness foster better care.</p>	<p><b>Being sincere:</b> We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.</p>	<p><b>Best action:</b> We are thoughtful, bring a positive attitude and are always looking to do things better.</p>	<p><b>As family:</b> We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.</p>

### 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
<p>Allied Health, Public Health, Scientific and Technical professionals work in teams providing a range of diagnostic, technical, therapeutic, direct patient care and support services that are critical to the other health professionals they work with and the communities they serve. This includes health professionals working to improve, promote and protect the wellbeing of the population.</p> <p>This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Southern DHB in a way that is consistent with the organisation's vision and values. This includes inter-professional practice where multiple health workers from different professional backgrounds work together with patients, families, caregivers and communities to deliver the highest quality of care.</p> <p>This way of working will ultimately benefit all our patients and communities.</p> <p>This role provides safe and clinically/public health effective assessment and intervention, either within a specific area or across a broad range of areas, with a focus on the development of more in-depth knowledge and skills. Third year of practice onwards.</p>

## 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	
<b>Customer Focus</b>	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
<b>Integrity and Trust</b>	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.
<b>Drive For Results</b>	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	
<b>Managing diversity</b>	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
<b>Priority Setting</b>	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
<b>Problem Solving</b>	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
<ul style="list-style-type: none"> <li>AHS&amp;T Professional Leaders (PLs)</li> </ul>	<ul style="list-style-type: none"> <li>Clients, patients, families, whanau and caregivers</li> </ul>
<ul style="list-style-type: none"> <li>Multidisciplinary colleagues working in inter-professional ways</li> </ul>	<ul style="list-style-type: none"> <li>Services from the community, funding bodies, student or intern clinical liaison staff</li> </ul>
<ul style="list-style-type: none"> <li>Operational manager</li> </ul>	<ul style="list-style-type: none"> <li>Primary care - GPs, other medical staff</li> </ul>
<ul style="list-style-type: none"> <li>AHST Professional Development Facilitator</li> </ul>	<ul style="list-style-type: none"> <li>Relevant professional organisations</li> </ul>
<ul style="list-style-type: none"> <li>Administration staff</li> </ul>	<ul style="list-style-type: none"> <li>Other service providers</li> </ul>
<ul style="list-style-type: none"> <li>Relevant external services/organisations/stakeholders</li> </ul>	

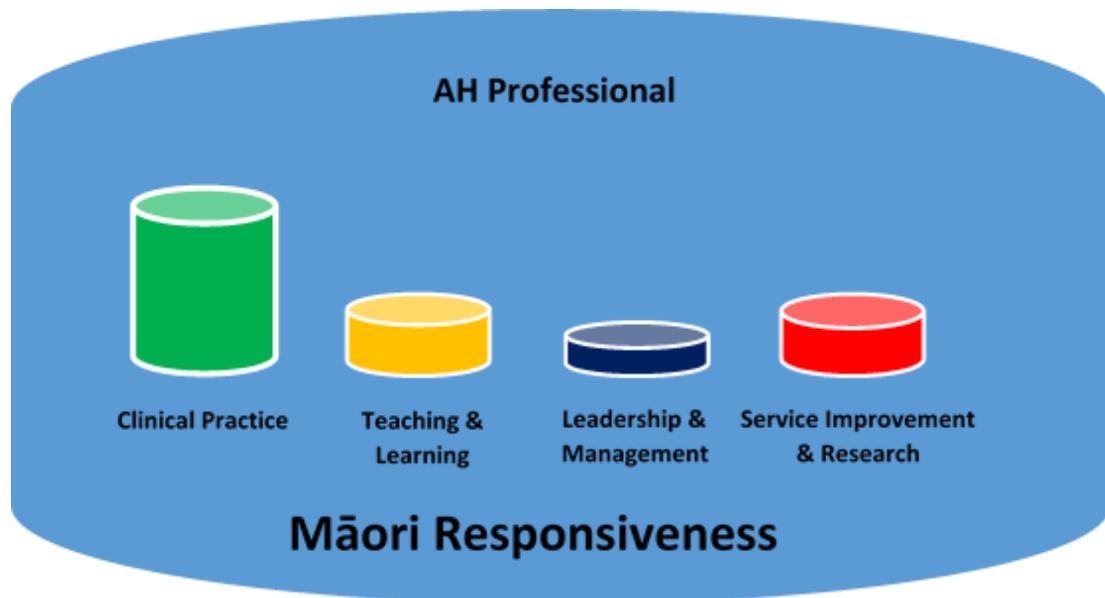
## PERSON SPECIFICATION:

This position involves working with a range of age groups with a variety of conditions in an outpatient setting the hospital setting, across a variety of inpatient wards. An understanding of optimising patient outcomes in an outpatient setting is required.

	ESSENTIAL	DESIRABLE
<b>Education and Qualifications (or equivalent level of learning)</b>	<ul style="list-style-type: none"> <li>• Must be registered with the Physiotherapy Board of New Zealand in accordance with the HPCA Act 2004 and possess a current Practising Certificate</li> <li>• Must actively participate in the Physiotherapy Board of New Zealand's re-certification programme</li> <li>• Must be eligible to work in New Zealand or have a work visa/permit</li> <li>• Membership of Physiotherapy New Zealand - Komiri Aotearoa – as a contractual requirement to maintain ACC contracts in the outpatient clinic</li> <li>• A member of the NZAHT Inc if practicing in Hand Therapy or working towards this if training in Hand Therapy</li> </ul>	<ul style="list-style-type: none"> <li>• (Desirable) Working towards higher level education in any associated field.</li> <li>• (Desirable) a member of PAANZ if practicing Acupuncture.</li> </ul>
<b>Experience</b> This position involves working with a range of age groups with a variety of conditions, including outpatients, inpatients and community locations.	<ul style="list-style-type: none"> <li>• At least 3 years Physiotherapy experience, ideally inclusive of previous outpatient clinic experience</li> </ul>	<ul style="list-style-type: none"> <li>• 4 years plus years of experience, including extended work in the outpatient setting</li> <li>• Experience or interest in management of persistent pain and chronic pathologies; pelvic health; vestibular rehabilitation; seating and Wheelchair services; hand therapy, lymphodema or another specialist area.</li> <li>• Practice Acupuncture</li> </ul>
<b>Knowledge and Skills:</b>	<ul style="list-style-type: none"> <li>• Facilitate an appropriate and high quality physiotherapy management of outpatients (including hydrotherapy and other classes) and community patients where designated</li> <li>• Must possess a full and current NZ Driver's licence</li> <li>• Work actively and co-operatively in a multi-disciplinary team and liaise appropriately with relevant health care professionals</li> <li>• Prescribe mobility aids and equipment (including wheelchairs) within the parameters of departmental provision guidelines and scope of service accreditation.</li> <li>• Be an Accredited Assessor for the Equipment Management Service as appropriate or be prepared to work towards this accreditation</li> <li>• Prepare progress any required reporting to meet service and ACC requirements</li> <li>• Participate in the on call and weekend service as required</li> </ul>	

	<ul style="list-style-type: none"> <li>• Assist in the support and mentoring of students/new graduates/rotational staff/junior staff as required</li> <li>• Assist with Goal setting and performance appraisals for other junior staff.</li> <li>• Assist with cover for workload in other areas as directed due to short staffing/holiday &amp; sickness</li> <li>• To be competent in all core areas of physiotherapy</li> <li>• Perform other duties relevant to the position as required</li> <li>• Water confident and able to meet the hydrotherapy pool safety training requirements to participate in hydrotherapy</li> <li>• Have up to date CPR certification</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Have an appropriate presentation and standards of personal care and grooming</li> <li>• Have an appropriate level of fitness and an ability to undertake physically demanding tasks safely</li> <li>• Demonstrate a high level of interpersonal and communication skills</li> <li>• Able to work in a supportive and honest manner, demonstrating initiative and problem solving ability</li> <li>• Maintain a high level of professionalism, and accept responsibility for own actions</li> <li>• Be flexible, friendly, self-directed and efficient with time management.</li> </ul>
<b>Education and Qualifications (or equivalent level of learning)</b>	<ul style="list-style-type: none"> <li>• Must be registered with the Physiotherapy Board of New Zealand in accordance with the HPCA Act 2004 and possess a current Practising Certificate</li> <li>• Must actively participate in the Physiotherapy Board of New Zealand's re-certification programme</li> <li>• Must be eligible to work in New Zealand or have a work visa/permit</li> </ul>

**KEY RESULT AREAS/PILLARS OF PRACTICE:**



<b>Clinical Practice/ Te Mahi Haumanu</b>	
<p><b>Legislative requirements</b></p> <ul style="list-style-type: none"> <li>• Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights</li> <li>• Uphold professional code of ethics</li> </ul> <p><b>Assessments and interventions (if appropriate to profession)</b></p> <ul style="list-style-type: none"> <li>• Undertake accurate and comprehensive assessments and evaluations</li> <li>• Plan and implement appropriate interventions</li> <li>• Provide relevant education - including any relevant alternative options - in a format that can be clearly understood</li> <li>• Collaborate with patients-populations to set realistic, person-centred outcomes</li> </ul> <p><b>Evidence-based practice and research</b></p> <ul style="list-style-type: none"> <li>• Consistently refer to and relate practice to literature and research</li> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> </ul> <p><b>Documentation</b></p> <ul style="list-style-type: none"> <li>• Maintain confidentiality of patient information and documentation</li> <li>• Adhere to Southern DHB's documentation standards</li> </ul> <p><b>Culturally Sensitive Practice</b></p> <ul style="list-style-type: none"> <li>• Practices in a culturally safe manner</li> </ul>	<ul style="list-style-type: none"> <li>• You adhere to professional and legislative standards of practice</li> <li>• You work according to the scope of your Annual Practising Certificate</li> <li>• Your interventions are realistic and based on best practice</li> <li>• You use standard measurement tools and equipment as set down by departmental or professional protocols</li> <li>• Your documentation is timely, clear, concise and accurate</li> <li>• You assist others to gain appropriate support and representation which reflects their cultural needs and preferences.</li> <li>• You implement evidence-based best practice procedures and guidelines</li> <li>• You update your knowledge related to best practice guidelines and area of practice</li> <li>• You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)</li> </ul>
<b>Leadership and Management/ Te Ārahi me te Whakahaere</b>	
<ul style="list-style-type: none"> <li>• Participate in and contribute to the functioning of the inter-professional team</li> <li>• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested</li> <li>• Establish and maintain an effective working relationship with other staff</li> </ul> <p><b>Time management</b></p> <ul style="list-style-type: none"> <li>• Manage own time adopting a disciplined approach to establishing and following identified role-related priorities</li> </ul> <p><b>Skill Sharing</b></p> <ul style="list-style-type: none"> <li>• Share skills (as appropriate) with other health professionals and unregulated (assistant) workforces to enhance person centred outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• You have formal and informal systems in place for supporting colleagues</li> <li>• You maintain supervision records for students</li> <li>• You participate as a team member to ensure the best outcomes for patients/ people</li> <li>• Your tasks are scheduled and completed in a timely manner</li> <li>• You use recognised skill sharing processes such as the Calderdale framework to delegate parts of your practice to other team members</li> </ul>
<b>Teaching &amp; Learning // Ako Atu, Ako Mai</b>	

<p><b>Of Self</b></p> <ul style="list-style-type: none"> <li>• Develop both personally and professionally to meet the changing needs of your career and profession</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> <li>• Develop and maintain professional competency</li> <li>• Appraisal, peer review, observed practice or other professional audits as applicable</li> </ul> <p><b>Of Others</b></p> <p>Contribute to the support and education of colleagues and students to enhance development of the profession</p> <ul style="list-style-type: none"> <li>• Consistently refer to and relate practice to literature and research</li> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams.</li> <li>• Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice.</li> <li>• Be involved in the induction and training of newly appointed staff as required.</li> <li>• Provides mentoring and clinical support and / or professional supervision where required.</li> </ul>	<ul style="list-style-type: none"> <li>• You have formal and informal systems in place for supporting colleagues</li> <li>• You maintain supervision records for students</li> <li>• You implement evidence-based best practice procedures and guidelines</li> <li>• You update your knowledge related to best practice guidelines and area of practice</li> <li>• You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)</li> <li>• You hold current registration where applicable or as required</li> <li>• You maintain an up-to-date professional development plan</li> </ul>
<b>Service Improvement and Research / / Te Whakapai Ratonga me te Rangahau</b>	
<ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or other AH professionals.</li> <li>• Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc.</li> <li>• Develops and /or participates in regional / sub regional professional networks as appropriate to area of work.</li> <li>• Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process.</li> <li>• Practises in a way that utilises resources in the most cost-effective manner, including inter-disciplinary and transdisciplinary practice</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation in department quality and service developments.</li> <li>• Establishes working partnerships with external organisations to promote integrated working</li> <li>• Participate in workforce redesign programmes e.g. Calderdale Framework</li> </ul>
<b>Other Duties</b>	
<p>Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p> <p>Act as a role model for the Southern DHB Organisational Values.</p>	<ul style="list-style-type: none"> <li>• You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> <li>• You produce work that complies with SDHB processes and reflects best practice.</li> <li>• Research undertaken is robust and well considered.</li> <li>• Live and support the DHB values in everything you do.</li> </ul>

Professional Development – self	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> <li>• Training and development goals are identified/agreed with your manager and Professional Leader</li> <li>• Performance objectives reviewed annually with your manager.</li> <li>• You actively seek feedback and accept constructive criticism.</li> </ul>
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"> <li>• You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures.</li> <li>• You actively encourage and challenge your peers to work in a safe manner.</li> <li>• Effort is made to strive for best practice in Health and Safety at all times.</li> </ul>
Treaty of Waitangi	
<p>The principles of Te Tiriti o Waitangi, as articulated by the courts and the Waitangi Tribunal will guide the Southern DHB response to Māori health improvement and equity. These contemporary principles include:</p> <ul style="list-style-type: none"> <li>• <i>Tino rangatiratanga</i>: Providing for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services.</li> <li>• <i>Equity</i>: Being committed to achieving equitable health outcomes for Māori.</li> <li>• <i>Active protection</i>: Acting 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.</li> <li>• <i>Options</i>: Providing for and properly resourcing 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.</li> </ul> <p><i>Partnership</i>: Working in partnership with Māori in the governance, design, delivery and monitoring of health and disability services – Māori must be co-designers, with the Crown, of the primary health system for Māori.</p>	<ul style="list-style-type: none"> <li>• You will be able to demonstrate an understanding of Te Tiriti o Waitangi, Māori Indigenous rights and current issues in relation to health and health equity ie: Whakamaua: Māori Health Action Plan 2020-2025.</li> <li>• You will contribute to responding to the DHBs Te Tiriti o Waitangi commitment to deliver effective and equitable healthcare with Māori patients and their whānau.</li> <li>• You will have the ability to incorporate Māori models of health, patient and whānau-centred models of care, and mātauranga Māori.</li> <li>• You 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 patients, whānau, and colleagues.</li> <li>• Recognising that there is an inherent power imbalance in-patient relationship and ensuring that this is not exacerbated by overlaying your own cultural values and practices on patients.</li> </ul>

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

.....  
Date