

Allied Health Role Description

Position:	Physiotherapist
Responsible to:	Team Leader Physiotherapy
Professional accountability to:	Professional Leader Physiotherapy

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	Well Wairarapa - Better health for all
Hutt Valley DHB Vision:	Whanau Ora ki te Awakairangi Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Capital & Coast DHB
Mission:

Together, Improve the Health and Independence of the People of the District.

Capital & Coast DHB Values: Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

Context**Capital and Coast DHB**

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Health Centre.

Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

Role Perspective**Service description**

Older Adult, Rehabilitation and Allied Health (ORA) Services are provided to people of all ages in inpatient, outpatient and community settings. This role is part of the ORA inpatient allied health service providing services to people in Wellington Regional Hospital and Kenepuru hospital in Porirua.

Wellington Regional Hospital is one of 5 major tertiary hospitals in New Zealand and provides a comprehensive range of specialist secondary and tertiary services. Kenepuru Hospital provides health of the older person, rehabilitation and some elective surgical services.

Allied health teams are comprised of Physiotherapists, Occupational Therapists, Speech Language Therapists, Dietitians, Social Workers, Psychologists and Allied Health Assistants.

Wherever possible the disciplines work closely with each other and with nursing and medical colleagues to provide integrated care for the people we see. The team has strong relationships with other areas of the District Health Board and NGO providers, including Community ORA, outpatient services and NASC agencies.

Clinical specialty/area

The Physiotherapist in this role will work with adults and children across a wide range of acute inpatient, outpatient and community settings including general medical, surgical, Intensive Care and High Dependency Units, neurology, orthopaedic and paediatric areas. The focus of this role is on providing casual support during periods of short staffing within the physiotherapy team. Participation in rostered weekend and overnight on call work is a requirement of this role.

Clinical skills

This role requires comprehensive physiotherapy assessment and treatment skills to meet the physiotherapy needs of adults, children and infants in a variety of clinical settings and multidisciplinary teams.

Purpose of the role

A **physiotherapist** (third year of practice onwards) provides safe and clinically effective patient/client assessment and intervention, within a specific clinical area with a development of more in depth knowledge and skills.

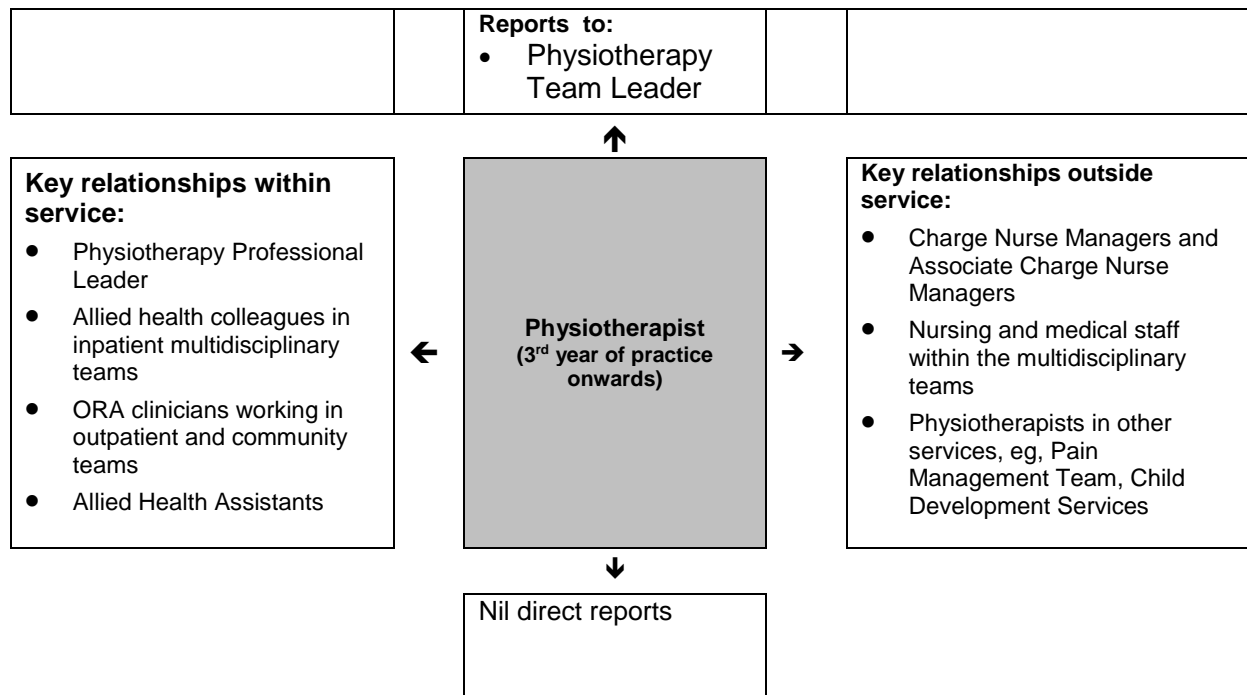
Key Accountabilities

Key Accountability	Deliverables / Outcomes
Clinical Practice	<p>Takes legal and professional responsibility for managing own caseload of patients / clients with increasing complexity and be able to independently adapt and make decisions regarding physiotherapy intervention.</p> <p>Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team.</p> <p>Carries out comprehensive assessments with patients (and whānau where appropriate) This may include use of standardised assessments to assist in assessment and intervention planning.</p> <p>Formulates and delivers individualised physiotherapy intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This should, take into account the patient's own goals and those of the wider multidisciplinary team (MDT).</p> <p>Demonstrates effective communication, to establish a therapeutic relationship and set expectations with patients / clients, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information.</p> <p>Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties).</p> <p>Regularly reassess and evaluate the patient / client's progress against identified goals and adjust intervention as situations change.</p> <p>Refers on to other services to work with the patient/client towards achievement of longer term goals.</p> <p>Develops comprehensive discharge / transfer plans as appropriate.</p> <p>Carries out regular clinical risk assessments for patients/ clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.</p> <p>Demonstrates provision of culturally safe and bicultural practice with patients and their whānau.</p> <p>Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/client and/or whānau.</p>

Key Accountability	Deliverables / Outcomes
	<p>Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure physiotherapy is integrated into the overall intervention (where appropriate) including discharge planning.</p> <p>Completes documentation consistent with legal and organisational requirements.</p> <p>Adheres to any applicable recognised best practice for physiotherapy and any relevant clinical policies and practice guidelines.</p> <p>Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered.</p> <p>Responsible for assessment and prescription of short term equipment and longer term equipment funded by Enable NZ.</p> <p>Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</p> <p>Identifies unmet needs of patients and identifies potential solutions to address these needs.</p> <p>Demonstrates an understanding of the roles of the multidisciplinary team.</p>
Teaching & Learning	<p>Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements.</p> <p>Contributes to training within the team/service.</p> <p>Supervises, educates and assesses the performance of physiotherapy students.</p> <p>Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams.</p> <p>Demonstrates the ability to critically evaluate research and apply to practice.</p> <p>Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice.</p> <p>Involved in the induction and training of newly appointed staff as required.</p> <p>Completes mandatory training as applicable for the role.</p> <p>Participates in an annual performance review and associated clinical assurance activities.</p> <p>Participates in regular professional supervision in line with the organisations requirements and/or professional body.</p>

Key Accountability	Deliverables / Outcomes
	Provides mentoring and clinical support and / or professional supervision where required.
Leadership & Management	<p>Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested.</p> <p>Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested.</p> <p>Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.</p>
Service Improvement and Research	<p>Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or Advanced or Expert AH professionals.</p> <p>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.</p> <p>Develops and /or participates in regional / sub regional professional networks as appropriate to area of work.</p> <p>Establishes working partnerships with external organisations to promote integrated working.</p> <p>Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process.</p> <p>Practises in a way that utilises resources (including staffing) in the most cost effective manner</p> <p>Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and Safety at Work 2015, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.)</p>
Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.	

Key Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Problem Solving	<ul style="list-style-type: none"> Uses rigorous logic and methods to solve difficult problems with effective solutions Probes all fruitful sources for answers Can see hidden problems Is excellent at honest analysis Looks beyond the obvious and doesn't stop at first answers
Priority Setting	<ul style="list-style-type: none"> Spends his/her time and the time of others on what's important Quickly zeroes in on the critical few and puts the trivial many aside Can quickly sense what will help or hinder in accomplishing a goal Eliminates roadblocks Creates focus
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably
Communication	<ul style="list-style-type: none"> Practises active and attentive listening. Explains information and gives instructions in clear and simple terms. Willingly answers questions and concerns raised by others.

Competency	Behaviours
	<ul style="list-style-type: none"> • Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. • Is confident and appropriately assertive in dealing with others. • Deals effectively with conflict.
Team Work	<ul style="list-style-type: none"> • Develops constructive working relationships with other team members. • Has a friendly manner and a positive sense of humour. • Works cooperatively - willingly sharing knowledge and expertise with colleagues. • Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. • Supports in word and action decisions that have been made by the team
Self Development	<ul style="list-style-type: none"> • Personally committed to and actively works to continuously improve. • Understands that different situations and levels may call for different skills and approaches. • Works to deploy strengths. • Works on compensating for weakness and limits.

Other aspects of capability not covered by the above competencies

Knowledge and Experience:

- Minimum of 3 years clinical practice with experience across a range of acute inpatient and outpatient settings including cardiorespiratory, orthopaedic and neurology areas..
- Skills in working with:
 - Older adults, including those with cognitive impairments and dementia.
 - Acute and elective orthopaedic conditions.
 - Those admitted for acute medical reasons.
 - Patients post acute surgery, including acute amputee management.
 - Patients with acute neurological needs, including acute stroke, and acute neurosurgical presentations.
 - Those with end of life / palliative care needs.
 - Those presenting with both acute and / or chronic comorbidities.
 - Acute cardiorespiratory presentations in high acuity settings such as the Intensive Care Unit (ICU) and high dependency (HDU) beds.
- Paediatric conditions in the acute inpatient setting, across the age spectrum..
- Skills in manual handling assessment and training of patients / family / carers / staff.
- Capable in using “SMART” clinical goals to work in an integrated way with their multidisciplinary colleagues.
- Capable of working in a high turnover, fast paced environment.
- Prioritization skills in the acute setting and caseload management skills to ensure all clients receive physiotherapy intervention in timeframes appropriate to their clinical needs.

Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registered Physiotherapist with current annual practicing certificate.
- Member of Physiotherapy New Zealand - Professional Association (desirable).
- Approved assessor with Enable New Zealand in walking & standing.

Someone well-suited to the role will place a high value on the following:

- Focus on delivering high quality care for the patient/client/whānau.
- Self motivated in developing clinical and professional practice.
- Collaborative and effective multi and interdisciplinary team work, and will actively support and promote this with their colleagues.

Other:

- Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail.
- A high standard of written and spoken English.

Wairarapa, Hutt Valley and Capital and Coast District Health Boards are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

The DHBs are committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

This role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

Date effective: _____

Manager's signature: _____

Employee's signature: _____