

Position Description

Position	Rotational Physiotherapist
Team / Service	Wellington Physiotherapy Team Older People, Rehabilitation and Allied (ORA) Service
Directorate	Community, Allied Health and Older Adult (CAHOA)
District	Capital, Coast & Hutt Valley
Responsible to	Physiotherapy Inpatient Team Lead
Professional accountability to	Physiotherapy Professional Lead
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work at multiple locations across the district dependant on rotation.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care

- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

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| Mana whakahaere | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources. |
| Mana motuhake | Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori. |
| Mana tāngata | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness. |
| Mana Māori | Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge). |

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

Te Mauri o Rongo – The New Zealand Health Charter

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

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| Wairuatanga | Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi. |
| Rangatiratanga | As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all. |
| Whanaungatanga | We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together. |
| Te Korowai Āhuru | A cloak which seeks to provide safety and comfort to the workforce. |

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Service Perspective

Older Adult, Rehabilitation and Allied Health (ORA) Service provides care to people of all ages in inpatient, outpatient and community settings. This role sits in the Inpatient Physiotherapy team, within ORA, based at Wellington Regional Hospital. Rotations work across inpatients and outpatients at both Wellington and Kenepuru Hospitals and in the community with our AWHI (Advanced Wellness at Home Initiative) and community care teams.

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 local and regional relationships with other hospitals and services within the community.

Purpose of the role

A **physiotherapist - new entry level** (within first two years of practice), provides safe and clinically effective patient/client assessment and intervention, with a focus on developing clinical capability with support from more experienced practitioners and leaders.

The physiotherapist in this role is one of a number of rotational physiotherapists working across different clinical areas and sites within Capital, Coast and Hutt Valley. Clinical areas include, but are not limited to, cardiothoracics, neurology, general medicine, orthopaedics, older persons, rehabilitation, respiratory, paediatrics, general surgery, community and outpatients. Rotational physiotherapists work in outpatient, inpatient and community settings and are required to participate in rostered weekend, overtime weekend and overnight on call work.

Participation in weekend and overnight on call work is a requirement of this role. We run a 7 day a week service so weekend working, on a roster basis, will be expected as part of your core working hours.

This role will provide supported opportunities for the consolidation and development of physiotherapy clinical skills across a range of clinical settings, working with patients across the full age spectrum, from neonates to the older adult.

The ability to work autonomously and appropriately seek guidance/support as required is essential. Prioritisation, clinical reasoning and evidence based practice are key skills to bring to the role and will be supported for ongoing development. We would welcome applicants within their first two years of practice, or who wish to move back into an acute hospital based care environment.

Work in other areas may be required, as identified, or following a reasonable request, in order to support the organisation in managing safe patient care and maintaining service delivery.

Key Accountabilities

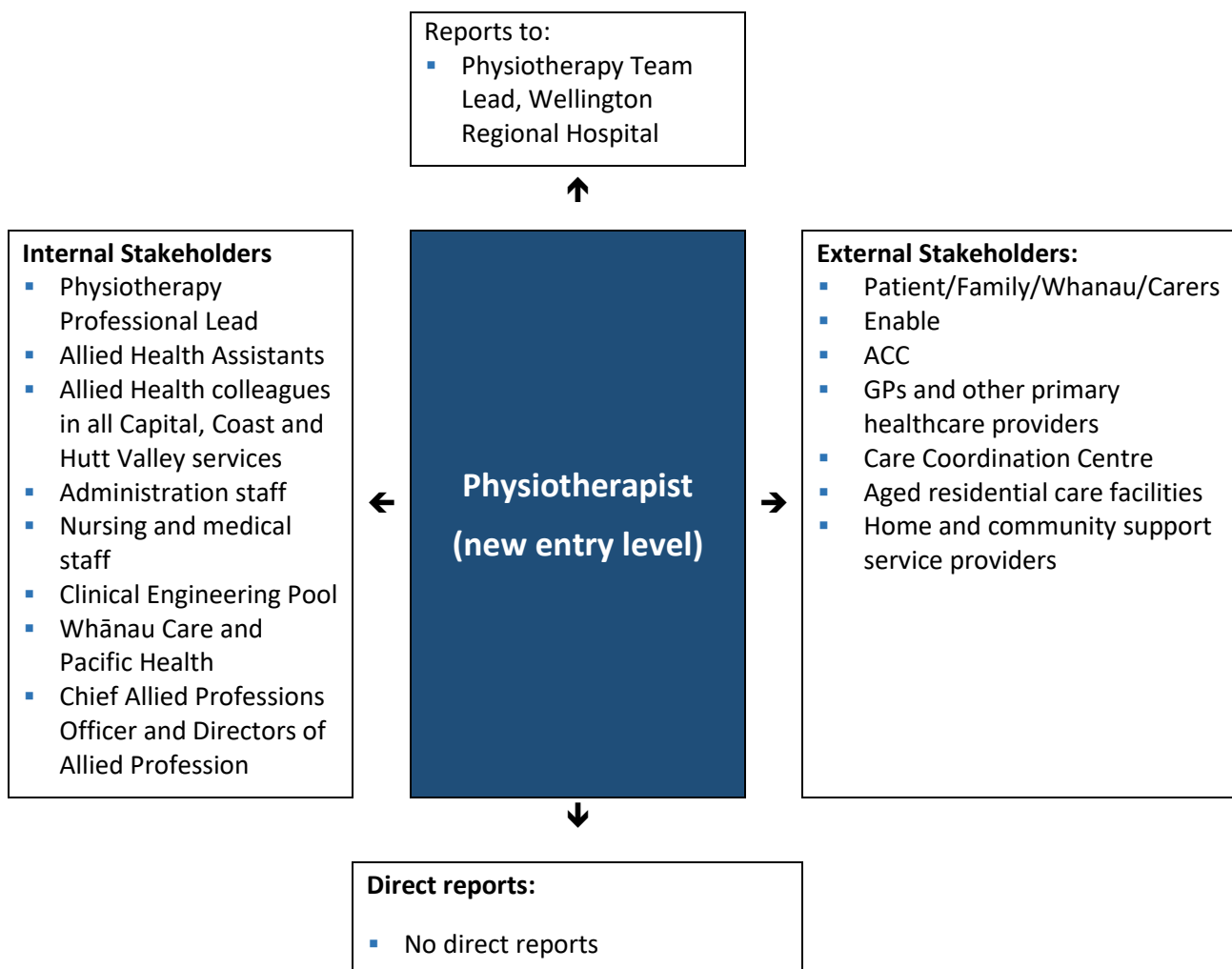
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Clinical Practice	<ul style="list-style-type: none">▪ Takes legal and professional responsibility for managing own caseload of patients / clients, with support from a more experienced therapist.▪ Carries out comprehensive assessment with patients (and whānau where appropriate). This may include use of standardised assessments to assist in assessment and intervention planning.▪ Formulates and deliver individualised physiotherapy intervention using appropriate clinical assessment, reasoning skills and knowledge of treatment approaches. This should, take into account the patient's own goals and those of the wider multidisciplinary team (MDT).

	<ul style="list-style-type: none"> ▪ Demonstrates effective communication to establish a therapeutic relationship and set expectations with the patient, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. ▪ 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). ▪ Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. ▪ Refers on to other services to work with the patient/client towards achievement of longer term goals. ▪ Develops comprehensive discharge / transfer plans as appropriate. ▪ Carries out regular clinical risk assessments for patients/ clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. ▪ Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. ▪ Actively contributes at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure that physiotherapy is integrated into the overall intervention including discharge planning. ▪ Completes documentation consistent with legal and organisational requirements. ▪ Adheres to any applicable recognised best practice for physiotherapy and any relevant clinical policies and practice guidelines. ▪ Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered. ▪ Demonstrates an understanding of the roles of the multidisciplinary team.
2. Teaching & Learning	<ul style="list-style-type: none"> ▪ Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This should comply with professional registration requirements. ▪ Contributes to the education of physiotherapy students as directed and delegated by student supervisors. ▪ Maintains an awareness of current developments in the clinical areas being worked in. ▪ Involved in the induction and training of newly appointed staff as required. ▪ Completes mandatory training as applicable for the role. ▪ Participates in an annual performance review and associated clinical assurance activities. ▪ Participates in regular professional supervision in line with the organisations requirements and/or professional body.

3. Leadership & Management	<ul style="list-style-type: none"> ▪ Attends and contributes to relevant department, clinical and team meetings ▪ 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.
4. Service Improvement and Research	<ul style="list-style-type: none"> ▪ Undertakes as directed, the collection of data for use in service audit and research projects. ▪ Participates in quality improvement activities when requested. ▪ Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. ▪ Practises in a way that utilises resources (including staffing) in the most cost effective manner. ▪ Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.).

Key Relationships & Authorities



Capability Profile

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
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
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.▪ 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.
Time Management	<ul style="list-style-type: none">▪ Uses time effectively and efficiently – values time, concentrates efforts on the more important priorities.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Clinical placements and/or clinical experience at an undergraduate or postgraduate level in Musculoskeletal, Tertiary and Rehabilitation settings
- Undergraduate or postgraduate experience in caseload management, including prioritisation skills
- Use of 'SMART' clinical goals to work in an integrated way with their multidisciplinary colleagues
- Knowledge of when to seek support and guidance from more experienced clinicians in the areas of clinical practice and caseload management
- Able to take direction and delegation and work effectively as part of a team.
- Clear understanding of equity based healthcare and the health needs of our Māori and Pacific Island communities

B. Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registered Physiotherapist with current annual practicing certificate (essential).
- Member of Physiotherapy New Zealand (PNZ), or equivalent international association (desirable).

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

- Focus on delivering high quality care for the patient and their whānau.
- Self-motivated in developing clinical and professional practice and able to make the most of available learning opportunities.
- Passionate about equity in the healthcare setting.
- Enthusiastic about evidence based practice.
- Effective multi and interdisciplinary team work, understands the importance of constructive working relationships.
- Ability to use reflective practice as a tool for growth and development.

D. Other:

- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- 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.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Te Whatu Ora is 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.

We 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.