

Position Description

Position	Advanced Physiotherapist (Orthopaedics)
Team / Service	ORA Services
Directorate	Community, Older Adults and Allied Health
District	Capital, Coast & Hutt Valley
Responsible to	Team Leader, Outpatient Hand therapy, Musculoskeletal (MSK) & Advanced Clinical Practise Physiotherapy (Orthopaedics) (ACPP (Ortho))
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 will be expected to work at various sites across the district, as part of our district wide approach.

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:

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.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

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.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

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

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

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) Services are provided to people of all ages in inpatient, outpatient and community settings. This role is part of the ORA outpatient allied health service providing services to people in Wellington Regional Hospital and Kenepuru Community 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

This role will work alongside and under the clinical leadership of the Expert Orthopaedic physiotherapy role within the Orthopaedic service, to triage patients referred into the orthopaedic service, then to assess and refer those appropriate to surgical or physiotherapy follow up. They may also support and work alongside all clinicians in the Outpatient Musculoskeletal Physiotherapy, Hand Therapy and Advanced Clinical Practise Physiotherapy (Orthopaedic) team working in orthopaedic and fracture clinics, to support an evidence based, best practice approach, to patients that cross over between outpatient therapies and the Orthopaedic service.

The physiotherapist will actively engage with team members – providing second opinions, double sessions and peer reviews as necessary, to support an evidence based, best practise approach.

The clinician in this position will be involved in research, auditing, evaluation and development within this clinical area. They will also support the Expert Physiotherapist in triaging of referrals, and support the continuing roll out of this model of care to the management of peripheral joints as the Orthopaedic physiotherapy role further evolves.

Purpose of the role

An advanced physiotherapist 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

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
Clinical Practice	<p>Takes responsibility for supporting and providing day to day clinical leadership in the outpatient orthopaedic physiotherapy team, including providing clinical advice, support and guidance to others.</p> <p>Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding interprofessional or physiotherapy intervention.</p> <p>Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex</p>

Key accountabilities	Deliverables / Outcomes
	<p>presentations. This may include use of standardised assessment to assist in assessment and intervention planning.</p> <p>Formulates and delivers individualised intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient/client's own goals and those of the wider multidisciplinary team.</p> <p>Role models effective communication to establish therapeutic relationships and set expectations with patients/clients, whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information.</p> <p>Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. cognitive functioning).</p> <p>Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change.</p> <p>Carries out and support others with assessment, formulation and management of risks.</p> <p>Demonstrates provision of and support others with culturally safe / bicultural practice with patients/clients and their whānau.</p> <p>Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/clients and/or whānau</p> <p>Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated inter professional service and to ensure physiotherapy is integrated into the overall treatment programme (where appropriate) including discharge planning.</p> <p>Completes documentation consistent with legal and organisational requirements. And adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines.</p> <p>Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines.</p> <p>Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support.</p>

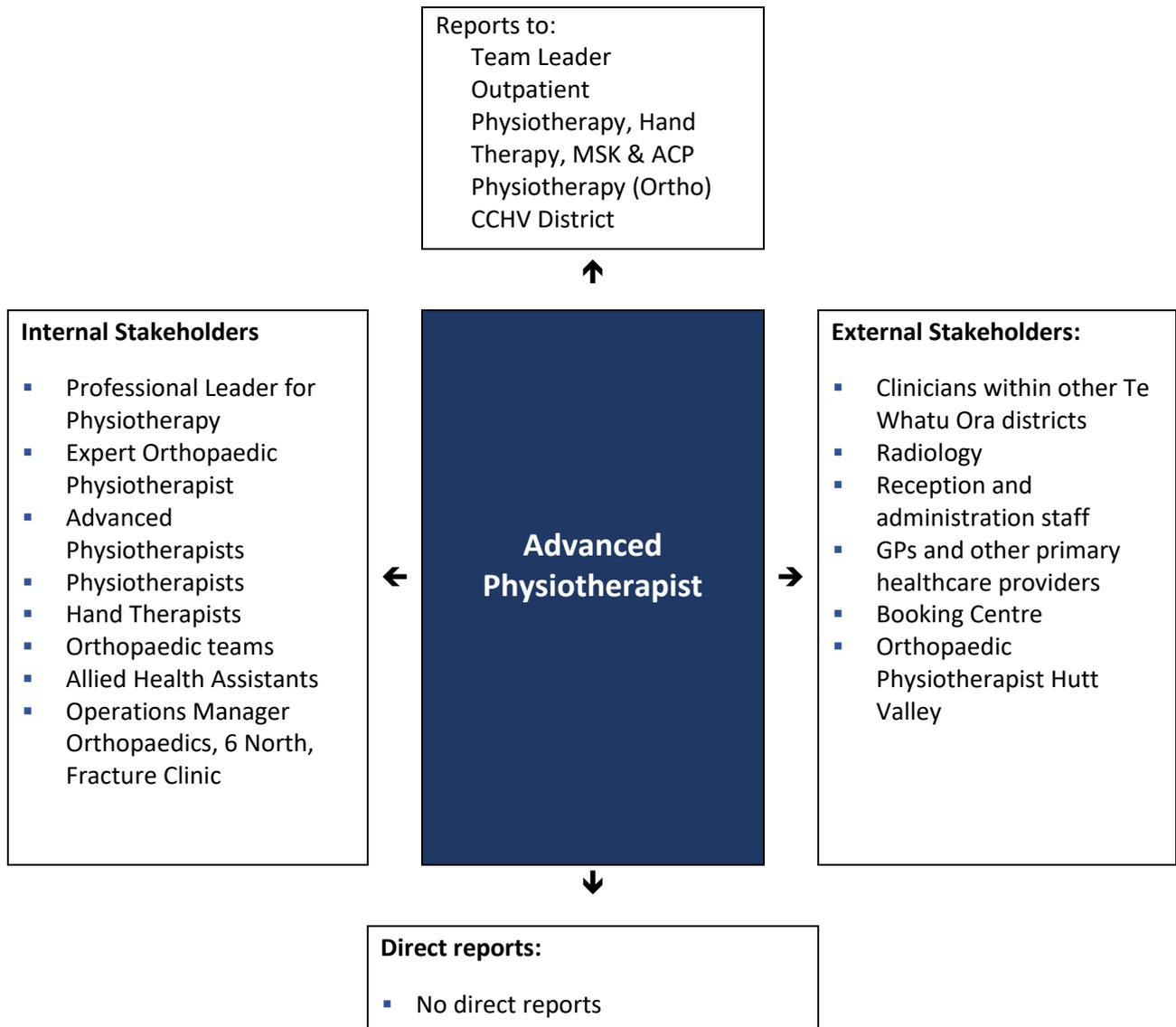
Key accountabilities	Deliverables / Outcomes
	<p>Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals.</p> <p>Identifies unmet needs of patients/clients along with potential solutions to address these needs.</p> <p>Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.</p>
<p>Teaching and Learning</p>	<p>Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements.</p> <p>Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice.</p> <p>Contributes to the training needs analysis for the team / service / profession.</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>Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain advanced levels of knowledge and practice. Demonstrates application of this knowledge in practice.</p> <p>Maintains an awareness of current developments in relevant clinical areas.</p> <p>Is involved in the induction and training of newly appointed staff as required.</p> <p>Develops clinical skills of others by providing learning opportunities.</p> <p>Completes core training as applicable for the role.</p> <p>Participates in an annual performance review and associated clinical assurance activities.</p> <p>Participates in professional supervision in line with the organisations requirements and/or professional body.</p>

Key accountabilities	Deliverables / Outcomes
	Provides mentoring and clinical support and / or professional supervision.
Leadership and Management	<p>From information available, prioritises patients/clients to enable appropriate allocation of referrals, delegates appropriate tasks and has oversight of workload for staff in the clinical area.</p> <p>Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required.</p> <p>Assists team leaders and professional leaders in clinical assurance activities of Physiotherapy staff as requested.</p> <p>Demonstrates negotiation and management of conflict skills within the workplace.</p> <p>Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested.</p> <p>Is involved in recruitment and selection processes as requested by line manager or professional leader.</p> <p>Provides advice and recommendations to line manager where this will support delivery of services.</p>
Service Improvement and Research	<p>Promotes professional practice that is based on best practice and research that supports organisational strategic aims.</p> <p>Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders and expert orthopaedic physiotherapist.</p> <p>Takes/supports the lead on development of 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 / updates competency based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader.</p> <p>Proactively challenges and questions established interventions and approaches.</p> <p>Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate.</p>

Key accountabilities	Deliverables / Outcomes
	<p>Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients.</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 sustainable and cost effective manner.</p> <p>Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children’s Act 2014, Health & Safety at Work Act 2015, 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/client care and maintaining service delivery.

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
Dealing with Ambiguity	<ul style="list-style-type: none"> ▪ Can effectively cope with change ▪ Can shift gears comfortably ▪ Can decide and act without having the total picture ▪ Isn't upset when things are up in the air ▪ Doesn't have to finish things before moving on ▪ Can comfortably handle risk & uncertainty
Process Management	<ul style="list-style-type: none"> ▪ Good at figuring out the processes necessary to get things done ▪ Knows how to organise people and activities ▪ Understands how to separate and combine tasks into efficient work flow ▪ Knows what to measure and how to measure it ▪ Can see opportunities for synergy and integration where others can't ▪ Can simplify complex processes ▪ Gets more out of fewer resources ▪
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
Conflict Management	<ul style="list-style-type: none"> ▪ Steps up to conflicts, seeing them as opportunities ▪ Reads situations quickly ▪ Good at focused listening ▪ Can hammer out tough agreements and settle disputes equitably ▪ Can find common ground and get cooperation with minimum noise
Political Savvy	<ul style="list-style-type: none"> ▪ Can manoeuvre through complex political situations effectively and quietly ▪ Is sensitive to how people and organisations function ▪ Anticipates where the land mines are and plans his/her approach accordingly ▪ Views corporate politics as a necessary part of organisational life and works to adjust that reality ▪ Is a maze-bright person
Negotiating	<ul style="list-style-type: none"> ▪ Can negotiate skilfully in tough situations with both internal and external groups ▪ Can settle differences with minimum noise ▪ Can win concessions without damaging relationships ▪ Can be both direct and forceful as well as diplomatic ▪ Gains trust quickly of other parties to the negotiations

Competency	Behaviours
	<ul style="list-style-type: none"> Has a good sense of timing
Integrity and Trust	<ul style="list-style-type: none"> 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 her/himself for personal gain
Composure	<ul style="list-style-type: none"> Is cool under pressure Does not become defensive or irritated when times are tough Is considered mature Can be counted on to hold things together during tough times Can handle stress Is not knocked off balance by the unexpected Doesn't show frustration when resisted or blocked Is a settling influence in a crisis

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Minimum of 5 years clinical practice (with at least 2 years working as a physiotherapist in relevant area of practice)
- Demonstrated specialist clinical skills in Orthopaedic physiotherapy
- Demonstrated skills in service development and improvement
- Demonstrated research and practice development

B. Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registered Physiotherapist with current annual practicing certificate.
- Member of Physiotherapy New Zealand - Professional Association (desirable).
- Appropriate post graduate qualification (or working towards)
- Completion of the NZOA and PNZ approved Competencies/Training programme – specialised for physiotherapists in orthopaedic settings (or working towards).

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

- Inter-professional practice
- High quality care for the patient/client/whānau.
- Contributing to the development of others
- Advanced speciality knowledge of treating Orthopaedic/Musculoskeletal patient
- Leading and facilitating clinical improvements
- Collaborative and effective multi and interprofessional team work, and will actively support and promote this with their colleagues.
- The 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 license 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 using technology within the workplace
- 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.