

## Position Description

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| <b>Position</b>                       | <b>Expert Physiotherapist</b>   |
| <b>Team / Service</b>                 | CCHV Outpatient Hand therapy, MSK & Ortho Physiotherapy   |
| <b>Directorate</b>                    | Community, Allied Health and Older Adults (CAHOA)   |
| <b>District</b>                       | Capital, Coast & Hutt Valley  |
| <b>Responsible to</b>                 | Allied Health Team Leader   |
| <b>Professional accountability to</b> | Allied Health Professional Leader - Physiotherapy   |
| <b>Children's Act 2014</b>            | This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years |
| <b>Location</b>                       | This position is expected to work from [list the campus(es), hospital(s), or description such as, "multiple locations across the district"]   |

## Te Whatu Ora

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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

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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

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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.

## Te Mauri o Rongo – The New Zealand Health Charter

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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:

**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

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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.

## Team/Service Perspective

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Older Adult, Rehabilitation and Allied Health (ORA) Services are provided to people of all ages’ across inpatient, outpatient and community settings. The service works in an integrated way with their medical, nursing and other supporting colleagues to support patients to live well in their communities.

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 Community Hospital provides health of the older person, rehabilitation and some elective surgical services. Hutt Hospital

The outpatient clinicians work across the five sites at CCHV District: Wellington, Kenepuru Campus, Kapiti Health Centre, Hutt Hospital and Upper Hutt clinic. All five areas have distinct geographical catchments and unique populations that they work with.

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 and NGO providers, including Community ORA, outpatient services and NASC agencies.

## Purpose of the role

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An **expert physiotherapist** demonstrates highly specialist knowledge and skills to manage highly complex presentations. They contribute expert knowledge and skills to the clinical specialty and across the continuum of health care, through, for example: consultation, support, advice, training, education and research, with the aim of improving patient/client care and outcomes.

The role may work across primary and secondary care services as well as regionally and/or nationally.

The Physiotherapist in this role will work with all clinicians in the Outpatient Musculoskeletal Physiotherapy team, to orientate and support best practise approach to treatment of all clients for this team, both ACC and Ministry of Health. 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. They will also engage with other designated roles within the team e.g. Expert PT (Orthopaedics), site Coordinators alongside the Team leader to form a leadership group to support the wider team.

Responsibilities that are required of this role include:

- Subject matter expertise (SME) in MSK physiotherapy thus having the ability to actively engage with team members providing second opinions, double sessions and peer reviews as necessary.
- Will be involved in research, auditing, orientation to the ACC Physiotherapy Services contract, evaluation and development within this clinical area and will support/lead MSK Special Interest Group meetings.
- Contributing expert MSK physiotherapy knowledge and skills across the continuum of healthcare through consultation, support, advice, training, education, research and service delivery, with the aim of improving the patient and whānau outcomes.
- Fostering and provision of education and training in MSK PT care for Nurses, Medical Teams, Pharmacists and the wider health care team.
- Development and delivery of education packages to attain a core level of MSK PT knowledge and skills for all PT's to ensure provision of continuous and consistent MSK care.
- Leading the development and implementation of local, regional and national MSK PT guidelines, and work closely with regional colleagues on development and implementation.
- 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.
- Supporting the Team leader around auditing of service delivery to ensure consistent excellence of practise of MSK PT clinicians.

## Key Accountabilities

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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.

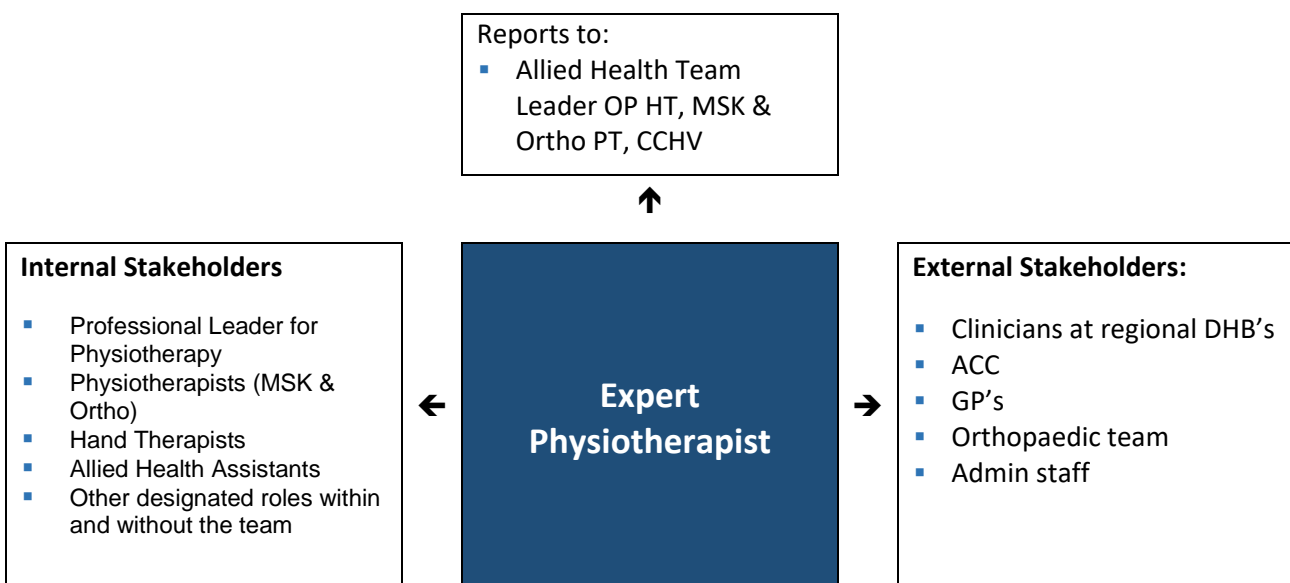
| Key accountabilities | Deliverables / Outcomes   |
|----------------------|---|
| 1. Clinical Practice | <ul style="list-style-type: none"><li>▪ Provides clinical expertise and leadership in outpatient MSK Physiotherapy providing expert clinical advice, support and guidance to team members.</li><li>▪ Takes legal and professional responsibility for managing a caseload of highly specialist and complex patients / clients.</li></ul> |

- Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or highly complex presentations. This includes contributing to diagnosis, assessment and intervention planning.
- Develops highly specialised interventions to meet the needs of a range of patients / clients, including those with complex needs in MSK Physiotherapy.
- Investigates and designs resource efficient and effective interventions.
- Role models highly effective communication, reasoning and negotiation skills to establish therapeutic relationships and set expectations with patient/clients, whānau and the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information.
- Assesses the patient/client's understanding of assessment, interventions and goals and gains informed consent for intervention, taking into account capacity (e.g. cognitive functioning).
- Regularly reassesses and evaluates the patient/client's progress against identified goals and adjusts interventions as situations change.
- Undertakes risk assessment, formulation and management for individual patients/clients with complex presentations and provides advice and support to other professions.
- Demonstrates provision of and supports others with culturally safe / bicultural practice with patients/clients and their whānau.
- 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.
- Provides clinical expertise and advice at clinical meetings and case conferences to ensure the delivery of well planned and coordinated services. This may be required at a local, regional or national level.
- Completes documentation consistent with legal and organisational requirements.
- Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines.
- Leads the identification and implementation of changes in practice, as appropriate to MSK Physiotherapy in relation to national and regional developments in the provision of health and social support.
- Provides highly specialist advice, teaching and instructions to patients/clients, carers, & whānau locally, regionally and nationally (as required) to promote consistency of care delivery.
- Identifies unmet needs of patients/clients along with potential solutions to address these needs.

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|                                       | <ul style="list-style-type: none"> <li>▪ Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/ or restoring function.</li> </ul>  |
| <p>2. Teaching &amp; Learning</p>     | <ul style="list-style-type: none"> <li>▪ Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements.</li> <li>▪ Is a subject matter expert; designing, developing and delivering specialist training on a range of subjects relating to MSK Physiotherapy Contributes to the training needs analysis for the team / service / profession.</li> <li>▪ Supervises, educates and assesses the performance of physiotherapy students.</li> <li>▪ Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain expert levels of knowledge and practice. Demonstrates application of this knowledge in practice.</li> <li>▪ Maintains an awareness of current developments in clinical areas relevant to the area of work.</li> <li>▪ Is involved in the induction and training of newly appointed staff as required.</li> <li>▪ Provides advice, support, teaching and instruction to enable highly specialised interventions to be carried out by other health professionals.</li> <li>▪ Completes core training as applicable for the role.</li> <li>▪ Participates in an annual performance review and associated clinical assurance activities.</li> <li>▪ Participates in professional supervision in line with the organisations requirements and/or professional body.</li> <li>▪ Provides mentoring and clinical support and / or professional supervision</li> </ul> |
| <p>3. Leadership &amp; Management</p> | <ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required.</li> <li>▪ Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested.</li> <li>▪ Demonstrates negotiation and management of conflict skills within the workplace.</li> <li>▪ Provides reports to team leaders / professional leaders in relation to area of clinical practice as requested.</li> <li>▪ Is involved in recruitment and selection processes as requested by line manager.</li> <li>▪ Provides advice and recommendations to line manager where this will support delivery of services</li> </ul>  |

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| <p>4. Service Improvement and Research</p> | <ul style="list-style-type: none"> <li>▪ Promotes professional practice that is based on best practice and research that supports organisational strategic aims.</li> <li>▪ Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders.</li> <li>▪ Takes the lead on development and implementation 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.</li> <li>▪ Develops / updates competency based frameworks for clinical staff in area of clinical expertise.</li> <li>▪ Proactively challenges and questions established interventions and approaches.</li> <li>▪ Demonstrates understanding of local, sub-regional, regional and national contexts in relation to provision of health and social care.</li> <li>▪ Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate.</li> <li>▪ Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients.</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 (including staffing) in the most sustainable and cost effective manner.</li> <li>▪ 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 &amp; Safety at Work Act 2015, ACC service specifications etc.)</li> </ul> |
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## Key Relationships & Authorities



**Direct reports:**

- Nil direct reports

## Capability Profile

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

| Competency                 | Behaviours  |
|----------------------------|---|
| <b>Problem Solving</b>     | <ul style="list-style-type: none"><li>▪ Uses rigorous logic and methods to solve difficult problems with effective solutions</li><li>▪ Probes all fruitful sources for answers</li><li>▪ Can see hidden problems</li><li>▪ Is excellent at honest analysis</li><li>▪ Looks beyond the obvious and doesn't stop at first answers</li></ul>   |
| <b>Priority Setting</b>    | <ul style="list-style-type: none"><li>▪ Spends his/her time and the time of others on what's important</li><li>▪ Quickly zeroes in on the critical few and puts the trivial many aside</li><li>▪ Can quickly sense what will help or hinder in accomplishing a goal</li><li>▪ Eliminates roadblocks</li><li>▪ Creates focus</li></ul>   |
| <b>Decision Quality</b>    | <ul style="list-style-type: none"><li>▪ Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement.</li><li>▪ Most solutions and suggestions turn out to be correct and accurate judged over time.</li><li>▪ Sought out by others for advice and solutions.</li></ul>  |
| <b>Interpersonal Savvy</b> | <ul style="list-style-type: none"><li>▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</li><li>▪ Builds appropriate rapport</li><li>▪ Builds constructive and effective relationships</li><li>▪ Uses diplomacy and tact</li><li>▪ Can diffuse even high-tension situations comfortably</li></ul>   |
| <b>Team Work</b>           | <ul style="list-style-type: none"><li>▪ Develops constructive working relationships with other team members.</li><li>▪ Has a friendly manner and a positive sense of humour.</li><li>▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues.</li><li>▪ 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.</li><li>▪ Supports in word and action decisions that have been made by the team.</li><li>▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.</li></ul> |
| <b>Perseverance</b>        | <ul style="list-style-type: none"><li>▪ Pursues everything with energy, drive and a need to finish.</li><li>▪ Seldom gives up before finishing, especially in the face of resistance or setbacks</li></ul>  |

| Competency                    | Behaviours  |
|-------------------------------|---|
| <b>Organisational Agility</b> | <ul style="list-style-type: none"> <li>▪ Knowledgeable about how organisations work</li> <li>▪ Knows how to get things done both through formal channels and the informal network</li> <li>▪ Understands the origin and reasoning behind key policies, practices and procedures</li> <li>▪ Understands the cultures of the organisations</li> </ul> |

## Experience and Capability

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Essential qualifications, skills and experience

### A. Knowledge, Skills & Experience:

- Expectation of at least 6 years clinical practice, of which 4 years must be in a relevant specialty / area of practice
- Demonstrated specialist clinical skills
- Demonstrated research and practice development
- Demonstrated effective clinical leadership

### B. Essential Professional Qualifications / Accreditations / Registrations:

- NZ Registered Physiotherapist with current annual practicing certificate (essential).
- Member of Physiotherapy New Zealand - Professional Association (desirable).
- Relevant post graduate qualification(s) or working towards this (desirable).

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

- Delivering high quality care for the patient/client/whānau
- Providing mentoring and expert advice across the wider system
- Expert speciality knowledge
- Continuous quality improvement
- Innovation & Research
- Health Equity
- Continual improvement focus

### 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 using technology within the workplace.
- A high standard of written and spoken English.

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**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.