

# Position Description | Te whakaturanga ō mahi

## Health New Zealand | Te Whatu Ora

*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*

|                                             |                                       |
|---------------------------------------------|---------------------------------------|
| <b>Title</b>                                | <b>Physiotherapist</b>                |
| <b>Reports to</b>                           | Team Leader Child Development Service |
| <b>Location</b>                             | Capital, Coast & Hutt Valley          |
| <b>Department</b>                           | Child Development Team                |
| <b>Date</b>                                 | 20/7/2026                             |
| <b>Salary band (indicative)<sup>i</sup></b> | PSA SECA step 3-7                     |
| <b>Children's Worker role<sup>ii</sup></b>  | [Yes                                  |

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

### About the role

The primary purpose of the role is to:

The physiotherapist will work as part of the CDS physiotherapy team, in profession specific assessment and intervention and as part of the multidisciplinary team.

CDS operates over two sites (Puketiro and Te Wao Nui) with clinics also offered in Kapiti. All clinicians must be able to work over all sites if requested to do so. Work is within clinics and in community settings, such as homes and education facilities.

The role requires comprehensive physiotherapy neurodevelopmental, neurological and musculoskeletal assessment and intervention skills working with 0 – 16 year old children with long term conditions and disabilities. The Child Development Service (CDS) is a multidisciplinary team providing specialist developmental assessment and interventions using a holistic approach to enable children with disabilities and or developmental delays to reach their maximum potential within their families and extended environment. Funding for the team is from Ministry for Social Development and Te Whatu Ora.

The Child Development Service currently operates over two sites, Te Wao Nui Children's Hospital and Puketiro, with clinics also offered in Kapiti. The team provide a range of assessments with the following disciplines: Speech Language Therapists, Visiting Neurodevelopmental Therapists, Occupational Therapists, Physiotherapists, Clinical Psychologists, Developmental Paediatricians and

Social Worker, and have a small team of support staff to assist. The team manage a mixture of outpatient clinics at our different sites, and community visits.

Wherever possible the disciplines work closely with each other to provide integrated care for the children and families we see. The team has strong relationships with other areas of the Te Whatu Ora, including Children's Health Service, and the Allied Health Therapies teams. Team members also work collaboratively and liaise with colleagues in the Education sector and other agencies where necessary.

| Key Accountability                | Deliverables / Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <b>1. Clinical Practice</b>       | <ul style="list-style-type: none"> <li>• 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.</li> <li>• Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team.</li> <li>• Carries out comprehensive assessments with patients (and whānau where appropriate). This may include use of standardised assessments to assist in assessment and intervention planning.</li> <li>• 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).</li> <li>• 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.</li> <li>• 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).</li> <li>• Regularly reassess and evaluate the patient/client's progress against identified goals and adjust intervention as situations change.</li> <li>• Refers on to other services to work with the patient/client towards achievement of longer term goals.</li> <li>• Develops comprehensive discharge/transfer plans as appropriate.</li> <li>• Carries out regular clinical risk assessments for patients/clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.</li> <li>• Demonstrates provision of culturally safe and bicultural practice with patients and their whānau.</li> <li>• 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.</li> <li>• 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.</li> <li>• Completes documentation consistent with legal and organisational requirements.</li> <li>• Adheres to any applicable recognised best practice for physiotherapy and any relevant clinical policies and practice guidelines.</li> <li>• Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered.</li> <li>• Responsible for assessment and prescription of short term equipment and longer term equipment funded by Enable NZ.</li> <li>• Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</li> <li>• Identifies unmet needs of patients and identifies potential solutions to address these needs.</li> <li>• Demonstrates an understanding of the roles of the multidisciplinary team.</li> </ul> |
| <b>2. Teaching &amp; Learning</b> | <ul style="list-style-type: none"> <li>• Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

| Key Accountability                                                                                                                                                        | Deliverables / Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Contributes to training within the team/service.</li> <li>• Supervises, educates and assesses the performance of physiotherapy students.</li> <li>• Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams.</li> <li>• Demonstrates the ability to critically evaluate research and apply to practice.</li> <li>• Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice.</li> <li>• Involved in the induction and training of newly appointed staff as required.</li> <li>• Completes mandatory training as applicable for the role.</li> <li>• Participates in an annual performance review and associated clinical assurance activities.</li> <li>• Participates in regular professional supervision in line with the organisations requirements and/or professional body.</li> <li>• Provides mentoring and clinical support and/or professional supervision where required.</li> </ul>                                                                                                                                                          |
| <b>3. Leadership &amp; Management</b>                                                                                                                                     | <ul style="list-style-type: none"> <li>• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested.</li> <li>• Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested.</li> <li>• 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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>4. Service Improvement &amp; Research</b>                                                                                                                              | <ul style="list-style-type: none"> <li>• Broadens research and developments skills through participation in local audit and research projects as identified by team leaders, professional leaders or advanced or expert 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>• Establishes working partnerships with external organisations to promote integrated working.</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 cost effective manner.</li> <li>• Awareness of and complies with all legislative and contractual requirements as application to the role (e.g. Health and Safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014 etc).</li> </ul> |
| 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. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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

| Competency                 | Behaviours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <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>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>Communication</b>       | <ul style="list-style-type: none"> <li>• Practises active and attentive listening</li> <li>• Explains information and gives instructions in clear and simple terms</li> <li>• Willingly answers questions and concerns raised by others</li> <li>• Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged</li> <li>• Is confident and appropriately assertive in dealing with others</li> <li>• Deals effectively with conflict</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> </ul> |
| <b>Self Development</b>    | <ul style="list-style-type: none"> <li>• Personally committed to and actively works to continuously improve</li> <li>• Understands that different situations and levels may call for different skills and approaches</li> <li>• Works to deploy strengths</li> <li>• Works on compensating for weakness and limits</li> </ul>                                                                                                                                                                                                       |

| Key Result Area             | Expected Outcomes / Performance Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <b>Access and Outcomes</b>  | <ul style="list-style-type: none"> <li>• Supports efforts to improve access to services and achieve better outcomes for the communities we serve.</li> <li>• Uses evidence and insights to identify barriers and opportunities for improvement.</li> <li>• Contributes to inclusive, responsive, and effective service delivery.</li> </ul>                                                                                                                                                                                                                                                                     |
| <b>Te Tiriti o Waitangi</b> | <ul style="list-style-type: none"> <li>• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way.</li> <li>• Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders.</li> <li>• Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.</li> </ul>                                                                                                                                                       |
| <b>Health &amp; safety</b>  | <ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul> |
| <b>Compliance and Risk</b>  | <ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>                                                                                                                                              |

### Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [insert other matters which must be referred]

### Relationships

| External                                                                                                                                                                                                                          | Internal                                                                                                                                                                                                                    |
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| <ul style="list-style-type: none"> <li>• [insert external relationships]</li> <li>• Hospital Services</li> <li>• GP services</li> <li>• Ministry of Education</li> <li>• Other community services and outside agencies</li> </ul> | <ul style="list-style-type: none"> <li>• [insert internal relationships]</li> <li>• Child Development Team</li> <li>• Children's Health Service personnel</li> <li>• Children and Families accessing the Service</li> </ul> |

### About you – to succeed in this role

**You will have**

**Essential:**

- [NZ Registered Physiotherapist with current annual practicing certificate
- Member of Physiotherapy New Zealand – Professional Association (desirable)
- [insert minimum qualifications]
- [insert registrations / APCs as appropriate]
- [insert experience]
- [insert other personal attributes]

**Desired:**

- Minimum of 3 years clinical practice, including recent paediatric experience in the child development area.
- Sound knowledge and assessment skills of the neurodevelopmental norms, and ages and stages of development, from 0 – 16 years.
- Comprehensive neurological and musculoskeletal assessment skills.
- Skilled in assessing the impact of premature birth, congenital or acquired conditions, and long term illness or injury, in the context of this knowledge.
- Skilled in providing appropriate, effective and timely therapy and intervention as indicated, including individual and/or group work, hydrotherapy and post-surgical interventions.
- Skilled in facilitating optimal positioning, handling and movement across the age range from 0 – 16 years.
- Skilled in assessing the need for and providing specialist paediatric equipment including 24 hour postural care, seating, standing and mobility equipment
- Skilled in assessing gross and fine motor skills and physical function across the age range from 0 – 16 years
- Skilled in assessing gait
- Skilled in using play to facilitate movement, activity and participation
- Skilled in communicating with, supporting and educating parents/caregivers/wider family and providing home programmes
- Skilled in communicating and liaising with other internal and/or external professionals as indicated, including schools and special education
- Knowledge to apply for/or already be an approved assessor with Enable NZ in:

- Walking and standing
  - Credentialed in wheeled mobility and postural management level 1 & 2
  - Capable of working in an integrated way with multidisciplinary colleagues to achieve best outcomes in the provision of safety needs within the child's environment
  - Capable of prioritising and managing caseload to ensure children receive physiotherapy intervention in timeframes appropriate to their clinical needs
  - Experience and willingness to provide clinical leadership for less experienced practitioners and team members, therefore assisting in developing the clinical capabilities of others
  - Willingness to be available as a resource within a clinical specialty area, and to provide clinical support in this area in response to queries from the wider physiotherapy team, 3DHB and sub regional networks
  - Ability to be involved in quality improvement work within the immediate physiotherapy team and at a wider service/clinical level
- [Demonstrate ...]

**You will be able to**

**Essential:**

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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**Desired:**

- 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
- The ability to use reflective practice as a tool for growth and development

**A. 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 Māori
- 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 Microsoft Office, Word, Outlook, PowerPoint, Internet resources and email
- A high standard of written and spoken English

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<sup>i</sup> Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

<sup>ii</sup> The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.