

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.

Title	Allied Health Clinician (3rd Year of Practice Onwards)
Reports to	Team Leader/Clinical Nurse Manager
Location	Capital Coast & Hutt Valley (CCHV) District
Department	Community Allied Health Older Adult (CAHOA)
Date	17/08/2026
Salary band (indicative)ⁱ	PSA Core Salary scale step 1-7
Children's Worker roleⁱⁱ	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:

About the Role

The **Allied Health Clinician (3rd Year of Practice Onwards)** is an integral member of the **Advancing Wellness at Home Initiative (AWHI)** team, providing comprehensive assessment, intervention, rehabilitation, care coordination and support to patients transitioning safely from hospital to home. The role supports people with acute, chronic, age-related and complex health conditions to achieve optimal health, wellbeing, independence and participation in their communities. The clinician participates in an Allied Health on-call roster and provides clinical support to Allied Health Assistant staff as required.

Working within an **Early Supported Discharge (ESD), rehabilitation and wellness-focused model of care**, the Allied Health Clinician partners with patients, whānau and community providers to identify and address clinical, functional, psychosocial, cultural, environmental and practical factors that may impact recovery, independence and quality of life. The role focuses on

supporting equitable outcomes, reducing barriers to successful discharge, preventing avoidable hospital readmissions and enabling people to remain safely and confidently in their own homes wherever possible.

As a member of the **AWHI Interprofessional Practice (IPP) Team**, the Allied Health Clinician works collaboratively with Occupational Therapists, Physiotherapists, Social Workers, Speech Language Therapists, Dietitians, Psychologists, Allied Health Assistants, Nursing and Medical teams, Care Coordinators and community providers to deliver coordinated, holistic and person-centred care. Through shared decision-making, collaborative goal setting and integrated care planning, the role contributes to rehabilitation outcomes, health equity, self-management and wellness-focused care that supports patients and whānau to achieve their goals and maintain independence.

The Allied Health Clinician promotes a strengths-based, culturally safe and whānau-centred approach that recognises the importance of culture, identity, participation, connection and self-determination in health and wellbeing. The role demonstrates a commitment to Te Tiriti o Waitangi and actively supports improved health outcomes for Māori by providing equitable, responsive and inclusive care. The clinician works closely with patients and whānau to navigate health and social systems, access appropriate community resources and services, and establish sustainable supports that enhance long-term wellbeing and quality of life.

The Allied Health Clinician contributes to service development, continuous quality improvement, workforce development, student education, research, quality initiatives and interprofessional practice activities that enhance patient experience, improve clinical outcomes and support sustainable healthcare delivery within community settings.

Working hours are rostered between Monday and Sunday in accordance with service requirements, patient needs and workforce priorities

About AWHI

Advancing Wellness at Home Initiative (AWHI) is the Early Supported Discharge (ESD) service for Capital, Coast and Hutt Valley Health New Zealand | Te Whatu Ora. The service supports people to transition safely from hospital to home through rehabilitation, reablement and recovery-focused care delivered within the community.

AWHI delivers services funded through both the Ministry of Health (MOH) and Accident Compensation Corporation (ACC). The service provides short-term, intensive support designed to maximise independence, improve health and wellbeing outcomes, reduce avoidable hospital utilisation, and support people to remain safely in their homes and communities.

AWHI operates using an **Interprofessional Practice (IPP)** model, where team members work collaboratively across traditional professional boundaries to provide coordinated, person-centred and whānau-centred care. This innovative model enhances the patient experience, promotes

continuity of care and enables clinicians to work at the top of their scope of practice. The team maintains this approach through regular case discussions, collaborative care planning, reflective practice and weekly Interprofessional Practice meetings that bring together a range of professional perspectives to support optimal patient and whānau outcomes.

The AWHI team comprises Registered Nurses, Physiotherapists, Occupational Therapists, Social Workers, Speech Language Therapists and Allied Health Assistants. Working together, the team supports rehabilitation, recovery, self-management and wellness goals within a person's own environment, recognising the importance of culture, whānau, identity and community connections.

The majority of referrals are received directly from inpatient hospital services, enabling earlier discharge from hospital and supporting patients to continue their recovery safely and effectively within their homes and communities.

AWHI Medical

AWHI Medical supports frail older adults aged 65 years and over (or 55 years and over for Māori and Pacific peoples) following a medical event that has resulted in functional decline, reduced independence or safety concerns that may impact discharge home. The service provides short-term rehabilitation, reablement, clinical intervention and Packages of Care (POC) to support recovery and maximise independence. AWHI Medical operates as a seven-day service between 7.30am and 7.00pm.

AWHI Non-Acute Rehabilitation Programme (NARP)

AWHI NARP provides intensive, keyworker-led ACC rehabilitation to individuals recovering from injury. The service supports patients who are willing and able to participate in goal-focused rehabilitation and delivers coordinated interventions and Packages of Care that maximise recovery, restore function and support a return to independence and meaningful participation in daily life.

AWHI Neuro/Stroke

AWHI Neuro/Stroke provides intensive early rehabilitation for people following stroke and selected neurological conditions. The service supports patients to transition home within the critical early recovery period and delivers coordinated rehabilitation through clinician and Allied Health Assistant input within a seven-day service model. The focus is on maximising recovery, promoting independence and supporting patients and whānau to achieve meaningful rehabilitation goals.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

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	• Independently manages a complex caseload. • Completes comprehensive assessment and intervention planning. • Delivers individualised rehabilitation programmes that promote self-management. • Conducts risk assessments and manages identified risks. • Develops discharge and transition plans. • Prescribes and assesses rehabilitation equipment, including Enable NZ funded equipment.

Key accountabilities	Deliverables / Outcomes
	• Provides culturally safe and whānau-centred care. • Participates in multidisciplinary meetings and case conferences. • Maintains clinical documentation to organisational and legal standards. • Provides education and advice to patients, whānau and health professionals. • Applies profession-specific knowledge and skills within an interprofessional model of care to support rehabilitation, recovery, wellbeing and safe community living. • Works to the full scope of their profession while recognising and valuing the contribution of other disciplines within the AWHI team.
2. Teaching & Learning	• Maintains professional competence and CPD requirements. • Supervises students and supports staff development. • Participates in induction and orientation programmes. • Provides profession-specific and inter-professional education. • Participates in professional supervision and performance review processes. • Applies current evidence and research to clinical practice
3. Leadership & Management	• Contributes to department and team meetings. • Supports clinical assurance and quality activities. • Delegates appropriately to Allied Health Assistants and support staff. • Supports collaborative inter-professional practice Contributes profession-specific expertise to interprofessional learning, reflective practice and workforce development activities.
4. Service Improvement & Research	• Participates in audits, research and evaluation activities. • Contributes to quality improvement initiatives. • Supports service development and planning processes. • Participates in professional networks and collaborative partnerships. • Ensures compliance with legislative and contractual obligation Supports initiatives that improve patient experience, health equity, rehabilitation outcomes and service efficiency.

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.

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. • Serious actual or potential patient safety concerns.

- Significant clinical risk or patient safety concerns.
- Serious incidents and adverse events.
- Complaints with organisational or reputational impact.
- Staff wellbeing, conduct or performance concerns.
- Service delivery risks affecting patient care.
- Health and safety incidents.
- Matters outside delegated authority.
- Operational issues affecting service continuity

Relationships

External	Internal
• Patients, clients and whānau. • General Practitioners. • ACC. • Enable New Zealand. • Community agencies and non-government organisations. • Care Coordination Centre. • Equipment providers and support services. • Residential care facilities. • Primary healthcare providers.	• Team Leader AWHI. • Professional Leaders. • Allied Health Clinicians. • Allied Health Assistants. • Nursing teams. • Medical staff. • ORA Community and Outpatient Services. • Māori Health Services. • Pacific Health Services. • Capability and Development teams. • Wider Te Whatu Ora services.

About you – to succeed in this role

You will have

Essential:

- Minimum three years relevant clinical practice.
- NZ Registered Allied Health Professional with current Annual Practising Certificate.
- Experience working in rehabilitation and/or community-based allied health services.
- Experience in interprofessional practice and community rehabilitation.

- Experience supervising students and supporting Allied Health Assistants.
- Commitment to Te Tiriti o Waitangi and improving Māori health outcomes.
- Full NZ Driver Licence.
- Strong written and verbal communication skills.
- Proficiency with Microsoft Office applications.

Desired:

- Membership of the relevant professional association.
- Experience working with people following stroke.
- Experience working with long-term neurological conditions.
- Experience working with older adults, including those with cognitive impairment, delirium or dementia.
- Experience participating in service improvement, quality initiatives, audit or research activities.
- Experience providing professional supervision, coaching or mentoring to peers or students.
- Experience working within rehabilitation, reablement, wellness or Early Supported Discharge services.

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: •

- Demonstrate leadership within own profession and scope of practice.

- Champion innovation and contribute to future service design.
- Contribute to professional networks, communities of practice and research activities.
- Act as a role model for interprofessional collaboration, clinical excellence and patient-centred care

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ⁱ 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.

ⁱⁱ 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.