

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	Physiotherapist – ICU/HDU
Reports to	Inpatient Physiotherapy Team Leader
Location	Wellington Hospital
Department	Physiotherapy

Date	18-07-2027
Salary band (indicative)ⁱ	PSA Allied, Public Health, Scientific and Technical (Clinical / Degree – Qualified Scales) – Core Salary Scale step 3-7
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:

The physiotherapist in this role will work predominantly with patients in the Intensive Care and High Dependency Units. The critical care complex cares for medical, surgical and trauma patients with high acuity needs. This position sits within our cardiorespiratory team, cover across this team and the wider inpatient team is required as the service need indicates.

The Physiotherapist will mentor and support rotational staff, undergraduate students, and Allied Health Assistants to develop clinical skills, as well as routinely supporting colleagues in other clinical areas as the service need arises.

Participation in rostered weekend and overnight on call work is a requirement of this role. Education of other weekend and on call staff in your area of speciality will be required. There may, in the future, be potential to rotate into other areas of our inpatient cardiorespiratory service.

This role requires comprehensive, experienced, physiotherapy assessment and treatment skills to meet the physiotherapy needs of patients in a variety of clinical settings and multidisciplinary teams. We are a team based on individual skills to give

collective strength. We welcome candidates with a broad range of skills that they can bring to the team.

This role can require work 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.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• 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. • Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team. • Carries out comprehensive assessment with patients (and whānau where appropriate). This may include use of standardised assessments to assist in assessment and intervention planning. • Formulates and 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). • 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. • Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). • Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. • Refers on to other services to work with the patient/client towards achievement of longer term goals. • Develops comprehensive discharge / transfer plans as appropriate. • Carries out regular clinical risk assessments for patients/ clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. • Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. • 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. • 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. • Completes documentation consistent with legal and organisational requirements. • Adheres to any applicable recognised best practice for physiotherapy and any relevant clinical policies and practice guidelines. • Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered. • Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. • Identifies unmet needs of patients and identifies potential solutions to address these needs. • Demonstrates an understanding of the roles of the multidisciplinary team
Teaching & Learning	• Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This should comply with professional registration requirements. • Contributes to the education of physiotherapy students as directed and delegated by student supervisors. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of current developments in the clinical areas being worked in. • Involved in the induction and training of newly appointed staff as required. • Completes mandatory training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisations requirements and/or professional body.
Leadership & Management	• Attends and contributes to relevant department, clinical and team meetings. • Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested. • 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.
Service Improvement and Research	• Undertakes as directed, the collection of data for use in service audit and research projects. • Participates in quality improvement activities when requested. • Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process.

	• Practises in a way that utilises resources (including staffing) in the most cost effective manner. • Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.).
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.

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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.

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Relationships

External	Internal
• Patient/Family/Whanau/Carers • Enable • ACC	• [Physiotherapy Professional Lead • Allied Health Assistants

• GPs and other primary healthcare providers • Care Coordination Centre • Aged residential care facilities • Home and community support service providers	• Allied Health colleagues in all Capital, Coast and Hutt Valley services • Administration staff • Nursing and medical staff • Clinical Engineering Pool • Whānau Care and Pacific Health • Chief Allied Professions Officer and Directors of Allied Profession
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About you – to succeed in this role

You will have

Essential:

- NZ Registered Physiotherapist with current annual practicing certificate
- Minimum of 3-5 years clinical practice, with experience across a range of acute inpatient settings including critical care, cardiorespiratory, orthopaedic and neurology areas, with adults and paediatric patients.
- Ability to work on the on call and weekend rota, covering both adult and paediatric service.
- Skills in working with:
 - Acute cardiorespiratory presentations in high acuity settings such as Intensive Care and high dependency beds (essential)
 - Post operative high acuity patients (essential)
 - Patients with acute neurological needs, including acute stroke, particularly post-surgery (essential)
 - Those with end of life / palliative care needs (desirable)
- Skills in manual handling assessment and training of patients / family / carers / staff.
- Capable in using “SMART” clinical goals to work in an integrated way with multidisciplinary colleagues.
- Capable of working in a high turnover, fast paced environment.
- Prioritisation skills in the acute setting. Caseload management skills to ensure all patients receive physiotherapy intervention in timeframes appropriate to their clinical needs.
- Experience and willingness to provide clinical leadership for less experienced team members and to develop the clinical capabilities of others.
- Willingness to be available as a resource, within a clinical specialty area, to provide clinical support in response to queries from the wider physiotherapy team and district networks.
- Ability to be involved in quality improvement work within the physiotherapy team and at a wider service / clinical level.
- Ability to use an equity based lens to aim to achieve optimal outcomes across all population groups

- Current full NZ (or accepted international) driver's licence with ability to drive a manual and automatic car (desirable).

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Desired:

- Member of Physiotherapy New Zealand (PNZ), or equivalent international association
- Member of PNZ Cardiorespiratory or Intensive Care Special Interest Group, ANZICS and/or international equivalents

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.
- Focus on delivering high quality care for the patient and their whānau.
- Self-motivated in developing clinical and professional practice and able to make the most of available learning opportunities.
- Passionate about equity in the healthcare setting.
- Enthusiastic about evidence based practice.
- Effective multi and interdisciplinary team work, understands the importance of constructive working relationships.
- Ability to use reflective practice as a tool for growth and development.
- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail.
- A high standard of written and spoken English.

Desired:

- Self-motivated in developing clinical and professional practice and able to make the most of available learning opportunities.

- Passionate about equity in the healthcare setting.
- Enthusiastic about evidence based practice.
- Effective multi and interdisciplinary team work, understands the importance of constructive working relationships.
- Ability to use reflective practice as a tool for growth and development
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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.