

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	Advanced Physiotherapist (Falls)
Reports to	Team Leader – Kenepuru Community Team
Location	Kenepuru
Department	Community ORA

Date	24.09.26
Salary band (indicative)ⁱ	Band B Allied Health ICF
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

An **advanced physiotherapist** provides safe and clinically effective patient/client assessment and intervention with demonstration of advanced knowledge and skills to manage complex presentations. This role will also have responsibility for providing clinical leadership within the team or service which assists in developing the clinical capability of others.

Service description

Older Adult, Rehabilitation and Allied Health (ORA) Services are provided to people of all ages in inpatient, outpatient and community settings. This role is part of the ORA Community service which works out of 3 community bases in Wellington, Porirua and Paraparaumu. These inter disciplinary teams work with all people who meet the eligibility criteria in the Capital and Coast District, which runs from Seatoun in Wellington to Peka Peka Road on the Kapiti Coast, and out to Horokiwi in the east of the district.

The Community ORA service provides specialised allied health, medical and nursing interventions including:

- Comprehensive assessment, treatment and if required, specialist rehabilitation for people with personal health conditions, or disabilities.
- Provision of assessment, treatment and if appropriate, rehabilitation for older people with complex needs.
- Timely responses to prevent avoidable admissions or support safe transitions from acute or sub-acute care
- Work with person and their family / whanau to understand the impact of and response to living with disability / health conditions
- Work with the person, family / whanau in identifying appropriate goals and providing education, support and interventions aimed at reversing or minimising impairment and self-managing their ongoing health and disability issues
- Provision of assessment and intervention for clients with a palliative diagnosis.
- Provide rehabilitation under specific ACC contracts – Training for Independence, Concussion services, ACC regulations, Wheelchair and Seating and Social Rehabilitation
- Provide accredited Equipment Assessments on behalf of Enable NZ for equipment, wheelchair and seating products and housing modifications
- Assessment for the need for hospital level care.
- Follow up assessment and intervention where indicated, for patients who live in residential care facilities and where there is potential to improve the person's function such that they could access a lower level of care.
- Advice to residential staff to assist in maintaining a client's level of function

Clinical specialty/area

This role is based in the Kenepuru Community ORA team and works with people living in the north Wellington and Porirua area (Ngaio in the south to Pukerua Bay in the north, and Newlands in the east) with a flexible approach to see clients in other areas when the service requires this.

This is a dual role, as both a community physiotherapist and clinical champion for falls for the Older Adult, Rehabilitation and Allied Health Service.

As well as providing home visits, this role see's patients in an outpatient setting as indicated. Group activity is encouraged where appropriate to do so. The physiotherapist in this role will work with patients requiring rehabilitation focus and also clients requiring a short term assessment and treatment model with delegation to Allied health Assistants when appropriate.

The physiotherapist will need to understand interprofessional practice as pertains to falls and be able to model this for clinical staff at all stages of their career.

The physiotherapist in this role will maintain up to date knowledge of best practice as pertains to falls across the continuum and be able to provide advice and education for

teaching as required. At times this may be as a representative of the ORA service at a wider forum.

Clinical skills

You will be able to demonstrate Advanced knowledge in falls prevention and be able to provide education at a wider level for clinical and non-clinical staff

Key Accountability	Deliverables / Outcomes
Clinical Practice	Takes responsibility for providing day to day clinical leadership in Falls Prevention, including providing clinical advice, support and guidance to others. Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding physiotherapy intervention. Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex presentations. This may include use of standardised assessment to assist in assessment and intervention planning. Formulates and delivers individualised physiotherapy intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient/client's own goals and those of the wider multidisciplinary team (MDT) Role models effective communication to establish therapeutic relationships and set expectations with patients/clients, whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information. Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. cognitive functioning). Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. Carries out and support others with assessment, formulation and management of risks. Demonstrates provision of and support 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. Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary

Key Accountability	Deliverables / Outcomes
	service and to ensure physiotherapy is integrated into the overall treatment programme (where appropriate) including discharge planning. Completes documentation consistent with legal and organisational requirements. Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines. Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support. Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered. Identifies unmet needs of patients/clients along with potential solutions to address these needs. Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.
Teaching & Learning	Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice. Contributes to the training needs analysis for the team / service / profession. Supervises, educates and assesses the performance of physiotherapy students. Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain advanced levels of knowledge and practice. Demonstrates application of this knowledge in practice. Maintains an awareness of current developments in relevant clinical areas. Is involved in the induction and training of newly appointed staff as required. Develops clinical skills of others by providing learning opportunities. Completes core training as applicable for the role.

Key Accountability	Deliverables / Outcomes
	Participates in an annual performance review and associated clinical assurance activities. Participates in professional supervision in line with the organisations requirements and/or professional body. Provides mentoring and clinical support and / or professional supervision.
Leadership & Management	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. Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required. Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested. Demonstrates negotiation and management of conflict skills within the workplace. Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested. Is involved in recruitment and selection processes as requested by line manager or professional leader. Provides advice and recommendations to line manager where this will support delivery of services.
Service Improvement and Research	Promotes professional practice that is based on best practice and research that supports organisational strategic aims. Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders. Takes the lead on development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. Develops / updates competency based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader. Proactively challenges and questions established interventions and approaches. Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate.

Key Accountability	Deliverables / Outcomes
	Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients. 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 sustainable and cost effective manner. Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children's Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)
Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient/client care and maintaining service delivery.	

Key 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.
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Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
- Relevant Community Groups e.g Age Concern for education purposes re referrals and falls prevention advice - University representatives if engaging in research initiatives that benefit role projects and organisation	- Physiotherapists - Occupational Therapists - Social Workers - Dietitians - Speech Language Therapists - Allied Health Assistants - Team Leaders - Professional Leaders - Falls Prevention Group

About you – to succeed in this role

You will have

Essential:

- [Expectation of at least 5 years clinical practice
- Clinical experience and advanced knowledge relevant to area of specialty.
- Experience of teaching or educating others at different levels
- Represented the service/organization at a wider level
- NZ Registered Physiotherapist with current annual practicing certificate (essential).
- Enable accredited for Walking and Standing
- Full NZ Driver's License
- 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.

Desired:

- Member of Physiotherapy New Zealand - Professional Association
- Experience
- Advanced speciality knowledge (in Vestibular conditions)
- Experience leading and facilitating clinical improvement
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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.
- Deliver high quality care for the patient/client/whānau
- Contribute to the development of others
- Have a continual improvement focus.
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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.