



	POSITION TITLE	Clinical Respiratory Physiologist		
	GROUP	Hospital	DEPARTMENT	Respiratory
	REPORTING TO (operationally)	Clinical Nurse Manager	REPORTING TO (professionally)	Physiology Professional Lead
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers diagnostic pulmonary function testing for the Hawke’s Bay District Health Board (HBDHB)			
PURPOSE OF THE POSITION	<p>Allied Health, Public Health, Scientific and Technical professionals work in teams providing a range of diagnostic, technical, therapeutic, direct patient care and support services that are critical to the other health professionals they work with and the communities they serve. This includes health professionals working to improve, promote and protect the wellbeing of the population.</p> <p>This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Hawke’s Bay DHB in a way that is consistent with the organisation’s vision and values. This includes interprofessional practice where multiple health workers from different professional backgrounds work together with patients, families, caregivers and communities to deliver the highest quality of care.</p> <p>This way of working will ultimately benefit all our patients and communities.</p> <p>The Respiratory Physiologist will work in conjunction with the Respiratory team enabling the delivery and co-ordination of Respiratory services. The Physiologist will be involved in ensuring the systems in place provide maximum patient care and that the equipment and clinical laboratory is maintained to the highest standard.</p>			
KEY DELIVERABLES	<p>Clinical Practice</p> <p>Legislative requirements</p> <ul style="list-style-type: none"> Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights Uphold professional code of ethics <p>Documentation</p> <ul style="list-style-type: none"> Maintain confidentiality of patient information and documentation Adhere to Hawke’s Bay DHB’s documentation standards <p>Culturally Sensitive Practice</p> <ul style="list-style-type: none"> Practices in a culturally safe manner <p>Professional Responsibilities</p> <p>Working in a collegial manner</p> <ul style="list-style-type: none"> Contribute to the support and education of colleagues and students to enhance development of the profession Participate in and contribute to the functioning of the interprofessional team Establish and maintain an effective working relationship with other staff <p>Skill Sharing</p> <ul style="list-style-type: none"> Share skills (as appropriate) with other health professionals and any unregulated (assistant) workforce roles to enhance patient centred outcomes <p>Evidence-based practice and research</p> <ul style="list-style-type: none"> Consistently refer to and relate practice to literature and research Critique, discuss and disseminate evidence based best practice Reflect on and evaluate the effectiveness of own practice <p>Time management</p> <ul style="list-style-type: none"> Manage own time adopting a disciplined approach to establishing and following identified role-related priorities <p>Professional development</p> <ul style="list-style-type: none"> Develop and maintain professional competency Appraisal, peer review, observed practice or other professional audits as applicable Develop both personally and professionally to meet the changing needs of your career and profession <p>Other Duties</p> <p>Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p> <p>Act as a role model for the Hawke’s Bay DHB Organisational Values.</p> <p>Professional Development – self</p> <p>Identifying areas for personal and professional development.</p>			
HEALTH & SAFETY RESPONSIBILITIES	Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Hawke’s Bay DHB’s Health, Safety and Wellbeing policies, procedures and systems. HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:			

	<ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>		
KEY WORKING RELATIONSHIPS	<table border="1"> <tr> <td> INTERNAL <ul style="list-style-type: none"> ▪ Respiratory Senior Medical Officers ▪ Clinical Nurse Manager, ACNM, Clinical Coordinator ▪ Physiology Professional Lead and Director of Allied Health – Hospital Group Charge Respiratory Physiologist ▪ Associate Charge Nurse ▪ Unit Receptionists, Booking co-ordinator, clinical staff ▪ Wider respiratory team including Clinical Nurse Specialist's and Physiotherapists. </td> <td> EXTERNAL <ul style="list-style-type: none"> ▪ Patients in the community ▪ General Practitioners ▪ Community nurses ▪ Breathe Hawkes Bay </td> </tr> </table>	INTERNAL <ul style="list-style-type: none"> ▪ Respiratory Senior Medical Officers ▪ Clinical Nurse Manager, ACNM, Clinical Coordinator ▪ Physiology Professional Lead and Director of Allied Health – Hospital Group Charge Respiratory Physiologist ▪ Associate Charge Nurse ▪ Unit Receptionists, Booking co-ordinator, clinical staff ▪ Wider respiratory team including Clinical Nurse Specialist's and Physiotherapists. 	EXTERNAL <ul style="list-style-type: none"> ▪ Patients in the community ▪ General Practitioners ▪ Community nurses ▪ Breathe Hawkes Bay
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DELEGATION AND DECISION	Works autonomously with a high degree of independence within the unit to achieve the plan and problem solve complex issues as they arise.		
EMPLOYMENT AGREEMENT & SALARY	In accordance with Physiologist MECA for Allied Health. Salary step commensurate with experience.		
DATE	November 2021		
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A		
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Robust knowledge and experience around quality assurance and infection control procedures within a laboratory • Participate in maintaining the equipment and ensuring all equipment maintenance is up to date, identifying any issues to the Manager • Responsible for ensuring all QA procedures and testing is up to date and identifying any issues to the Manager • Ability to relate to all classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities irrespective of age and gender; supports equal and fair treatment and opportunity for all. Spends own time and the time of others on what is important; can quickly sense what will help or hinder when seeking to accomplish goals; eliminates roadblocks; creates focus • Uses logic and established processes to solve difficult problems and achieve effective solutions; can see hidden problems; Is excellent at honest analysis; looks beyond the obvious; doesn't stop at the first answers 		

ESSENTIAL CRITERIA

Qualifications

- Relevant BSc and post graduate training in Respiratory Physiology
- Current annual practicing certificate APC from the Clinical Physiologists Registration Board
- Certified Respiratory Function Scientist (CRFS) by the Australian and New Zealand Society of Respiratory Science Ltd.

Quality projects

- Participate or lead quality projects associated with service delivery and development

Key Attributes

- Friendly, approachable, and a good written and oral communicator
- Problem solver
- Work independently but also as part of the wider team
- Work well under pressure
- Multi task and complete tasks within defined time periods
- An eye for detail and continuous improvement
- Positive reaction to change and an enabler of change

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Equity

- Promotes culturally safe/bicultural practice and competency when working with patients/clients and whānau.
- Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice towards reducing these for the patients/clients/ tangata whaiora and their whānau.

Physical requirements for role: -

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza and COVID vaccinations

DESIRABLE CRITERIA

Experience

At least 2 years' experience working in a Respiratory Laboratory and competent in full lung function.

Technical Skills

- Independently perform all respiratory procedures including but not limited to spirometry, bodyplethysmography, single breath diffusion, respiratory muscle strength tests challenge testing and arterial blood gases.
- Ability to train, mentor and supervise junior staff



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.