

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Respiratory Clinical Physiologist		
<b>Reports to</b>	Medical Outpatient Operations Manager		
<b>Location</b>	Villa 2 Outpatients		
<b>Department</b>	Respiratory (including sleep)		
<b>Direct Reports</b>		<b>Total FTE</b>	0.3 FTE
<b>Budget Size</b>	<b>Opex</b>		<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>		<b>Finance</b>
<b>Date</b>	19/8/2025		
<b>Job band (indicative)</b>	In accordance with the Allied, Public Health & Technical Employer Collective Agreement (MECA) Clause 5.8.4.		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

### Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

The primary purpose of the role is to:

- Clinical Physiologists work both independently and collaboratively with other health professionals to support the management of patients providing high quality testing data and contribute to respiratory service improvement.
- Clinical Physiologists practice in accordance with the New Zealand Clinical Physiologists Registration Board (CPRB) standards of conduct, ethics and performance.

Key Result Area	Expected Outcomes / Performance Indicators
	<p>The Clinical Physiologist will:</p> <ul style="list-style-type: none"> <li>• Perform, analyse and report on a range of lung function testing in accordance with current ATS/ERS technical standards and service policies and procedures.</li> <li>• Troubleshoot technical issues relating to the equipment and understand and participate in quality control measures required to ensure the ongoing accuracy of the testing equipment.</li> <li>• Provide evidence-based education and advice to health consumers (and their whanau and/or support workers) on their disorder and available therapies as appropriate.</li> <li>• Ensure documentation is accurate, secure and completed in an appropriate timeframe. Documentation must be consistent with legal, professional and organisational requirements.</li> </ul>

	<ul style="list-style-type: none"> <li>• Actively participate in any MDM and Respiratory Department meetings and any other relevant departmental or educational meetings.</li> <li>• Act on any acute, new or important findings from investigative results and impart this information to the responsible Physician/Nurse Practitioner.</li> <li>• Have a strong understanding of delegation principles, including recognising when situations require elevation to senior staff.</li> <li>• Maintain clean and hygienic practices with equipment and work spaces.</li> <li>• Demonstrate an awareness of health inequities and adjust own clinical practice accordingly to reduce these inequities for the health consumer and their whānau.</li> <li>• Demonstrate provision of culturally safe practice and a confident approach to partnership, protection and participation with the health consumer and their whānau.</li> <li>• Be aware of and comply 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.).</li> <li>• Support and facilitate service development, research and clinical project work as required.</li> <li>• Be proactive about improving own clinical skill set through identification of learning needs.</li> <li>• Maintain CPRB registration by keeping an up-to-date continuing professional development portfolio, evidenced within 12 months of commencing the role.</li> <li>• Participate positively in annual performance reviews and associated clinical assurance activities.</li> <li>• Provide mentoring and support where required.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> </ul>

<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> <li>• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.</li> <li>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</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>

## Relationships

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Health consumer and their whānau</li> <li>• General Practitioners and Practice Nurses</li> <li>• Community Nurses</li> <li>• Care facility and hospice staff</li> <li>• All other health providers, including NGOs, PHO and community support workers</li> </ul>	<ul style="list-style-type: none"> <li>• Respiratory/Sleep Senior Medical Officers and Resident Medical Officers</li> <li>• Respiratory/Sleep Physiologist colleagues and Allied Health Assistants</li> <li>• Medical Outpatient Operations Manager</li> <li>• Associate Clinical Charge Nurse, Outpatients</li> <li>• Allied Health Professionals, Professional Leaders &amp; Directors of Allied Health.</li> <li>• Booking co-ordinator, villa receptionists</li> <li>• Wider respiratory department team including Clinical Nurse Specialists, Nurse Practitioners, Health Care Assistants, Respiratory Physiologists and inpatient and outpatient staff</li> </ul>

- Inpatient hospital staff, e.g., ICU staff and educators
- Te Wāhanga Hauora Māori Te Whatu Ora - Hawke's Bay
- Other teams relevant to supporting the health consumer and whānau journey

## About you – to succeed in this role

### You will have

#### Essential: Qualifications:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Undergraduate degree in science, physiology or equivalent
- Qualifies for Clinical Physiologists Registration Board (CPRB) registration as a Respiratory Physiologist (or ideally dual scope as a Sleep and Respiratory Physiologist)

#### Essential: Experience

- Minimum 2 years clinical experience in a respiratory service.

#### Desired:

- Post-graduate Diploma of Medical Technology with specialisation in Sleep Medicine (University of Otago, Wellington) or equivalent sleep qualification
- The ideal candidate would also have experience in lung function testing with Certified Respiratory Function Scientist (CRFS) certification through the Australian and New Zealand Society of Respiratory Science (ANZSRS), or otherwise willing to work towards this
- Experience in clinical leadership and induction/training of newly appointed staff
- Clean current full NZ driver's license

### You will be able to

#### Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.

- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

**Physical Requirements for the Role:**

Te Whatu Ora - Hawke's Bay is a fair and equitable employer. As per Te Whatu Ora - Hawke's Bay commitment to the National Disability Strategy it will ensure the ongoing support, guidance and tools are provided to support people with disabilities within the workplace.

Due to the physical nature of this role the following physical requirements are essential:

Agility	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
Fitness	Able to walk up 2 flights of stairs without stopping
Strength	Able to do at least 3 half press ups (i.e., on knees)

*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.*