

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

<b>Title</b>	Advanced Practitioner – Physiotherapist		
<b>Reports to</b>	Operationally: Allied Health Team Leader Professionally: Physiotherapy Professional Leader		
<b>Location</b>	Fallen Soldiers Memorial Hospital, Hastings, Hawke's Bay		
<b>Department</b>	Te Whata Moanarua (Allied Health Therapy Services)		
<b>Direct Reports</b>		<b>Total FTE</b>	1.0 FTE
<b>Budget Size</b>	N/A	<b>Capex</b>	N/A
<b>Delegated Authority</b>	N/A	<b>Finance</b>	N/A
<b>Date</b>	June 2025		
<b>Job band (indicative)</b>	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) steps 2 – 3 per annum according to qualifications and experience pro-rata for hours worked.		

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:

- An Advanced Physiotherapist in ICU/HDU provides comprehensive assessment, safe and clinically effective intervention within the ICU/HDU setting. They will demonstrate advanced knowledge and skills to manage complex presentations of patients/clients/tangata whaiora and their whanau.
- This role will be responsible for providing clinical leadership for ICU/HDU, acute respiratory and general surgical patients throughout HBDHB.
- Ensure a strong clinical and professional link with outpatient and community respiratory services, including supporting educational programmes and providing peer support
- This role will assist in developing the clinical capability of physiotherapists in ICU/HDU, acute respiratory and general surgical services in partnership with the Central Regions Critical Care Physiotherapy Educator.
- To ensure and prioritise a focus on safe and high-quality patient/client/tangata whaiora care that is responsive to changes to best practice and reflects current research. This includes all interventions and processes within the ICU/HDU, acute respiratory and general surgical areas.
- Delivery of organisational Key Performance Indicator's (KPI's) including relevant Ministry of Health (MoH) target, financial budgets and service plans.
- To role model, participate and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours.

Key Result Area	Expected Outcomes / Performance Indicators
	Clinical Practice- Te Mahi Haumanu

- Takes responsibility for providing day to day clinical leadership in ICU/HDU, general surgery, and acute respiratory services including providing clinical guidance and coaching support to others.
- Takes professional responsibility for managing a caseload of patients/clients/tangata whaiora and their whānau with complex needs and be able to independently adapt and make decisions regarding physiotherapy intervention.
- Demonstrates ability to independently organise workload and accept responsibilities for work outcomes.
- Responsible and accountable for prioritising patients/clients/tangata whaiora and their whānau to enable appropriate allocation of referrals and workload balance with staff in the team.
- Carries out and supports others with assessment, formulation and management of risks.
- Demonstrates provision of and supports others with culturally safe practice with patients/clients/ tangata whaiora and their whānau.
- Carries out comprehensive physiotherapy assessment of patients/clients/tangata whaiora and their whānau, including those with diverse and complex presentations.
- Formulates and delivers individualised physiotherapy interventions at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This is in partnership with patients/clients/tangata whaiora and the clinical advice of the wider inter professional team (IPP) or multidisciplinary team (MDT).
- Assesses the patients/clients/tangata whaiora understanding of treatment intervention/ goals and gains informed consent to treatment, taking into account any issues on capacity (e.g. cognitive functioning & mental health).
- Regularly reassesses and evaluates the patients/clients/tangata whaiora performance and progress against agreed goals and adjust intervention as situations change.
- Considers health literacy ensuring patients/clients/tangata whaiora and their whānau engagement, participation and understanding.
- Identifies unmet needs of patients/clients/tangata whaiora and their whānau with potential solutions to address these needs.
- Role models relationship centred practice and demonstrates effective communication to establish a therapeutic relationship and focus on the agreed goals with patients/clients/tangata whaiora, their whānau and IPP and/or MDT team, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information.
- 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/tangata whaiora and their whānau.
- Demonstrates recognition that the knowledge, experiences and culture are integral to effectively addressing the

	<p>patients/clients/tangata whaiora and their whānau presenting health issue and/or restoring function.</p> <ul style="list-style-type: none"> <li>• Demonstrates a comprehensive and respectful understanding of the roles and contributions of the members of the IPP and MDT team.</li> <li>• Develops comprehensive discharge/transfer plans with the patients/clients/tangata whaiora and their whānau.</li> <li>• Completes health record documentation consistent with legal, professional and organisational requirements.</li> <li>• Demonstrates awareness and knowledge of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</li> <li>• Provides specialist advice, teaching and instructions to patients/clients/tangata whaiora, whānau, carers and other professionals to promote coordination of support being delivered.</li> <li>• Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patients/clients/tangata whaiora care interventions and maintains high quality service delivery</li> </ul>
	<p>Leadership &amp; Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> <li>• From information available, prioritises client/patient/ tangata whaiora to enable appropriate allocation of referrals, delegate's appropriate tasks and has oversight of workload for staff in the clinical area.</li> <li>• Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required.</li> <li>• Facilitates and maintains strong professional relationships with ICU/HDU, acute respiratory and general surgery consultants in order to build the profile of physiotherapy within those services.</li> <li>• Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested.</li> <li>• Demonstrates negotiation and management of conflict skills in line with the HB DHB core values and behaviours</li> <li>• Provides reports to team leaders/professional leaders in relation to area of clinical practice as requested.</li> <li>• Is involved in recruitment and selection processes as requested by line managers</li> <li>• Provides advice and recommendations to line manager where this will support delivery of services.</li> <li>• Promotes professional and clinical practice that is based on evidence based best practice and current research that supports organisational strategic aims.</li> <li>• Directs and delegates clinical tasks to allied health assistants and support staff as appropriate</li> <li>• Provides feedback to staff using coaching and relationship centred practice strategies to support sound effective and competent performance.</li> </ul>



	<p>Teaching &amp; Learning - Ako Atu, Ako Mai</p> <ul style="list-style-type: none"> <li>• Maintains competency to practice through identification of learning needs and continuing competency activities. This must comply with professional registration requirements.</li> <li>• 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.</li> <li>• Supervises, educates and assesses the performance of physiotherapy staff within ICU/HDU, acute respiratory and general surgery areas of practice.</li> <li>• Provides IPP and MDT education in direct clinical area, or discipline specific teaching across teams and services.</li> <li>• Shares knowledge, skills and learning across teams.</li> <li>• Maintains an awareness of current developments in relevant clinical areas and makes recommendations to changes in practice.</li> <li>• Facilitates and is involved in the induction and training of newly appointed staff as required.</li> <li>• Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice.</li> <li>• Contributes to the training needs analysis of the team/services/profession.</li> <li>• Completes mandatory training as applicable for the role.</li> <li>• Participates positively in an annual performance review and associated clinical assurance activities.</li> <li>• Participates in professional supervision in line with the organisations and professional body requirements.</li> <li>• Provides mentoring, clinical support and/or professional supervision.</li> </ul>
	<p>Service Improvement &amp; Research - Te Whakapai Ratonga me te Rangahau</p> <ul style="list-style-type: none"> <li>• Promotes and advances professional practice that is based on best practice and research that supports organisational strategic aims.</li> <li>• Takes responsibility for leading local audit and research projects as identified by self, team leader, professional leader, or manager</li> <li>• 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, for example.</li> <li>• Develops/updates competency-based frameworks for clinical staff in relevant clinical areas as agreed to by line manager and/or professional leader.</li> <li>• Proactively challenges and questions established intervention and approaches.</li> <li>• Actively participates in national, regional and sub-regional working groups/clinical networks to identify and implement innovative practice and or service improvements as appropriate.</li> </ul>



	<ul style="list-style-type: none"> <li>• Establishes working partnerships with external organisations to promote integrated collaborative ways of working</li> <li>• Contributes to annual planning process, including identifying gaps in service and participating in work activity that may result from the planning process.</li> <li>• Practises in a way that utilises resources (including staffing) in the most cost-effective manner to facilitate the best patients/ clients/ tangata whaiora outcomes.</li> <li>• 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.).</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> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <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

External	Internal
<ul style="list-style-type: none"> <li>Client /patient/ tangata whaiora and their whānau</li> <li>Community Services and Agencies</li> <li>All other Health Providers, including PHO, GPs</li> <li>National bodies and professional special interest groups directly related to ICU/HDU, general surgery and acute respiratory services</li> </ul>	<ul style="list-style-type: none"> <li>Allied Health Professionals, Professional Leader &amp; Director of Allied Health</li> <li>Te Wāhanga Hauora Māori, Te Matau a Maui, Hawke's Bay</li> <li>Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> <li>Consultants and Nurse Directors within relevant clinical areas</li> <li>Allied Health Team Leaders &amp; Manager.</li> <li>Central Regions Critical Care Educators.</li> </ul>

## About you – to succeed in this role

### You will have

### Essential:

- Masters of physiotherapy or equivalent (or working towards).
- New Zealand Registered Physiotherapist with current annual practising certificate (APC).
- Expectation of at least 5 years clinical practice and advanced speciality knowledge relevant to role.
- Leading and facilitating clinical improvements.
- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, Teams, PowerPoint, Internet resources and e-mail).
- Effective written and verbal communication skills.



- A positive attitude with problem solving focus.
- Self-motivation in developing clinical and professional practice of self and others.
- An ability to contribute positively to the inter-professional /multidisciplinary team.
- Focus on delivering high quality care for the patient/client/whānau.
- 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.
- Shows flexibility to help service/team commitments
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Shows commitment to, and demonstrates the behaviours of the health sector.

**Desired:**

- Member of NZ Physiotherapy Association
- Post graduate qualifications and education relevant field (or working towards)
- Experience speaking and teaching to groups
- Project management skills
- Member of PNZ and relevant Special Interest Groups
- Knowledge about how the organisation works and the culture of the organization
- Experience working with ACC legislation and processes as relevant to the clinical areas

**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 role:**

The HBDHB is a fair and equitable employer. As per the DHB's 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	<p>Able to kneel</p> <p>Able to get 1 knee up on bed</p> <p>Able to squat</p> <p>Able to raise arms above head</p> <p>Able to reach arms out in front</p>
Fitness	<p>Able to walk up 2 flights of stairs without stopping</p>
Strength	<p>Able to do at least 3 half press ups (i.e., on knees)</p>

**Vaccination status for role:**

Vaccinations as per the current employee immunisation policy.

*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.*