

 <p>Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay</p>	POSITION TITLE	Physiotherapist (New Entry) Kaikōmiri		
	DIRECTORATE	Whānau and Communities	DEPARTMENT	Te Whata Moanarua
	REPORTING TO (operationally)	Allied Health Therapies Team Leader	REPORTING TO (professionally)	Professional Lead Physiotherapy
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the <i>Whānau and Communities</i> Services in Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay. The role rotates through clinical areas within Inpatients, Outpatients, and Community.			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> • A Physiotherapist - New Entry (within first two years of practice)) provides safe and clinically effective assessment and intervention to patients/clients/tangata whaiora and their whānau. • Focus on developing clinical capability seeking support from more experienced practitioners. • To ensure safety and quality of care for patients/clients/tangata whaiora and their whānau. • Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. • To recognise and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours. 			
KEY DELIVERABLES	<p>Clinical Practice- Te Mahi Haumanu</p> <ul style="list-style-type: none"> • Takes professional and organisational responsibility for managing a caseload of clients/patients/tangata whaiora and their whānau demonstrating understanding of when to seek support from a more experienced therapist. • Carries out comprehensive assessment with clients/patients/tangata whaiora and their whānau (when appropriate). This may include use of standardised, non-standardised assessments and clinical observations to assist in assessment and intervention planning. • Formulates and delivers individualised physiotherapy interventions using appropriate clinical assessments, clinical reasoning skills and knowledge of treatment approaches. This is in partnership with clients/patients/tangata whaiora and their whānau and with clinical advice of the wider inter-professional team. • Utilises relationship centred practice and demonstrates effective communication to establish a therapeutic relationship with the clients/patients/tangata whaiora, their whānau and the inter-professional team, including the wider health team and external agencies. • Assesses the patients' 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 clients/patients/tangata whaiora progress against agreed goals and adjusts interventions as situations change. • Refers on to other services to work with the patient/tangata whaiora towards achievement of longer term goals. • Develops comprehensive discharge/transfer support plans with patient/tangata whaiora and their whānau as appropriate. • Completes clinical risk assessments for clients/patients/tangata whaiora and their whānau on their own caseload and takes action to effectively manage identified risks, seeking support where appropriate. • Demonstrates provision of culturally safe and bicultural practice to address health inequalities with clients/patients/tangata whaiora and their whānau. • Actively contributes at clinical meetings with inter-professional and/or multidisciplinary teams such as ward rounds, rapid rounds and clinical discussions to ensure the delivery of a coordinated service and to ensure that the physiotherapy contribution is well integrated into the overall intervention including discharge planning. • Adheres to any applicable recognised best practice for physiotherapy and any relevant clinical policies and practice guidelines. • Provides advice, teaching and instructions to clients/patients/tangata whaiora and their whānau, carers and other professionals to promote consistency of support being delivered. • Demonstrates an understanding of the roles and contributions of the members of inter- professional and/or multidisciplinary team. • Completes all health record entry requirements in line with legal, professional and organisational policy expectations • 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 DELIVERABLES	Leadership & Management - Te Ārahi me te Whakahaere <ul style="list-style-type: none"> • Attends and contributes positively to relevant department, clinical and team meetings. • 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. 	
KEY DELIVERABLES	Teaching & Learning - Ako Atu, Ako Mai <ul style="list-style-type: none"> • 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 • Maintains an awareness of evidence based practice and current developments in the clinical areas being worked in. • Be involved within the induction and training of newly appointed staff, Completes mandatory training as applicable for the role. • Participates positively 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. 	
KEY DELIVERABLES	Service Improvement & Research - Te Whakapai Ratonga me te Rangahau <ul style="list-style-type: none"> • Undertakes as directed, the collection of data for use in service audit and research projects. • Participates in quality improvement activities when requested. • 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.). 	
HEALTH & SAFETY RESPONSIBILITIES	<p>Te Whatu Ora is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <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	INTERNAL <ul style="list-style-type: none"> • Allied Health Professionals, Professional Leader & Director of Allied Health • Te Wāhanga Hauora Māori Te Whatu Ora ` Hawke’s Bay • Other teams relevant to supporting the Tangata Whaiora and whānau journey • PT Student Educator and students 	EXTERNAL <ul style="list-style-type: none"> • Client /patient/ tangata whaiora and their whānau • Community Services and Agencies • All other Health Providers, including PHO, GPs

DELEGATION AND DECISION	<ul style="list-style-type: none"> • Able to work autonomously with a high degree of independence • 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.
HOURS OF WORK	80 per fortnight
EMPLOYMENT AGREEMENT & SALARY	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) steps 1-2 according to qualifications and experience pro-rated for hours worked.
DATE	November 2023
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. • Working in a busy environment requiring robust organisation skills, time management and efficient communication skills. • Ensure smooth and effective pathway for tamariki/rangatahi/whānau/kaumatua/kuia referred to the service to ensure barriers to services are reduced. • Competent engaging and addressing cultural needs of the consumer and whānau. • A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi. • Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare. • Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways.

ESSENTIAL CRITERIA

Qualifications

- Bachelor of Physiotherapy, or equivalent.
- New Zealand Registered Physiotherapist with current annual practising certificate (APC).

Experience

- Relevant clinical placement and/or clinical practice experience.

Business / Technical Skills

- Proficiency in Microsoft Office i.e. (Outlook, Excel, Word, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Effective communication skills.
- Positive attitude with problem solving focus.
- Focus on delivering high quality care for the patient/client/whānau.
- Self-motivated in developing clinical and professional practice.
- Shows flexibility
- Team player

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff.
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori.
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical requirements for role

Te Whatu Ora ` Hawke's Bay is a fair and equitable employer. As per Te Whatu Ora ` Hawke's Bay'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	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)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

DESIRABLE CRITERIA

- Membership of the Physiotherapy Professional Association
- Member of SIGs relevant to role



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.