

<b>Health New Zealand</b> Te Whatu Ora	<b>POSITION TITLE</b>	Rotational Occupational Therapist (New Entry) Kaiwhakaora Ngangahau		
	<b>DIRECTORATE</b>	Whānau and Communities	<b>DEPARTMENT</b>	Te Whata Moanarua Allied Health Therapies
	<b>REPORTING TO</b> (operationally)	Allied Health Therapy Team Leader	<b>REPORTING TO</b> (professionally)	Occupational Therapy Professional Lead
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the Whānau and Communities Allied Therapy Services in Health New Zealand   Te Whatu Ora Te Matau a Māui Hawke's Bay.			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>• An occupational therapist provides safe and clinically effective assessment and intervention to patients/clients/tangata whaiora and their whanau.</li> <li>• Focus on developing clinical capability seeking support from more experienced practitioners.</li> <li>• To ensure safety and quality of care for patients/clients/tangata whaiora and their whanau.</li> <li>• Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans.</li> <li>• To recognise and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Clinical Practice- Te Mahi Haumanu</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Formulates and delivers individualised occupational therapy 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.</li> <li>• 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.</li> <li>• 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).</li> <li>• Regularly reassesses and evaluates the clients/patients/tangata whaiora progress against agreed goals and adjusts interventions as situations change.</li> <li>• Refers on to other services to work with the patient/tangata whaiora towards achievement of longer term goals.</li> <li>• Develops comprehensive discharge/transfer support plans with patient/tangata whaiora and their whānau as appropriate.</li> <li>• 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.</li> <li>• Demonstrates provision of culturally safe and bicultural practice to address health inequalities with clients/patients/tangata whaiora and their whānau.</li> <li>• 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 occupational therapy contribution is well integrated into the overall intervention including discharge planning.</li> <li>• Adheres to any applicable recognised best practice for occupational therapy and any relevant clinical policies and practice guidelines.</li> <li>• Responsible for assessment and prescription of short term loan equipment, longer term equipment funded by Enable NZ and minor structural alterations to the patient/client's home. Achieves and maintains service accreditations as required.</li> <li>• Provides advice, teaching and instructions to clients/patients/tangata whaiora and their whānau, carers and other professionals to promote consistency of support being delivered.</li> <li>• Demonstrates an understanding of the roles and contributions of the members of inter- professional and/or multidisciplinary team.</li> <li>• Completes all health record entry requirements in line with legal, professional and organisational policy expectations</li> </ul>			

	<ul style="list-style-type: none"> <li>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.</li> </ul>	
KEY DELIVERABLES	<b>Leadership &amp; Management - Te Ārahi me te Whakahaere</b>	
	<ul style="list-style-type: none"> <li>Attends and contributes positively to relevant department, clinical and team meetings.</li> <li>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.</li> </ul>	
KEY DELIVERABLES	<b>Teaching &amp; Learning - Ako Atu, Ako Mai</b>	
	<ul style="list-style-type: none"> <li>Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This should comply with professional registration requirements.</li> <li>Contributes to the education of occupational therapy students as directed and delegated by student supervisors</li> <li>Maintains an awareness of evidence based practice and current developments in the clinical areas being worked in.</li> <li>Be involved within the induction and training of newly appointed staff, 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 regular professional supervision in line with the organisations requirements and/or professional body.</li> </ul>	
KEY DELIVERABLES	<b>Service Improvement &amp; Research - Te Whakapai Ratonga me te Rangahau</b>	
	<ul style="list-style-type: none"> <li>Undertakes as directed, the collection of data for use in service audit and research projects.</li> <li>Participates in quality improvement activities when requested.</li> <li>Practises in a way that utilises resources (including staffing) in the most cost effective manner.</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>	
HEALTH & SAFETY RESPONSIBILITIES	<p>Health New Zealand   Te Whatu Ora is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>Not to do anything that puts your own H&amp;S at risk</li> <li>Not to do anything that puts others H&amp;S at risk</li> <li>To follow all health and safety policies and procedures</li> <li>To follow all reasonable health and safety instructions</li> </ul> <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	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>Allied Health Professionals, Professional Leader &amp; Director of Allied Health</li> <li>Te Wāhanga Hauora Māori Health New Zealand   Te Whatu Ora</li> <li>Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> </ul>	<p><b>EXTERNAL</b></p> <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>Enable equipment services</li> <li>ACC</li> </ul>

<b>DELEGATION AND DECISION</b>	<ul style="list-style-type: none"> <li>• Able to work autonomously with a high degree of independence</li> <li>• Delegates appropriately to non-registered health care professionals</li> </ul>
<b>HOURS OF WORK</b>	Fixed Term 12 months, 80 hours per fortnight
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) Step 1-2 according to qualifications and experience pro-rated for hours worked.
<b>DATE</b>	October 2024
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	N/A
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>• Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise.</li> <li>• Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.</li> <li>• Ensure smooth and effective pathway for tamariki/rangatahi/whānau/kaumatua/kuia referred to the service to ensure barriers to services are reduced.</li> <li>• Competent engaging and addressing cultural needs of the consumer and whānau.</li> <li>• A strong emphasis on improving services &amp; reducing inequities for Māori whānau, hapū and iwi.</li> <li>• 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.</li> <li>• Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways.</li> </ul>

## ESSENTIAL CRITERIA

### Qualifications

- Bachelor of occupational therapy, or equivalent.
- New Zealand Registered occupational therapist 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.
- Self-motivated in developing clinical and professional practice.

### 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

As per clinical roles in Health New Zealand | Te Whatu Ora Physical Requirements and Vaccination Status Guidelines May 2019.

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	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

- Member of Occupational Therapy New Zealand Association
- Accredited assessor with Enable New Zealand in Band 1 (or the ability to work towards):
  - Personal Care
  - Household Management
  - Wheelchair and Seating



## 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.