



Position Description

Employment Agreement:	PSA Allied Health
Position Title:	Physiotherapist
Department:	Allied Health
Location:	Oamaru Hospital
Reports to:	Allied Health Manager
Date:	04/04/2022

Core Purpose

To champion, enable, and provide sustainable, trusted, quality health services within our community.

Our Values:

People and Community First

<i>Brave / Māia</i>	<i>Respect / Whakaute</i>	<i>Excellence / Kairangatira</i>	<i>Growth / Tipu</i>	<i>One Team / Kotahi Tīma</i>
<i>We aim high and strive to improve what we do.</i>	<i>Our actions & decisions are based on a foundation of respect.</i>	<i>Leading healthcare quality every day, that makes a difference in the life of the community.</i>	<i>Growth of our business allows us to increase the good we do – for our community and our people.</i>	<i>Work together as one diverse and inclusive team for the good of the community.</i>

PURPOSE OF ROLE

The Physiotherapist is employed to:

- Utilise physiotherapy knowledge and clinical judgement to assess physiotherapy needs, provide education and resources to clients, and advise and support inpatients and outpatients to work towards their rehabilitation goals.
- The Physiotherapist practices independently and in collaboration with other health professionals to provide advice and guidance for clients attending clinics, or presenting to Waitaki District Health Services Ltd. (WDHSL).
- This role works collaboratively with other Allied Health and nursing staff, unregulated healthcare workers and students. The Physiotherapist may also use their expertise to manage, teach, evaluate and research current rehabilitation management practices, always ensuring optimum standards of practice.

HOURS AND DAYS OF WORK

- The position is worked at the hospital in the Allied Health Team during normal business hours.

Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

Organisational Competencies

Client Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it to tailor treatments and advice, acts with clients in mind; establishes and maintains effective relationships with clients and gains their trust and respect.
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Drive for Results	Can be counted on to exceed goals successfully; Is constantly and consistently strive to be one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
Managing Diversity	Works with all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and gender; promotes variety and diversity without regard to class; supports equal and fair treatment and opportunity for all.

ROLE SPECIFIC COMPETENCIES

Listening	<ul style="list-style-type: none"> Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees
Problem Solving	<ul style="list-style-type: none"> Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at first answers
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – inside and outside the organisation. Builds appropriate rapport. Builds constructive and effective relationships. Uses diplomacy and tact. Can defuse even high-tension situations comfortably
Personal Learning	<ul style="list-style-type: none"> Picks up the need to change personal, interpersonal behaviour quickly; watches others for their reactions to his/her attempts to influence and perform; and adjusts; seeks feedback; is sensitive to changing personal demands and requirements and changes accordingly

KEY RELATIONSHIPS

Within Waitaki District Health Services (WDHSL)	External to WDHSL
<ul style="list-style-type: none"> Allied Health Manager, Allied Health Director 	<ul style="list-style-type: none"> Clients and Families/Whanau
<ul style="list-style-type: none"> Occupational Therapists 	<ul style="list-style-type: none"> Visitors
<ul style="list-style-type: none"> Director of Nursing, Clinical Director and Doctors 	<ul style="list-style-type: none"> External Healthcare Providers (referrals)
<ul style="list-style-type: none"> Registered and Enrolled Nurses 	<ul style="list-style-type: none"> Southern DHB and other Tertiary hospitals
<ul style="list-style-type: none"> Health Care Assistants 	
<ul style="list-style-type: none"> Clinical Education Trainer 	
<ul style="list-style-type: none"> Administration staff, Community Services and District Nursing 	

PERSON SPECIFICATION

The expertise required for a person to be fully competent in the role. Position specific competencies include:

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> Registration with the New Zealand Physiotherapy Board. Current New Zealand approved Physiotherapy practicing certificate. BSc / Diploma in Physiotherapy. 	<ul style="list-style-type: none"> Member of the New Zealand Society of Physiotherapists.
Experience	<ul style="list-style-type: none"> At least 2 years' clinical experience and up-to-date clinical knowledge, such as <i>Enable</i>. Relevant clinical experience and competency within a hospital setting. 	<ul style="list-style-type: none"> Experience in a variety of clinical areas e.g. community, inpatient and outpatient.
Knowledge and Skills	<ul style="list-style-type: none"> Be proficient in Physiotherapy assessment techniques. Have a working knowledge of Physiotherapy treatment techniques, including Client-centred goal planning. Ability to apply clinical skills to a broad spectrum of areas to an acceptable standard. Demonstrates continued professional development. Have some experience in a variety of clinical areas. Ability to prioritise your own caseload. Demonstration of safe working practice. Attendance at relevant post-graduate courses. Participated in student education. Experience of working in a general hospital Accredited <i>Enable</i> assessor Maintains professional development. 	
Personal Qualities	<ul style="list-style-type: none"> Commitment and personal accountability. Excellent interpersonal skills, including ability to work effectively with people at all levels of the organisation. Caring but professional manner. Acts with discretion, sensitivity and integrity at all times. Is adaptable and flexible – open to change (positive or negative). Maintains an exceptionally high level of confidentiality, discretion and diplomacy. Has initiative and self-motivation with excellent organisational and time management skills. Has motivation and willingness to improve knowledge and skills. Professional in approach Tidy presentation. Creates positive environment, challenging negativity. 	

KEY TASKS

Physiotherapy Assessment

- Undertakes comprehensive and accurate assessments.
- Plans and implements an appropriate client treatment/intervention process to achieve agreed client centred goals.
- Ensures documentation is accurate using the SOTAP (Subjective, Objective, Treatment, Analysis and Plan) format.
- Maintains confidentiality of information.
- Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment.
- Evaluates client progress toward expected outcomes in partnership with them and other service providers.
- Provides education appropriate to the needs of client.
- Recognises, values and works with all members of the health care team in the delivery of care.
- Is able to advocate for the clients' needs, negotiating for resources in a timely and appropriate manner.
- Uses resources in cost effective manner.
- Helps to introduce new initiatives to improve clinical care to all clients.
- Has input into the development of policies and best practice statements.
- Is involved in quality improvement and auditing activities.
- Reflects and evaluates the effectiveness of own practice.

Other Duties

Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.

- You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness
- You produce work that complies with processes and reflects best practice
- Research undertaken is robust and well considered

Professional Development – self

Identifying areas for personal and professional development

- Training and development goals are identified/agreed with your manager
- Performance objectives reviewed annually with your manager
- You actively seek feedback and accept constructive criticism

Quality Improvement

Promoting and maintaining a quality improvement approach into all work

- Demonstrate a positive personal commitment to the culture of continuous quality improvement by ensuring quality values are integrated into personal daily practice

	<ul style="list-style-type: none"> • Actively contribute to the implementation and ongoing maintenance of continuous quality improvement processes in their area according to a planned annual programme • Lead and support quality improvement activities in all departments/areas of WDHSL
Legislation and Organisational Knowledge	
Ensure knowledge and compliance of legislation and organisation rules	<ul style="list-style-type: none"> • Ensure compliance with New Zealand statutory laws • Comply with organisation wide and service specific rules, code of conduct, policies and procedures • Understand and demonstrate the ability to apply the legislation related to the Privacy Act, Health and Disability Commissioners Act, Health & Safety at Work Act, Health Practitioners Competency Assurance Act and MOH regulations
Health, Safety and Wellbeing	
Taking all reasonably practicable steps to ensure personal safety and the safety of others while at work, in accordance with the WDHSL's Health, Safety and Wellbeing policies, procedures and systems.	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under WDHSL's Health and Safety policy/procedures ▪ You actively encourage and challenge your peers to work in a safe manner. ▪ Work towards creating an atmosphere where staff support each other and workplace violence and bullying is not tolerated • Effort is made to strive for best practice in Health and Safety at all times
Treaty of Waitangi	
Giving effect to the principles of the Treaty of Waitangi through your interaction with others on a day to day basis.	<ul style="list-style-type: none"> • Tino rangatiratanga: The guarantee of tino rangatiratanga, which provides for Māori self-determination and mana motuhake in the design, delivery, and monitoring of health and disability services. • Equity: The principle of equity, which requires the Crown to commit to achieving equitable health outcomes for Māori. • Active protection: The principle of active protection, which requires the Crown to act, to the fullest extent practicable, to achieve equitable health outcomes for Māori. This includes ensuring that it, its agents, and its Treaty partner are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.

- **Options:** The principle of options, which requires the Crown to provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.
- **Partnership:** The principle of partnership, which requires the Crown and Māori to work in partnership in the governance, design, delivery, and monitoring of health and disability services. Māori must be co-designers, with the Crown, of the primary health system for Māori.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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Employee name and signature

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Date

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Manager name and signature

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Date