

Job Description

Physiotherapist

Physiotherapy Department, Bay of Islands Hospital

Position Title:	Physiotherapist
Organisation Unit:	Physiotherapy Department
Location:	Bay of Islands Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Allied Health Team Leader, Bay of Islands Hospital, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	To provide physiotherapy to patients of Te Whatu Ora, Te Tai Tokerau in any clinical area

Functional Relationships

The Physiotherapist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Operations Manager • Nursing, Medical and Auxiliary Staff • Allied Health Staff • Administration Staff • Other staff in Physiotherapy 	<ul style="list-style-type: none"> • Referring Doctors • Physiotherapists • Health Professionals • ACC Case Managers

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Physiotherapist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- To manage a clinical case load according to current best practice standards
- To maintain and improve skills
- To function in accordance with Te Whatu Ora, Te Tai Tokerau policies and procedures
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora, Te Tai Tokerau management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora, Te Tai Tokerau Te Tiriti o Waitangi Training

Key Responsibility Area	Expected Outcomes
To manage a clinical case load according to current practice standards	<ul style="list-style-type: none"> • Timely response to referrals • Efficient time management • Competent and safe practice • Measurable outcomes from intervention • Correct documentation • Effective communication with patients and care team • Statistics kept in accordance with current requirements • Equipment needs met according to current standards • Participation in the writing of clinical guidelines in area of clinical practice • Outputs met as set by Department HOD
To maintain and improve skills	<ul style="list-style-type: none"> • Participation in the In-service programme • Participation in practice reviews, audits and performance appraisals • Participation in Quality Improvement programmes • CPD log maintained as per requirements of the Physiotherapy Board of New Zealand
Health & Safety	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora, Te Tai Tokerau Health and Safety Policy and annual objectives • Promote an environment of physical, occupational, cultural, ethical and legal safety • Participate in the organisation's Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none">Registration with the Physiotherapy Board of New ZealandCurrent APC	

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none">Te Tiriti o Waitangi and its application to the health settingPrivacy Act (2020) and Health Information Privacy Code (2020)Health and Safety at Work Act 2015	<ul style="list-style-type: none">Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">Able to work autonomously and harmoniously with other health professionals.Clear, concise recording and reportingSound knowledge of physiotherapy theory and principles of practise, able to assess clients' needs and take appropriate action.Demonstrated awareness of cultural, social and ability differences and their implications for practise.Demonstrated client-centred practise.Commitment to maintaining up to date relevant clinical and technical knowledge.Able to clearly identify the specific physiotherapist role within the team/service.Knows own limitations and takes appropriate action when limits are reached.

Personal Attributes
<ul style="list-style-type: none">Proven ability to communicate with and relate to a wide range of people and age groupsProven time management/priority setting skills, and problem solving ability.Physically able to meet requirements of the job, which includes lifting equipment, client transfers and assisted lifting.

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of
employee: _____

Date: _____