



*“Mehemea ka moemoeā ahau
Ko au anake
Mehemea ka moemoeā e tātou, Ka taea e tātou”*

*“If I am to dream
I dream alone
If we all dream together
Then we will achieve.”
Te Puea Herangi*

Waikato District Health Board

Position Description

Job Title:	Physiotherapist
Reports to:	Manager - Physiotherapy
Professional links to:	Nil
Delegation:	Nil
Responsible for: (Total number of staff)	Nil
Budget:	Nil
Job Purpose:	To ensure the provision of a high quality physiotherapy service to all referred clients within a multidisciplinary team environment in designated clinical area.
Direct Reports:	Nil
Date:	16-12-2016 v.1

Vision (Te Matakite)

Healthy People. Excellent care.

Mission (Te Whakatakanga)

Enable us all to manage our health and wellbeing.
Provide excellent care through smarter, innovative delivery

Values

Theme “People at Heart” – Te iwi Ngakaunui

- ☉ Give and earn respect - Whakamana
- ☉ Listen to me; talk to me – Whakarongo
- ☉ Fair play – Mauri Pai
- ☉ Growing the good – Whakapakari
- ☉ Stronger together – Kotahitanga

Code of Conduct

The Waikato DHB's [code of conduct](#) incorporates the State Services standards of integrity and conduct and sets expectations relating to behaviour in the workplace.

INDIVIDUAL ACCOUNTABILITIES

Authorised to deliver the accountabilities required of the Physiotherapist including meeting the key performance indicators (KPIs) established annually with the line Manager.

- Provides physiotherapy services to referred clients.
- Ensures that effective communication occurs at all levels to achieve service objectives
- Physiotherapy service delivery is enhanced and maintained
- Provides agreed education and training for staff, physiotherapy students, clients and carers / whanau
- Physiotherapy provides services to individuals and populations to develop, maintain, restore and optimise health and function throughout the lifespan. This includes providing services to people compromised by ageing, injury, disease or environmental factors.
- Physiotherapy identifies and maximises quality of life and movement potential by using the principles of promotion, prevention, treatment/intervention, habitation and rehabilitation. This encompasses physical, psychological, emotional, and social well-being.
- Physiotherapy involves the interaction between physiotherapists, patients/clients, other health professionals, families/whanau, care givers, and communities. This is a people-centred process where needs are assessed and goals are agreed using the knowledge and skills of physiotherapists.
- Physiotherapists are registered health practitioners who are educated to practise autonomously by applying scientific knowledge and clinical reasoning to assess, diagnose and manage human function.
- The practice of physiotherapy is not confined to clinical practice, and encompasses all roles that a physiotherapist may assume such as patient/client care, health management, research, policy making, educating and consulting, wherever there may be an issue of public health and safety. (The Physiotherapy Board of NZ)
- It is a requirement of some roles for staff to participate in the Physiotherapy respiratory on-call and weekend roster at Waikato Hospital. This does require extended hours and weekend work and will have been discussed with you during the recruitment process. Please see the relevant employment agreement for terms and conditions in terms of pay rates/rest period etc.

TEAM RESPONSIBILITIES

- Be responsible for treating patients / service users with respect, dignity and compassion
- Be responsible to the line manager for the provision of quality services; quality improvement is part of this and a fundamental duty of all staff, whatever their grade, role, service or base
- Comply with DHB policies and procedures to ensure delivery of good quality care reporting risks to quality and safety to their line manager
- Identify areas for improvement in their day to day work and to act upon these when appropriate and/or bring these to the attention of their line manager, in order that appropriate action may be taken.
- Participate in on-going quality improvement activities throughout the year within their team, service, site or department.
- Raise concerns with their line manager, if there are quality or patient / service safety issues in their area

ORGANISATIONAL RESPONSIBILITIES

- Understand the Waikato DHB strategy.
- Being accountable for own work and provide a high quality service, and contributes to quality improvement and risk minimisation activities.
- Complies with the Waikato DHB Corporate Records Management policy requirement to create and maintain full and accurate records
- Work in partnership with Māori patients and whānau to provide culturally responsive and appropriate care and support to improve health experience, outcomes and reduce health inequities.
- To participate in and comply with the requirements of the Health and Safety at Work Act 2015 and associated Waikato DHB policies.
- Follows established Health and Safety and other policies and procedures to ensure the safety of oneself and others
- Knows department emergency response plan, able to initiate an emergency response and participate in response as applicable to the role.

PROFESSIONAL ACCOUNTABILITIES

Is accountable for:

- analysing and discussing the biomedical, behavioural and social science bases of physiotherapy and integrating the bases into practice
- assessing, analysing, and planning physiotherapy management
- applying and evaluating physiotherapy management
- communicating effectively
- applying educational principles to physiotherapy practice
- applying management principles relevant to physiotherapy practice
- applying evidence informed learning to physiotherapy practice
- demonstrating professional practice
- demonstrating autonomous physiotherapy practice consistent with an entry level physiotherapist

Core competencies from The Physiotherapy Board of NZ

QUALIFICATIONS AND EXPERIENCE

Qualifications

- New Zealand Registered Physiotherapist with current Annual Practicing Certificate
- Eligibility for accreditation under ENABLE accredited equipment assessment scheme
Demonstrates competence appropriate to level of post graduate experience, including respiratory, neurological and musculoskeletal clinical practice Experience in
- Current New Zealand Drivers Licence

Desirable

- Membership of the New Zealand Society of Physiotherapists
- Postgraduate education if relevant clinical area
- Working knowledge of Tikanga Maori
- Previous clinical practice experience within a physiotherapy public sector organisation

Other requirements

- New Zealand full driver's license

HEALTH LEADERSHIP CAPABILITIES AND COMPETENCIES – STAFF, NO DELEGATION.

Maximising contribution (national leadership framework be a values leader)

- Models and adheres to the DHBs values, vision, and code of conduct (22) DHB Values
- Provides safe and quality service delivery for patients/ clients/ customers (15)
- Completes work within required timeframes (62)

Developing self and others (national leadership framework engage others).

- Seeks opportunities to continuously improve, and works to learn and grow (54)

Building relationships (national leadership framework develop coalitions)

- Maintains effective relationships patients/ clients/ consumers/customers, and with peers and the employer, and encourages collaboration and effective group interactions (42)

Achieving results (national leadership framework leading care)

- Is open to learning new things and picks up technical skills in a reasonable timeframe (61)
- Is action oriented and undertakes duties with professionalism and enthusiasm (1)

Leading change (national leadership framework mobilise system improvements)

- Looks for opportunities to improve processes and uses logic and analysis to review information in order to make sound decisions (14)

The numbers in brackets are only applicable to current staff who have a career and development plan.

SCOPE OF POSITION

Relationships

Internal

- All physiotherapists allocated to designated clinical area of practice, in Waikato Hospital
- Waikato Hospital and Rehabilitation Unit physiotherapists
- Multidisciplinary team members (involved with client management and discharge planning)
- Allied health associate manager
- Physiotherapy co-ordinator
- Community Services and Health Waikato physiotherapists
- Disability Support Link
- Orthotic services
- Physiotherapy services, Waikato Hospital / Tokoroa Hospital / Taumarunui Hospital / Te Kuiti Hospital / Thames Hospital / Continuing Care Facilities
- Urology Services

External

- Clients / families / whanau / caregivers Health Workforce Advisory Committee
- General Practitioners Communities and agencies
- Accident Compensation Corporation Vendors and suppliers
- ENABLE funding Staff at other DHBs
- Artificial Limb Centre Ministry of Health
- Rest homes / Private hospitals
- Community Groups

- Local iwi

WORK ENVIRONMENT AND WORK FUNCTION / ACTIVITY

Work environment

- Works indoors generally in private practices, hospitals and clinics, and rehabilitation centres. Employees may also work in community centres, sports venues, factories and offices, education and academic centres, and in patients' homes.
- Works in adequately lit, heated, ventilated and clean and well maintained workspaces.

Work function/activity

- Light to medium physical demand.
- May sit when conversing with patients and when writing patient case notes.
- Frequently stands when administering therapy.
- Walks frequently to examine patients, check case notes and to gather equipment.
- Lifting, stretching and reaching may be required for some procedures, when undertaking physical examinations and assisting patients on to beds or therapeutic tables.
- Repetitive hand and finger movements may be required when performing manipulations or massage.
- Frequently uses medical equipment and general office equipment including therapeutic tables, ultrasound equipment, muscle stimulators, exercise equipment and computers.
- Mental activities necessary include a high level of cognitive functioning with medical, biological, musculoskeletal knowledge, diagnostic, communication, interpersonal, organisational, problem solving and decision-making capabilities.

Other requirements

- May be required to swim

DECLARATION

I certify that I have read this position description and reasonably believe that I understand the requirements of the position. I understand that:

- a) this position description may be amended by the employer following reasonable notice to me
- b) I may be asked to perform other duties as reasonably required by the employer in accordance with the conditions of the position.

Position holder's name:

Position holder's signature:

Manager's name:

Manager's signature:

Date of signing:

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