

August 2020

**The Canterbury District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.**

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| **Position Title:** | Physiotherapist (Non Rotational)  |
| **Reports to:** | Christchurch Campus: Allied Health Clinical Manager, Physiotherapy and Allied Health Team Leader, Physiotherapy, relevant cluster. |
| **Key Relationships:** | Internal:* Allied Health Clinical Manager, Physiotherapy.
* Physiotherapy Staff
* CDHB Clinical Staff
* CDHB support services
* Physiotherapy Students
* University of Otago
 | External:* Patients/clients and their family/carers
* Community support groups
* Physiotherapy colleagues
* General Practitioners
* Rehabilitation and equipment suppliers
* ACC and other funding agencies
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| **Organisational Vision:** | The Canterbury District Health Board’s vision is to promote, enhance and facilitate the health and well being of the people of the Canterbury District.  |
| **Organisational Values & Philosophy:** | The Canterbury DHB is committed to being an excellent and caring funder / provider of health and hospital services. Integral to the achieving our vision, goals and objectives of the DHB are the values of the organisation:* Care & respect for others
* Integrity in all we do
* Responsibility for outcomes
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| **Role Purpose:** | The Physiotherapist is responsible for the delivery of physiotherapeutic assessments of patients with diverse and complex conditions especially in the designatedarea, to develop and deliver a patient focused treatment programme.To assist with managing available resources (under delegation from the Team Leader) in order to provide the service.The key deliverables are: * To develop and enhance physiotherapy clinical knowledge and skills across a broad spectrum of the patient journey through the designated services.
* To enhance and demonstrate the skills and ability to practice safely, effectively and autonomously while providing support to other Physiotherapists.
* To evaluate clinical practice through reflection, audit and outcome measures in order to continually improve the physiotherapy service to patients and promote evidence based practice.
* Maintain patient documentation, records and accurate statistical information to reflect care provided and meet professional standards both locally and nationally.
* To participate in the weekend and after hours service (on call and weekends).
* Provide supervision, clinical education and training to Rotational Physiotherapists, Physiotherapy Assistants/ Allied Health Assistants, under the guidance of Team Leaders.
* Provide supervision to Physiotherapy students as negotiated.
* Contribute to service development and change through liaison with the team leader and clinical manager / professional lead.
* Active participation in professional supervision.
* Active participation in professional development activities.
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| **Complexity:** | Most challenging duties typically undertaken or most complex problems solved:* Prioritising and independently managing an acute caseload as well as supporting rotational physiotherapists to prioritise and manage their caseload.
* Prioritising and coordinating an additional caseload to support and provide cover when required.
* Applying knowledge and skills in a non-familiar setting
* Independently managing patients presenting with acute respiratory compromise in an on call situation.
* Leading, or contributing to, interdisciplinary service development or CDHB wide initiatives.
* Coordination of non-clinical duties along with clinical demand.
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**KEY ACCOUNTABILITIES:**

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| **The Physiotherapist is responsible for:** | **The Physiotherapist will be successful when:** |
| 1. **Delivery of responsive and high quality physiotherapy service to a designated area of work.**
 | * A given workload is coordinated and managed safely and effectively.
* Requests for support are appropriate
* Responsiveness and quality of service can be demonstrated through peer review (notes audit, peer observation and reflective practice).
* Cultural awareness is demonstrated in practice
* Able to recognise colleagues workloads and is proactive and consistent in liaising with team to ensure wider team priorities are completed (including the team’s non-clinical tasks)
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| 1. **Active enhancement and consolidation of clinical and professional skills in their designated area of work**
 | * Clinical and professional learning needs are identified with plans in place and demonstrated progress to achieve these plans.
* Participation in professional development is demonstrated
* Participation in clinical and professional supervision is demonstrated
* Able to set and achieve personal goals to enhance clinical and professional skills in their designated area of work
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| 1. **Demonstrates developing leadership capabilities**
 | * Evidence of supervision and development of clinical supervision skills with Rotational therapists and students
* Contact with School of Physiotherapy and completion of student supervision package
* Peer review or evidence of feedback from the School of Physiotherapy
* Demonstrated active participation in clinical education
* Reflective practice of supervision of Rotational therapists and students
* Demonstrated ability to coordinate cluster in absence of Team Leader
* Demonstrates developing communication skills in negotiation and conflict.
* Demonstrates developing strategies to think and act strategically to support the CDHB vision and values
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| 1. **Quality**

**Ensure a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement.** | * Participation in quality improvement initiatives is demonstrated
* Knowledge and demonstrated use of quality tools is demonstrated
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| 1. **Health and Safety**

**Maintaining a high quality, safe and secure work environment by following relevant Canterbury DHB and divisional policies, protocols and standards** | * Participation in health and safety in the workplace occurs
* Safe work practice is carried out
* Safe use and maintenance of equipment occurs
* Accidents are reported
* Hazards are identified controlled and monitored
* Emergency procedures are known
* Advice in safe work practice is sought from your manager if required
* Departmental mandatory training is completed
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**PERSON SPECIFICATION:**

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| **Qualifications & Experience** *(indicate years of experience required and level of learning)* |
| **Essential*** A NZ Registered Physiotherapist
* Current practicing certificate
* Excellent time management and organisation skills
* Ability to work under pressure
* Initiative and the ability to work unsupervised
* Excellent communication skills, written and verbal
* Flexibility and adaptability
* Understanding of the requirements for patient confidentiality
* Ability to work collaboratively in a team both physiotherapy and multidisciplinary
 | **Desirable*** 5 years clinical experience with at least one of those years in the area of speciality
* Completion of core rotation programme or equivalent
* Research experience
* Computer skills (MS Office)
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The intent of this position description is to provide a representative summary of the major duties and responsibilities performed in this job classification. Employees may be requested to perform job related tasks other than those specified.