

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 |
| **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 | |
| **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. | |
| **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. | |

**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) |
| 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 |
| 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 |
| 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 |
| 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 |

**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) |

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.