

## **POSITION DESCRIPTION**

# **Canterbury**

District Health Board

Te Poari Hauora o Waitaha

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

August 2021

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.

### **Organisational Vision**

The CDHB's vision is to improve the health and well being of the people living in Canterbury.

### **Organisational Values**

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

### **POSITION TITLE:**

Physiotherapist - Community Service Team

### **REPORTS TO (Title):**

Clinical Manager CST  
Clinical Manager, Physiotherapy

### **REPORTS ON A DAILY BASIS TO:**

Clinical Manager CST

### **PRINCIPAL OBJECTIVES**

To deliver Physiotherapy rehabilitation programs to clients with a focus on enabling the person to achieve participation within their own community.

### **FUNCTIONAL RELATIONSHIPS:**

(Who are the customer/consumers/patients)

#### **INTERNALLY:**

1	Interdisciplinary team members
2	Professional colleagues / students / Assistants
3	Equipment services (CDHB)
4	Administration staff
5	

#### **EXTERNALLY:**

1	Clients, family/whanau, carers
2	General Practitioners
3	Consultant Medical / Health Practitioners
4	Community providers
5	Support Groups
6	New Zealand Physiotherapy Board

**KEY PERFORMANCE OBJECTIVES:**

Task	<b>To undertake physiotherapy assessments using recognised assessment tools and outcome measures, relevant for the setting and target client group. Assessments are completed in an holistic manner with a view to possible referral to other disciplines and support agencies.</b>
Expected Result	Physiotherapy assessment is completed in a timely manner for each client. Service Provision Framework procedures are followed in relation to setting up the initial appointment, obtaining client consent for treatment and introduction to the service. Peer review demonstrates use of recognised assessment tools, outcome measures and current best practice - evidence-based where possible. Intervention is conducted in a manner that is culturally safe for the client and family/whanau/carers.
Task	<b>Develop and implement goal-focussed intervention and treatment plans in conjunction with the client and, as appropriate, family/whanau/carer. A variety of interventions are utilized to maximise client outcomes which are relevant for the setting and target client group. Self management strategies are developed with the client to promote independence and empowerment.</b>
Expected Result	Evidence of appropriate goals and intervention plans on peer review, reflective practice and Service Provision Framework internal audits. Goals are reviewed on discharge of the client and discharge letter contains the required information for the referrer and/or General Practitioner including functional status following intervention
Task	<b>Communicates effectively with clients, family, whanau and carers and liaises with other colleagues in a timely manner.</b>
Expected Result	Clients understand the treatment goals, expected outcomes and are made aware of approximate duration of treatment. Referrals to other disciplines and support agencies are completed appropriately based on the identified needs of the client and in a timely manner. Liaison with other disciplines currently involved with the client is documented in the progress notes. Positive feedback through performance appraisal from peers.
Task	<b>Case load and workload prioritised and time allocated appropriately. Efficient and safe use of resources.</b>
Expected Result	Manages an appropriate caseload as agreed with the Clinical Manager and Senior physiotherapist within service. Discharges are achieved in a manner that meets the Service Provision Framework requirements for the service. Intervention is planned and achieved in a safe and efficient manner and procedures followed as per the location manual for the service.
Task	<b>Continually build on specialist knowledge in relation to client group. Essential to hold ENABLE Accredited Assessor status as required for client group.</b>
Expected Result	Equipment issued is appropriate to meet the needs of the client and family/whanau/carer. Clients and family/whanau/carer understand the correct and safe use and maintenance of equipment.

<b>Task</b>	<b>Continually build on specialist knowledge of community support networks and agencies, formal and informal. Utilise this knowledge to empower the client to maintain independence in the community and to support family/whanau/carers as appropriate.</b>
Expected Result	Referrals to other providers and support agencies are completed as required.
<b>Task</b>	<b>To actively contribute to review of service delivery, service development and the development of physiotherapy practice within the service.</b>
Expected Result	Works with Clinical Manager and Professional Leader on quality initiatives and identifies opportunities for service development / gaps in service provision. Clients are seen in agreed timeframes and in order of priority and wait list status.
<b>Task</b>	<b>Takes responsibility for own professional development and actively participates in supporting more junior colleagues with their professional development.</b>
Expected Result	Participates in Inservice programs both in receiving and presenting, peer review, reflective practice and local education opportunities relevant to the work area. Communicates support/education/training needs to Professional Leader/Senior Physiotherapist and/or Clinical Manager.

#### **HEALTH & SAFETY:**

- Observe all Canterbury DHB safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

#### **QUALITY:**

Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

## **QUALIFICATIONS & EXPERIENCE:**

### **Essential**

- Professional degree/qualification or recognised equivalent.
- Current NZ Practicing certificate.
- Full, NZ driving licence – car.

### **Desirable**

- ENABLE accredited assessor.
- Received formal training in supervision.
- Clinical experience specific to OPHS and/or service area (e.g. community setting, orthopaedics, neuro etc depending on post).
- Competence in completing level 1 seating assessments.
- Demonstration of participation in research projects, audits or other quality initiatives.

## **PERSONAL ATTRIBUTES:**

### **MANDATORY**

#### **Key Behaviours:**

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Good communication skills (written and verbal)
- Ability to build networks and use already known networks
- Effective time management
- Awareness of the issues relating to disability

### **DESIRABLE**

- Shows commitment to ongoing professional development
- Committed to evidence based/best practice
- Leads other physiotherapists professional development

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.

I, \_\_\_\_\_, confirm that I have read and received a copy of this Position Description, which accurately reflects the role for which I have been employed.

Signature \_\_\_\_\_

Date \_\_\_\_\_