

**September 2024**

**Te Whatu Ora Waitaha 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  |
| **Reports to:** | The Clinical Leader of SMHS Physiotherapy, Hillmorton Campus |
| **Key Relationships:** | Internal:* Tangata whaiora / Consumers within the SMHS
* Physiotherapists, Allied Health Assistants and students.
* Director of Allied Health
* Clinical managers, clinical nurse managers and case managers
* Multidisciplinary team members
* Other Allied Health Professionals
 | External:* Whānau / family and carers of consumers.
* Physiotherapy colleagues
* External partner agencies & NGOs
* General Practitioners
* Professional associations and regulatory authority.
* Rehabilitation and equipment suppliers
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| **Organisational Vision:** | Te Whatu Ora Waitaha’s vision is to promote, enhance and facilitate the health and well-being of the people of the Canterbury District.  |
| **Organisational Values & Philosophy:** | Te Whatu Ora Waitaha is committed to be an excellent and caring provider of health and hospital services. Integral to achieving our vision, goals and objectives of the district are the values of the organisation: * Care & respect for others
* Integrity in all we do
* Responsibility for outcomes
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| **Principal Objectives:** | To provide safe effective and physiotherapy services for tāngata whaiora/consumers across the inpatient and outpatient Specialist Mental Health Services. The physiotherapist will work as a member of the Physiotherapy team and within the Multidisciplinary Team setting.  |
| **Role Purpose:**  | The Physiotherapist is responsible for the delivery of physiotherapeutic assessments of patients with diverse and complex, to develop and deliver a patient focused treatment program.

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| * To assist with managing available resources (under delegation from the Team Leader) 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.
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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 the physiotherapy team 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
* Contributing to service development or Te Whatu Ora wide initiatives.
* Coordination of non-clinical duties along with clinical demand.
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**KEY PERFORMANCE OBJECTIVES:**

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| **The Physiotherapist is responsible for:** | **Expected result:** |
| **Delivery of high-quality physiotherapy service to specific clinical areas including mental health.**  | * To provide safe, evidence-based physiotherapy assessment and treatment in partnership with tāngata whaiora/consumers who have difficulties with mobility and function associated with physical and mental illness.
* Understanding of physiotherapy scope of practice, and timely referrals of consumers to other health care professionals as required.
* To plan and implement treatment programmes with realistic goals and set review periods.
* To conduct individual and group programmes to:
	+ Promote physical and mental health.
	+ Improve functional ability, confidence and self-esteem.
	+ Promote relaxation and breathing techniques.
	+ Prevent and/or delay deterioration of physical ability.
* To maintain accurate clinical records of consumer assessments, treatments, maintaining confidentiality of information.
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| **To demonstrate physiotherapy professionalism which also complies with CDHB policies and procedures and working within the SMHS purpose and strategy framework.** | * Demonstrates a standard of practice which adheres to the New Zealand Physiotherapy Standards and Code of Ethics and Practice.
* Demonstrates the ability to apply the principles of Te Tiriti o Waitangi to physiotherapy practice, and practices in a culturally responsive manner.
* Works within the scope of physiotherapy in the recovery of consumers.
* Supervision of physiotherapy students and assistants.
* Prioritises and manages an independent caseload.
* Adheres to Mental Health policy and procedures, practicing in accordance with relevant ethical frameworks and codes of conduct.
* Responsible for individual continuing professional development, participating in supervision and reflective practice with appropriate documentation.
* Actively contributes to the professional development of colleagues and supervision of students.
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| **To demonstrate effective communication links within the professional group, the multi-disciplinary team and external agencies, where appropriate**. | * Team members and other agencies are informed of physiotherapy progress through clinical notes, letters, and other documentation standards.
* Involves consumers and their family / whānau in treatment planning.
* Participates and contributes in multi-disciplinary / service team meetings.
* Collaborates with colleagues to facilitate a multidisciplinary model of care.
* Recognises and values the roles and skills of all members of the health care team in the delivery of care.
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| **Demonstrates professional accountability in physiotherapy practice (embodying the Code of Health and Disability Services Consumers Rights).** | * Provides planned physiotherapy care in partnership with the consumer to achieve identified outcomes.
* Ensures consumers have adequate information of the effects, consequences and alternatives of proposed treatment options.
* Promotes recovery in all aspects of consumers’ treatment.
* Documents decision-making and outcomes based on physiotherapy knowledge and clinical experience.
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| **To engage/participate in quality improvement activities.** | * Participates in activities which monitor / audit delivery of quality consumer care e.g., accreditation processes and current or retrospective physiotherapy audits.
* Ensure statistical information on interventions is recorded accurately.
* Shares specialist knowledge with colleagues within and external to Te Whatu Ora networks
* When required, assists in formulating and reviewing physiotherapy standards, procedures and guidelines.
* Develops and/or participates in activities which monitor and audit physiotherapy practice and quality consumer health outcomes.
* Participates in the quality assurance programme.
* Contributes to in-services.
* Undertake other duties delegated by the Clinical Leader of Physiotherapy.
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| **To participate in the annual performance review process in conjunction with the Clinical leader of Physiotherapy** | * Initiates, prepares for and participates in annual performance review.
* Documents professional goals in conjunction with the Clinical Leader of Physiotherapy
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| **Quality** | * Participates in quality improvement initiatives
* Demonstrates knowledge and use of quality tools
* Contributes to service development and change
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| **Health and Safety** | * Observe all Te Whatu Ora work and emergency procedures.
* Safe work practice is carried out
* Personal protective equipment to be used in line with infection, prevention and control guidance.
* Report any accidents or near misses.
* Identify and report hazards or potential hazards immediately.
* Safe use and maintenance of equipment
* Seek advice in safe work practice from your manager if required.
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| **Qualifications & Experience**  |
| **Essential*** A NZ Registered Physiotherapist
* Current Annual Practicing Certificate
* Demonstrates cultural safety in a practice setting
* Appropriate work visa / permit, if required.
* Computer literacy
 | **Desirable*** 2 years clinical experience, preferably in a hospital setting
* Interest in this specialty area and awareness of the issues relating to mental illness
* Understanding of quality improvement processes
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| **Personal Attributes*** Ability to work collaboratively in both the physiotherapy and multidisciplinary teams.
* Understanding of mental illness and shows empathy towards tāngata whaiora / consumers.
* Excellent time management and organisation skills.
* Ability to work autonomously and under pressure.
* Demonstrates innovation and the ability to take initiative in your work.
* Excellent communication skills, both written and verbal.
* Ability to work flexibly and be adaptable.
* Ability to build effective professional and therapeutic relationships.
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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.