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| TEAM | Allied Health |
| ROLE TITLE | **Clinical Leader of Physiotherapy, Specialist Mental Health Services** |
| REPORTS TO | **Director of Allied Health** |

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| OUR CULTUREOUR TEAM ACCOUNTABILITY | At Waitaha Canterbury and Te Tai o Poutini West Coast, we are committed to honouring the Te Tiriti o Waitangi and its principles by ensuring our partnership with Māori are at the forefront of all our conversations. We are also committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone’s differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.  As a member of the Allied Health Directorate and physiotherapy clinical service, this role has shared accountability for: * Participation in clinical governance and quality improvement activities to increase collaboration and eliminate waste.
* Commitment and participation in system and service improvement and transformation to enhance equity and outcomes of the tāngata and their whānau.
* Growth and development of a more capable and diverse workforce aligned with current healthcare delivery models.
* Implementation and utilisation of data and technology to plan, evaluate and modify the way we deliver efficient care that is timely, responsive and empowers our tāngata whaiora to take greater responsibility for their wellbeing.
* Implementation of universal and targeted health care support that is underpinned by evidence and best practice, as well as cultural input and co-design processes.
* Proactive performance management of staff including behaviours, attitudes and wider contribution to team goals.
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| MY ROLE RESPONSIBILITY | The Clinical Lead of Physiotherapy is responsible for the provision of clinical leadership of the SMHS physiotherapy staff. * A number of direct reports – delegated clinical leadership and line management responsibility for the Physiotherapists and Physiotherapy Assistant.
* Ensures the delivery of a high-quality Physiotherapy service across the SMHS within multi-disciplinary team environments.
* Is responsible for assisting the Director of Allied Health with the development, provision and monitoring of high quality, cost-effective clinical services that are consumer centred, whānau-inclusive and recovery focused.
* Ensuring high quality, timely services are delivered to meet current and future demands.
* Dealing with and solving ethical, professional and performance issues.
* Managing service delivery within constraints of financial and HR resources.
* Builds and maintains a culture of excellence in professional conduct, personal responsibility and accountability, leading by example.
* Ensures effective and professional communication mechanisms are in place for communication with staff.
* Fosters staff participation within multi-disciplinary team environments which encourage and support team approaches to achieve a high level of productivity, efficiency, and clinical effectiveness.
* Facilitates an environment which allows respect and sensitivity to be demonstrated towards the rights, beliefs and choices of consumers and their whānau, and to other members of the multi-disciplinary teams.
* Ensures that staff meet their clinical and cultural competency requirements, mandatory training and supervision requirements.
* Ensures staff maintain the requirement to hold a current annual practicing certificate from the Physiotherapy Board of New Zealand.
* Demonstrates in practice the principles of the Treaty of Waitangi, and leads culturally responsive clinical practice within the Physiotherapy service.
* Maintains and develops professional networks with stakeholders e.g. relevant regulatory and professional bodies, tertiary education providers.
* Builds collaborative partnerships with Te Whatu Ora Physiotherapy professional leaders and staff across Waitaha and Te Tai o Poutini and NGO partners.
* Leads and co-ordinates any specified projects / portfolios as delegated by the Director of Allied Health, within the profession, Allied Health or across the SMHS.
* The Clinical leader will undertake other duties as reasonably requested by the Director of Allied Health SMHS.
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|  | **Service Planning and Delivery*** Ensures the provision of high-quality, evidence-based physiotherapy practice within inpatient and community physiotherapy services.
* Promotes effective multidisciplinary approaches to consumer care to ensure optimal consumer outcomes.
* Ensures constructive professional leadership in organisational change management processes within SMHS.
* Maintains clinical and statistical reporting required by SMHS and ensures Physiotherapy staff understand and comply with reporting requirements.
* Provides accurate, timely and appropriate advice to the Director of Allied Health on clinical matters e.g. clinical risk and patient safety, changes in clinical practice.
* Works collaboratively to promote effective use of relevant resources.
* Ensures relevant procedures and clinical standards are established and reviewed on an ongoing basis to ensure quality services are maintained.
* Proactively enables training, support and development of the Physiotherapy staff to ensure there are appropriate competencies and skill mix across the professional group to deliver services requirements.
* Ensures the Director of Allied Health is aware of staff and patient related incidents, staff performance issues and complaints. Assists in undertaking corrective action, as appropriate within Te Whatu Ora processes.

**Quality and Risk Management – Clinical Quality and Professional Governance*** Develops and recommends initiatives to address differential access to healthcare services for Māori and high and / or complex needs populations.
* Ensures that staff are supported to participate and contribute to quality improvement activity, clinical audit, research, peer review within and across multi-disciplinary teams, and that learnings are shared and applied.
* Monitor and report where necessary to SMHS data collection.

**Workforce*** Has delegated accountability from the DAH for the recruitment, selection, induction, training and development, performance management, annual performance appraisals of the physiotherapy workforce.
* Works in partnership with the Director of Allied Health, Allied Health Consultants and other Clinical Leaders to ensure the appropriate skill mix and numbers of staff to meet current and future service demands are in the various service areas.
* Fosters collaborative working relationships within professional groups and across interdisciplinary teams which encompass professional behavioural patterns.

**Clinical and Professional Practice*** Undertakes a clinical case load in a defined area of service delivery within SMHS. The defined area of service delivery may change from time to time depending on need.
* Undertakes own clinical supervision and performance appraisal.
* Demonstrates effective clinical reasoning and evidence-based practice and is a role model for ongoing professional development.
* Maintains wide general knowledge of all clinical areas within SMHS.
* Maintains knowledge of current professional practice, promoting and leading the implementation of innovative practice across the physiotherapy staff.
* Acts as a resource providing accurate advice to the physiotherapy workforce and across the SMHS regarding professional practice, standards and policies.
* Supports staff attendance and participation in internal and external professional development opportunities, mandatory training and competency training that is aligned with personal, service and / or organisational goals.
* Supports career growth and development of staff aligned with the GEPP framework.
* Contributes to teaching of students and staff as required.
* Ensures the coordination of student training in a supportive learning environment with appropriate clinical supervision.
* Fosters a learning environment that develops the cultural competency and capability of the workforce to positively impact on the health status of those consumers with diverse backgrounds, and with complex needs.
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| MY CAPABILITY | **To be effective and succeed in this role it is expected the person will have proven capabilities against the Leads Self leadership focus:** A person with this leadership focus will not hold formal leadership accountabilities but are responsible for displaying leadership character and driving service delivery within their role and team.* **Cultural Awareness –** Understands the needs of Māori and adjusts approach to ensure equitable outcomes.
* **Self-Aware -** Understands their impact on others and strengthen personal capability over time.
* **Engaging others -** Connect with people; to build trust and become a leader that people want to work with and for.
* **Resilient and Adaptive -** Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
* **Honest and Courageous -** Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.
* **Achieving Goals -** Demonstrate drive, optimism, and focus; to make things happen and achieve outcomes.
* **Managing Work Priorities -** Plan, prioritise, and organise work; to deliver on short, medium and long-term objectives across the breadth of their role.
* **Curious -** Seeks and integrates ideas, information, and different perspectives.

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| MY RELATIONSHIPS TO NURTURE | Internal* Director of Allied Health
* Physiotherapy staff
* Professional and clinical leads (AH, medical and nursing)
* Allied Health Consultants
* Te Korowai Atawhai
* Consumer and Family Advisors
* Quality and Patient Safety Teams
* Service Leadership teams
* Allied Health NESP and student co-ordinators
* Chief of Allied Health Scientific & Technical
* Union delegates
* Te Whatu Ora Allied Health Leaders
 | **External*** Tangata whaiora / consumers and their whānau
* Physiotherapy Board NZ
* Physiotherapy New Zealand
* School of Physiotherapy, University of Otago
* Relevant government and non-governmental organisations
* Primary health service providers
* Other relevant stakeholders e.g. suppliers, funding agencies
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| OUR WELLBEING, HEALTH AND SAFETY | At our DHB, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.We know that it's important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm. |

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| MY CLINICAL CAPABILITIES | * Qualification as a Physiotherapist that is recognised by the Physiotherapy Board of New Zealand
* A current annual practising certificate.
* Membership of the relevant professional body.
* Demonstrated broad experience as a Physiotherapist including knowledge of physiotherapy practice in Mental Health.
* Experience in Allied Health leadership.
* Has or is working towards a relevant post-graduate qualification.
* Broad clinical practice and professional experience.
* Proven ability in managing a clinician workforce.
* Experience with clinical teaching, supervision, training and development of staff.
* A broad knowledge of the health and disability sector
* Experience in leading and managing change, service and quality improvement programmes.
* Demonstrated use of audit and evaluation.
* Awareness of the application of research and innovation that has resulted in improved clinical practice and service delivery models.
* Human resource management skills.
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