

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Occupational Therapist/Whakaora Ngangahau
Reports to	Clinical Manager, Occupational Therapy
Location	Christchurch Hospital Campus
Department	Occupational Therapy Department

Date	July 2026
Salary band (indicative)ⁱ	Allied, Public Health, Scientific & Technical Core Salary Scale Step 1-10
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

The primary purpose of the role is to provide clinical Occupational Therapy in-patient services to designated clinical areas within the Christchurch Hospital Health Campus.

This role involves providing timely assessment and intervention/management of occupational performance difficulties for tangata whaiora from within either adult or paediatric services. The role will be based within the acute in-patient setting or the out-patient setting. These settings include the following areas: General Medicine, Oncology, Respiratory, Cardiology, Acute Orthopaedics and Trauma, general Surgery, Paediatrics, Acute Stroke, Neurology and Neurosurgery, ICU, Vascular, Acute Home Visits, Hand Therapy. There may also be rotations through different clinical areas offered which will provide the chance to develop a wide range of skills.

As part of the team the role will also contribute to the weekend roster at Christchurch Hospital once there is the required experience gained.

The role supports high quality, evidence-based care in a fast paced environment, and plays an important part in supporting patients and their whānau during acute episodes of care. The role will collaborate closely with other health professionals to optimise outcomes and ensure services are responsive, culturally safe, and equitable.

The role is primarily based on the Christchurch Hospital Health Campus; however, may be required to work across the wider service region as needed.

The Occupational Therapy team is a highly supportive, collaborative service with a strong culture of peer learning and ongoing professional development. The role works alongside experienced clinicians and will have access to mentorship, clinical guidance, and teaching to support ongoing development across designated practice areas. The role also offers opportunities to develop advanced clinical skills.

Staff are supported to grow their clinical expertise and contribute to service development within a team environment that values collaboration, learning, and excellence in patient care. Clinicians are expected to maintain up-to-date, evidence-based practice, engage in ongoing professional development, and demonstrate continued upskilling to ensure the highest standard of care for patients and their whānau.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Service Delivery	• Provide high quality occupational therapy assessment and intervention for patients/tangata whaiora within designated clinical areas • Manage referrals in accordance with service protocols and professional standards • Identify, administer and interpret suitable assessments to inform intervention planning. Eg. Head injury, cognitive, acute stroke assessments. • Develop treatment/intervention plans in collaboration with patients/tangata whaiora, whānau and the multi-disciplinary team. • Develop interventions that support optimal occupational performance outcomes for patients/tangata whaiora. • Ensure appropriate discharge planning and referrals to community services when indicated. • Maintain accurate, timely and comprehensive clinical documentation in accordance with organisational, legal and professional standards.

Patient and Family/Whānau Engagement	• Works in partnership with patients and their whānau to support early rehabilitation and wellbeing. • Provides education and information to patients, families, carers and healthcare staff to support ongoing care. • Communicates effectively with referral sources and multidisciplinary teams regarding assessment findings, treatment plans and progress. • Delivers services in a culturally safe and responsive manner.
Quality Improvement and Service Development	• Contributes to continuous quality improvement initiatives within the Occupational Therapy Service and wider Allied Health services. • Participates in service development activities and departmental projects. • Maintains accurate clinical documentation and statistical data to support service planning and evaluation. • Contributes to implementation of best practice and evidence-based care.
Education, Training and Research	• Participates in ongoing professional development and learning activities. • Contributes to in-service education programmes within the Occupational Therapy Service and multidisciplinary teams. • Participates in peer learning, case discussion and shared clinical learning within the team. • Engages with clinicians in designated roles to support clinical skill development. • Supervises and supports students on clinical placement where appropriate. • Participates in research and evaluation activities where appropriate.
Professional Practice and Team Contribution	• Works collaboratively within the Occupational Therapy team and wider multidisciplinary teams. • Participates in departmental meetings, peer review and clinical supervision. • Demonstrates professional accountability and ethical practice consistent with professional standards. • Contributes to a positive team culture that supports collaboration, learning and service excellence.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.

Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Clinical risk and patient safety concerns
- Safeguarding and child protection concerns
- Ethical or legal issues
- Performance or competence concerns
- Adverse events, near misses and incidents
- Situations that place patients, staff, or yourself at risk
- Health, safety or wellbeing issues impacting ability to practice safely
- Expenditure requests or resource requirements
- Issues that may impact service delivery or patient care
- Security breaches and quality standards concerns
- Any matters, which are not clearly identified or do not comply with the organisation's policies and procedures

Relationships

External	Internal
• Patients/clients/tāngata whaiora/families/whānau • Community therapy services • Primary health providers • Community agencies and support groups	• Clinical Manager Occupational Therapy • Team Leaders Occupational Therapy • Occupational Therapy colleagues • Allied Health/Medical/Nursing colleagues

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| <ul style="list-style-type: none"> • Other health care providers • Relevant governmental agencies, e.g. ACC, Enable NZ • Student training programmes • Occupational Therapy New Zealand (Association) • New Zealand Board of Occupational Therapy • Hāpu and Iwi | <ul style="list-style-type: none"> • Hauora Māori Services • Administrative and support staff • All other Health NZ employees, teams and services |
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About you – to succeed in this role

You will have

Essential:

- Tertiary qualification in Occupational Therapy, e.g. Bachelor of Occupational Therapy
- Registration with the New Zealand Board of Occupational Therapy and a current Annual Practicing Certificate
- Exceptional communication and interpersonal abilities
- Strong reflective practice skills and self-awareness

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors,

related industry and community interest groups and the wider national and international communities.

- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Communicate effectively with patients, whānau and health professionals.
- Work collaboratively within multidisciplinary teams.
- Manage workload effectively and prioritise clinical responsibilities.
- Demonstrate initiative, flexibility and resilience.
- Maintain commitment to professional development and evidence-based practice.
- Demonstrate effective computer skills, including proficient use of Microsoft applications and internal communication systems.

Desired:

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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.