

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	Advanced Practitioner - Emergency Department Physiotherapist
Reports to	Team Leader Physiotherapy
Location	Canterbury District
Department	Christchurch Physiotherapy
Date	27/07/2026
Salary band (indicative)ⁱ	PSA Allied, Designated D 1-3
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 Advanced Practitioner – Emergency Department Physiotherapist is an expert clinician who provides advanced assessment, diagnosis, treatment, and care coordination for patients presenting to the Emergency Department. Practising as a Primary Contact Physiotherapist with a high level of autonomy, the role delivers expert clinical decision-making for complex and undifferentiated presentations, supporting timely access to care, optimal patient outcomes, and efficient use of health system resources.

The role provides advanced clinical leadership across emergency care, contributing to service innovation, clinical governance, quality improvement, workforce development, education, and research. Working in partnership with multidisciplinary teams, the Advanced Practitioner influences clinical practice, models of care, and service delivery within Waitaha Canterbury and across Health New Zealand, ensuring care is evidence-based, equitable, and patient-centred.

Key Result Area	Expected Outcomes / Performance Indicators
Advanced Clinical Practice	Provides expert assessment, diagnosis, clinical decision-making, and management of patients presenting to the

	Emergency Department within the scope of advanced physiotherapy practice. • Demonstrates autonomous practice as a Primary Contact Practitioner, managing complex and undifferentiated presentations and facilitating appropriate care pathways. • Delivers evidence-based, person and whānau-centred care that is safe, effective, equitable, and responsive to patient needs. • Works collaboratively with multidisciplinary teams to optimise patient flow, reduce delays, and support timely access to care. • Maintains advanced knowledge and clinical expertise through ongoing professional development and reflective practice.
Clinical Leadership and Service Development	• Provides clinical leadership within the Emergency Department and Allied Health services, promoting excellence in practice and patient care. • Contributes to the development, implementation, and evaluation of innovative models of care that improve patient outcomes and service effectiveness. • Supports clinical governance activities through participation in quality improvement, audit, policy development, and service evaluation. • Identifies opportunities for service improvement and contributes to solutions that enhance patient experience, equity, efficiency, and sustainability. • Acts as an advanced practice resource and advisor within the multidisciplinary team.
Education and Workforce Development	• Contributes to the development of physiotherapy and multidisciplinary capability through education, mentoring, coaching, and clinical supervision. • Supports the development of advanced and extended scope physiotherapy practice within Emergency Department services. • Facilitates learning opportunities for students, new graduates, and staff, promoting evidence-based practice and professional growth. • Shares knowledge and expertise across services and professional groups to enhance workforce capability and patient care.
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.

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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.
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Relationships

External	Internal
- Tāngata whaiora and their whānau - Other professional colleagues across the Canterbury region and nationally (and internationally as appropriate) - Relevant training institutions - Support Groups - Professional Associations and Regulatory Authorities - Consumer Groups, family-whānau groups - Other stakeholders e.g. NGOs, government departments and agencies - Mana whenua ki Waitaha - Local iwi - Union Partners	- Service, Clinical and Case Managers and Leaders - Chief Allied Health, Scientific and Technical (CAHST), DAHs and Associate DAHSTs. - Physiotherapists - Other Allied Health professions - Allied Health Educators, Coordinators and Professional Leaders - Nursing and Medical professionals and leaders - Union Delegates

About you – to succeed in this role

You will have

Essential:

- Registration with the Physiotherapy Board of New Zealand and a current Annual Practising Certificate
- Minimum 5 years clinical experience in relevant field

- Demonstrated expertise in the assessment, diagnosis, and management of complex musculoskeletal and orthopaedic presentations.
- Experience working within a Primary Contact Physiotherapy or advanced practice model.
- Demonstrated experience working collaboratively within multidisciplinary teams and across care settings.
- Experience contributing to quality improvement, service development, clinical governance, education, and/or workforce development initiatives.
- Knowledge of Te Tiriti o Waitangi and its application within healthcare practice.
- Commitment to continuing professional development and advancing physiotherapy practice.

Desired:

- Recognised Advanced Practitioner, Expert Practitioner, or Extended Scope Practitioner credentials, or evidence of practice at an equivalent level.
- Experience working as a Primary Contact Physiotherapist within an Emergency Department or urgent care setting.
- Experience in service design, evaluation, quality improvement, or health system innovation.
- Experience undertaking or leading research, audit, and knowledge translation activities.
- Demonstrated contribution to professional leadership at a local, regional, or national level

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 advanced clinical reasoning and decision-making in the assessment and management of complex and undifferentiated presentations.
- Practise autonomously, exercising a high level of clinical judgement and professional accountability.

- Prioritise and manage competing clinical demands within a fast-paced Emergency Department environment.
- Lead and influence service improvement, innovation, and changes in clinical practice.
- Support and develop others through clinical leadership, mentoring, education, and collaboration.
- Critically appraise and apply evidence to support best practice and improve clinical outcomes.
- Recognise and manage clinical risk, including the identification of red flags and the need for escalation, referral, or further investigation.
- Demonstrate cultural responsiveness and provide care that supports equitable health outcomes for Māori, Pacific peoples, and other priority populations

Desired:

- Influence clinical practice, service delivery, and system improvement beyond the immediate team.
- Lead change and implementation of new models of care.
- Translate research, audit, and evaluation findings into service and practice improvement.
- Provide professional leadership within physiotherapy, emergency care, or advanced practice networks.

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.