

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	Physiotherapist
Reports to	Clinical Manager Physiotherapy Services
Location	Christchurch
Department	OPH&R Physiotherapy (Burwood)
Date	09-10-2026
Salary band (indicative)ⁱ	PSA Allied, Public Health and Technical collective agreement, Step 1-8
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:

[Provide physiotherapy which meets the standards of the Physiotherapy Service and Burwood Hospital. To provide evaluation, therapeutic and educational services to patients/clients of the designated clinical area.

Key Result Area	Expected Outcomes / Performance Indicators
The Physiotherapist is responsible for utilising professional knowledge and skills to ensure provision of quality patient centred physiotherapy services for the designated clinical area, and participation in rostered weekend and on-call work.	- Physiotherapy assessments, evaluations and treatments are carried out in accordance with the policies, procedures and the standards of practice for the clinical area as set out in the relevant procedures manual. - Documentation and patient records are accurate, legible and concise and regular audits demonstrate compliance with required policies and standards. Contribute to the design and establishment of appropriate quality indicators/programmes (e.g. customer satisfaction surveys, evaluation forms, feedback from clinical staff). - Quality indicators demonstrate that the service delivered is perceived to be of high quality.

	• Clinical and other practices are in accordance with Professional and Divisional standards, i.e. NZSP Standards and Burwood Hospital Infection Control and Safety manuals. • Act as resource physiotherapist for the clinical area. • Ensure knowledge of, and adherence to, Departmental safety standards.
The Physiotherapist is responsible for ensuring ongoing involvement in own/other peer review processes.	• Formal and informal peer review sessions take place in accordance with Burwood Physiotherapy Department Policy • Annual performance appraisals demonstrate compliance with adopted procedures for peer review.
The Physiotherapist is responsible for contributing to professional development initiatives.	• Set professional development goals with the Clinical Manager. • Maintain and upgrade skills through review of literature and attending Inservice sessions and appropriate post-graduate course. • Demonstrate documented completion of professional development goals annually.
The Physiotherapist is responsible for maintaining ongoing and effective communication with the Clinical Manager.	• Attend and participate in own performance review meetings with the Clinical Manager. • Ensure achievement of own performance objectives. • Inform the Clinical Manager of matters which may affect work performance.
The Physiotherapist is responsible for ongoing liaison with other physiotherapy staff within the service.	• Documented attendance at and active participation in relevant meetings, Inservice and other education sessions, i.e. CPR, Fire, Hydrotherapy and Core Competency Training. • Communication of information is timely, relevant and effective.
The Physiotherapist will undertake other duties as reasonably requested by the Clinical Manager.	• Supervision of final year physiotherapy students as required. • To ensure that all duties required to be performed in the best interests of Canterbury DHB are done so in a competent and effective manner. • Provide cover to clinical areas as requested. • Provide quality patient centred physiotherapy services for rostered weekend and on-call duties.
The Physiotherapist will contribute towards the development of the Physiotherapy Department where appropriate.	• Serve as a member of a task group or committee as elected or designated (department or site wide). • Participate in the preparation of service and clinical area policy and procedure manuals. • Maintain functional and professional relationships with other staff and provide collegial support to a high standard.

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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Patients/Clients and their Family/Whanau/Carers • CDHB, Therapy Services and external Physiotherapists • ACC and other Funding Agencies • Rehabilitation Equipment and Orthotic Suppliers • General Practitioners and Senior Medical Staff • Community Support Groups • Artificial Limb Centre • Physiotherapy Board and NZSP	• Clinical Manager Physiotherapy Services • Service Managers & Nurse Managers • Clinical Nurse Coordinators • IDT team members of designated clinical area • Allied Health and other HNZ clinical staff • Medical Referrers • Clerical Support Staff

- | | |
|---|--|
| <ul style="list-style-type: none"> • School of Physiotherapy Staff | <ul style="list-style-type: none"> • Physiotherapy staff and student physiotherapists |
|---|--|

About you – to succeed in this role

You will have

Essential:

- Be a New Zealand Registered Physiotherapist (N.Z.R.P.)
- Hold a current Annual Practicing Certificate

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.
- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Understand and preserve patient confidentiality at all times and be familiar with the requirements of the Privacy Act 1993 with regard to consent for distribution of information between carers and health professionals
- Be in a state of good personal health to carry out the duties expected of a physiotherapist

Desired:

- [Possess time management and organisational skills and an ability to prioritise work
- Be able to work under pressure
- Possess initiative, be self-motivated and able to work autonomously with minimal supervision
- Possess excellent written and verbal communication skills
- Be flexible and adaptable
- Have a clinical interest in rehabilitation
- Be able to communicate effectively with a wide range of people in a manner appropriate to the client group
- Demonstrate cultural awareness and have an understanding of human rights legislation.
- Demonstrate an ability to work well in an interdisciplinary team

- Demonstrate a commitment to ongoing continuing professional development

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.