

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 - Health of Older Persons Physiotherapist		
Reports to	Team Leader Physiotherapy		
Location	Canterbury District		
Department	Christchurch Physiotherapy		
Date	12/10/2026		
Salary band (indicative)ⁱ	PSA Allied, Designated D1-3		
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 - Health of Older Persons Physiotherapist is an expert clinician who provides highly specialised assessment, diagnosis, treatment and rehabilitation for older people with highly complex health presentations across the continuum of care.

The role contributes expert knowledge and advanced clinical skills to the care of older adults through direct clinical practice, consultation, leadership, education, service development, quality improvement and research. Working collaboratively within multidisciplinary and interprofessional teams, the Advanced Practitioner supports equitable, person-centred and evidence-based care that optimises functional independence, quality of life and health outcomes for older people and their whānau.

The Advanced Practitioner acts as a recognised expert resource, leading clinical excellence in the management of frailty, complex rehabilitation, falls, mobility impairment and multifactorial functional decline. The role contributes to the development of innovative service models and advances physiotherapy practice through clinical leadership, knowledge translation and research activity.

Key Result Area	Expected Outcomes / Performance Indicators
Expert Clinical Practice	• Provides expert assessment, diagnosis and management of older adults presenting with highly complex and multifactorial health conditions. • Demonstrates expert clinical reasoning and autonomous decision-making in the management of frailty, falls, functional decline, deconditioning, cognitive impairment and rehabilitation needs. • Delivers highly specialised physiotherapy interventions to optimise mobility, function, independence and participation. • Provides expert consultation and second opinions for complex patients. • Leads physiotherapy management of patients with complex rehabilitation and discharge planning requirements. • Utilises advanced assessment techniques, outcome measures and evidence-based interventions to support clinical decision-making and evaluate patient outcomes. • To participate in weekend and after hours services (on call, weekends and public holidays).
Clinical Leadership and Service Development	• Provides professional and clinical leadership. • Leads the development, implementation and evaluation of clinical pathways, standards, protocols and guidelines relevant to older persons' health. • Identifies opportunities to improve patient outcomes, service quality, efficiency and equity and leads implementation of improvement initiatives. • Contributes expert advice to clinical governance, service planning and service development activities. • Supports innovation and implementation of evidence-based models of care within Health of Older Persons services. • Contributes to strategic initiatives aimed at enhancing rehabilitation and functional outcomes for older adults.
Consultation and Specialist Support	• Acts as a recognised expert resource for physiotherapists and multidisciplinary team members managing complex older adults. • Provides expert consultation regarding frailty, falls prevention, mobility, rehabilitation and complex discharge planning. • Influences multidisciplinary decision-making through expert clinical input and leadership. • Supports the management of patients with multifactorial and highly complex rehabilitation needs. • Builds effective collaborative relationships across clinical services to facilitate optimal patient care and service delivery.
Education and Workforce Development	• Leads the development of advanced physiotherapy practice and capability within Health of Older Persons care.

	• Provides expert supervision, mentoring and clinical coaching to physiotherapists and students. • Designs, delivers and evaluates education programmes relevant to the care of older people. • Supports succession planning and development of advanced clinical skills within the physiotherapy workforce. • Promotes a culture of reflective practice, lifelong learning and evidence-based care.
Research and Evidence-Based Practice	• Leads and contributes to research, service evaluation and quality improvement initiatives relevant to older persons' health. • Initiates and evaluates clinical audits and outcome measurement programmes. • Promotes the implementation of contemporary evidence into clinical practice. • Contributes to dissemination of knowledge through presentations, professional forums, publications and teaching activities. • Evaluates patient and service outcomes to inform future service development and innovation.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	1. Supports efforts to improve access to services and achieve better outcomes for the communities we serve. 2. Uses evidence and insights to identify barriers and opportunities for improvement. 3. Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	4. Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. 5. Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. 6. Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	7. Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. 8. 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. 9. Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.

Compliance and Risk	10.	Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.
	11.	Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.
	12.	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
• 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 current Annual Practising Certificate.
- Extensive post-registration clinical experience, including significant advanced experience in Health of Older Persons, rehabilitation or geriatric physiotherapy.
- Demonstrated expert clinical practice in the management of highly complex older adults with frailty and multimorbidity.
- Demonstrated experience leading service development, quality improvement and clinical governance activities.
- Demonstrated experience providing advanced consultation, education and professional supervision.
- Proven ability to lead change and influence practice across professional, organisational and sector boundaries.

- Commitment to Te Tiriti o Waitangi and achieving equitable outcomes for older people.

Desired:

- Research experience including publications, conference presentations or participation in research projects.
- Experience working across acute, rehabilitation and community services.
- Involvement in regional or national professional leadership groups.
- Expertise in frailty management, falls prevention, rehabilitation, dementia care, healthy ageing, or integrated models of care for older people.

You will be able to

Essential:

13. Deliver results through effective planning, sound judgement, and personal accountability.
14. Build trusted relationships and works collaboratively to achieve shared goals.
15. Communicate clearly and adapts their approach to different audiences and situations.
16. Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
17. Maintain high standards of professionalism, integrity, and ethical behaviour.
18. Contribute to a positive, inclusive, and safe working environment.
19. Take responsibility for their own development and supports the development of others where appropriate.
- 20.

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.