

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 (Non rotational)
Reports to	Team coordinator, relevant cluster.
Location	Christchurch
Department	Physiotherapy
Date	19/10/2026
Salary band (indicative)ⁱ	PSA Allied, degree scale 3-7
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:

To provide high-quality physiotherapy assessment, treatment and rehabilitation services to patients within Christchurch Hospital and associated services. The role contributes to the delivery of safe, effective and person-centred care across inpatient and outpatient settings, working collaboratively within interdisciplinary teams to support optimal health outcomes.

The Physiotherapist is responsible for managing a clinical caseload of patients with varying levels of complexity, applying evidence-informed practice, and contributing to service development, quality improvement, and education activities.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Undertake comprehensive physiotherapy assessments using clinical reasoning to identify patient needs and goals. • Develop, implement and evaluate evidence-informed physiotherapy management plans. • Deliver safe and effective therapeutic interventions appropriate to the clinical setting.

	• Manage patients with a wide range of presentations and varying complexity. • Prioritise workload effectively within a dynamic clinical environment. • Maintain accurate and timely clinical documentation. • Identify and respond appropriately to clinical risks and patient deterioration. • Facilitate safe discharge planning and transition of care. • Promote patient self-management, health promotion and injury prevention. • Work within professional, ethical and legislative requirements. • Participate in the afterhours service
Interdisciplinary Team Participation	• Work collaboratively with members of the multidisciplinary team. • Communicate effectively regarding patient assessment, progress and discharge planning. • Participate in interdisciplinary meetings and service activities. • Contribute physiotherapy expertise to patient management decisions.
Quality Improvement and Service Development	• Participate in quality improvement initiatives. • Contribute to service evaluation and development activities. • Support implementation of evidence-based practice. • Participate in audits and quality assurance processes as required. • Assist with implementation of organisational priorities and service improvements.
Education and Professional Development	• Maintain ongoing professional development and competence requirements. • Participate in supervision, peer review and performance development processes. • Contribute to teaching and support of students and less experienced staff where appropriate. • Share knowledge and promote learning within the team.

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, whānau and caregivers - Primary care providers - Community rehabilitation services - Aged residential care facilities - Non-government organisations and support agencies - Education providers and professional bodies	- Physiotherapy colleagues - Allied Health professionals - Medical staff - Nursing staff - Allied Health Assistants - Clinical and Operational Managers - Students and new graduate staff - Administration staff

About you – to succeed in this role

You will have	Essential: - Registration and Current Annual Practising Certificate with the Physiotherapy Board of New Zealand - Sound clinical assessment and treatment skills. - Effective clinical reasoning and decision-making abilities. - Ability to prioritise and manage competing demands. - Excellent written and verbal communication skills. - Ability to establish effective professional relationships. - Competence in clinical documentation and use of electronic health records. - Understanding of quality improvement principles. - Commitment to culturally safe practice and health equity.
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Desired:

- Previous experience in hospital and/or outpatient settings.
- Experience supervising students or junior staff.
- Participation in service improvement, audit or research activities.

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.

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.