**Job Title: Physiotherapist**

**Department:** Hauora Heretaunga

**Responsible to:** GP - Clinical Lead

**Purpose Statement:** To provide physiotherapy assessment and care to whānau to increase positive health outcomes and accessible and equitable care.

This role will support increasing capacity within the team providing first assessment, diagnosis, intervention, and review of whānau with physiotherapy needs.

**Mission:** Mauri Ora ki te Mana Maori

Realising Whānau Potential

**Values: Kotahitanga:** We are kaupapa driven and work with each other and others to enhance Whānau potential

**Whānaungatanga:** We are customer/whānau driven and actively foster and form positive relationships, partnerships, alliances and connections

**Kaitiakitanga:** We exhibit custodianship and are stewards of our resources to advance the kaupapa

**Whakamana:** We are outcome focused and recognise, respect and uphold mana.

**Relationships: External**

Patients and Whānau, Māori and Pacific Providers, Hospital Specialist Services, Community health services, NGOs, social service agencies and other government agencies, Needs Assessment Service Coordination, Home Based Support Services.

**Internal**

Management, Integrated care teams including Whananu Manaaki, Health Iimprovement Practitioner, Community Service Workers; Kai Ararau, Oranga Hinengaro, Hauora Heretaunga, Clinical Pharmacy Facilitator; Community Pharmacist, Physiotherapist, Clinical Nurse Specialists, Podiatrist Other health and social service professionals, TToH Services, Coordinated Primary Care Team (CPCT) members

**VCA Role:** Core Children’s Worker

**Structure:** Refer to Structure Chart

**Key Accountabilities**

***Kaupapa Te Taiwhenua o Heretaunga***

* Contribute to the delivery of effective, integrated, whānau-focused services as part of a integrated care team and individually
* Work with manager and colleagues in a respectful and professional manner at all times maintaining focus on the kaupapa and doing what it takes to advance the kaupapa.
* Develop knowledge of the wider support network that TToH offers whānau, and promote whānau access to that support
* Understand and promote all aspects of the TToH Kaupapa
* Adhere to and apply TToH values in all aspects of TToH’s work
* Participate in TToH kaupapa activities, including karakia, waiata and marae noho
* Take opportunities for cultural development to advance understanding, competence and contribution to the kaupapa
* Participate in TToH systems including the Management Operating System and Tu Kahikatoa performance system, to maintain focus and achievement of performance deliverables
* Adhere to organisational and professional quality standards and work within team to promote continuous improvement of policies, procedures and practices
* Participate in regular peer supervision and/or professional supervision
* Work in a reflective manner and take opportunities for self-development

***Whānau Ora Practice***

* Remain focused on the pursuit of Māori and Pacific health gain as well as achieving equitable health outcomes for Māori and Pacific people
* Support Māori-led and Pacific-led responses, including tāngata whenua- and mana whenua-led care coordination to deliver mana motuhake and Māori self-determination
* Demonstrate critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery
* Develop understanding of the communities that TToH works with
* Be responsive to whanau needs and apply a holistic approach to aligning those needs, priorities and aspirations with the care and support they are offered
* Apply Te Ao Māori world view, tikanga and TToH values, to establishing trust, building rapport, and working with whānau
* Set high expectations of success in outcomes for whānau. Empower, motivate, and build whānau capability and connectedness; support whānau toward achieving independence
* Build and maintain knowledge and understanding of TToH values and internal/external channels of care and support available for whānau
* Work collaboratively with other TToH staff to enable the provision of flexible and integrated care and support for whānau
* Build long-term relationships between TToH and whānau through contract activities, values-based support and cultural connection
* Be open to new ideas and contribute to a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table

***Role Accountabilities***

* Assessment, diagnosis, and treatment of acute and issues requiring physiotherapy
* Provision of individualised exercise or rehabilitation programmes, including manual therapy, self-management support and education for areas of health, including but not limited to musculoskeletal and other long-term conditions
* Provision of group exercise, rehabilitation, or self-management programmes
* Prioritisation of people and whānau to support hospital avoidance, early supported discharge from hospital and those at greatest risk of poor health outcomes.
* Clear strategies to simplify care for whānau where able, such as delegation to non-regulated roles where appropriate and promotion of self-management approaches and intensifying interventions for those with the most complex needs.
* Identify people and whānau at greatest risk of complex health issues, and assess and / or review health and wellbeing need, including contribution to NASC assessments
* Pro-actively plan and co-ordinate care for individuals and communities
* Support interdisciplinary team functioning and collaboration of the CPCT and other services by actively contributing to leading, nurturing, and supporting team development
* Demonstrate commitment, urgency and be visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally
* Model good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing their best and collegially supporting others to do the same.

***Assessing, Connecting and Supporting Whānau***

* Engage whānau through referrals and walk-ins using the agreed process and appropriate tools.
* Support with whanau engagement and access to other services
* Identify Whānau needs ensuring easy access to services and support
* Work with team to identify the contribution that you and other team members can make to support whānau goal achievement and independence
* Ensure whānau get the right support for their needs, referring where your team are not able to meet needs
* Work with whānau in a way that enhances future independence
* Deliver whānau service in a way that is safe, welcoming, friendly, professional and non-judgemental.
* Assess and observe whānau being alert to safety issues for you, clients or others involved, conducting background checks if safety concerns arise and ensuring that safety issues are updated in information systems promptly.
* Regularly review plan, monitor progress, and follow up on agreements made to support whānau, being alert to difficulties achieving goals or opportunities to review and advance goals.

***Health and Safety***

* Work safely and keep others safe at work, maintaining familiarity with health and safety policy and procedures.
* Promote and participate in health and safety, maintaining a safe workplace, and ensuring that any safety equipment is used correctly at all times.
* Comply with established health and safety policies with regard to handling of instruments, infection control, storage of drugs and disposal of sharps and other potentially dangerous equipment and substances.
* Comply with current NZ legislation.

***Team***

* Be a resource to the integrated Team. Work collaboratively; contribute and share knowledge, skills, abilities to achieve organisation and whānau goals
* Coordinate an individuals rehabilitation process and participate where appropriate in providing recovery orientated services to restore normal functioning
* Develop collaborative working relationships with community health and social care networks across DHB and PHO and NGO as well as ACC and relevant non-health agencies
* Manage workload in accordance with all relevant standards and contract requirements, meeting assigned milestones and targets
* Carry out assigned duties as directed by Hauora Leadership team, remaining flexible and able to carry out different tasks or work in different teams as required
* Prioritise attendance at daily huddles and wider team meetings to ensure consistent messaging and understanding, and delivery of care and support to whānau or colleagues
* Provide support and training to others as part of in-service training in areas of expertise

***Quality and Development***

* Participate with the team in continuous quality improvement processes.
* Participate in internal and external audit processes as required.
* Contribute to all service/contracted objective, targets, and outcomes.
* Ensure that all practices are compliant and current with internal and external quality, legislative, and accreditation requirements
* Ensure compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit
* Ensure all information entered into databases are accurate, appropriate and in accordance with agreed protocols
* Where appropriate set up all screening and recall programmes for new and existing patients.

***Sector Knowledge***

* Maintain knowledge, understanding and current developments of relevant sector to inform service delivery.
* Identify and understand the local trends and barriers for whānau through engagement and feedback.
* Understand and adhere to the Children’s Act.

***Other Duties***

* Carrying out additional duties from time to time as requested by management.
* The key accountabilities of the role may change from time to time so that TToH is able to adapt to changes in the business environment.
* Hours of work are set in the Employment Agreement. However, there may be times when you are required to undertake other duties outside of these hours as requested. This may involve attendance at meetings, staff meetings or training sessions.

**Person Specifications:**

**QUALIFICATIONS**

**Essential:**

* Bachelor of Physiotherapy or equivalent overseas qualification
* Qualified physiotherapist with current APC with no restrictions
* Experience in implementing Te Tiriti o Waitangi in action
* Registration with Physiotherapy Board New Zealand
* Current and valid Full Driver’s License

**Professional Development**

* To participate with Management in performance appraisal to identify areas for professional development.
* Continuing professional development meets the minimum requirements set by Physiotherapy Board New Zealand

**SKILLS AND EXPERIENCE**

**Essential:**

* Committed to whanau
* Strong client focus able to motivate, educate empower coach and influence whanau
* Able to work well as part of an integrated team
* Proven experience working effectively with a range of people including Maori.
* Able to develop relationships, networks and communicate effectively with a wide range of stakeholders.

**Desirable:**

* Established relationships with relevant service networks
* Understanding of Tikanga and Te Reo Maori
* Able to see trends and connections in information
* Health literacy and education and promotion experience

**PERSONAL ATTRIBUTES**

* Positive can do attitude
* Able to carry out the physical aspects of the role
* Team player
* Confident, resilient and resourceful
* An openness to learn Tikanga and Te Reo Maori
* Honest and reliable