

## Schedule 4

# Position Description

## Physiotherapist

<b>Business area</b>	Rehabilitation
<b>FTE</b>	As per Conditions of Employment
<b>Reports to</b>	Clinical Lead Physiotherapy
<b>Approved by</b>	Chief Executive Officer

### Our Culture

We are strongly inclusive and embrace diversity resulting in a rich culture that wraps around our values:

### Whanonga pono - Our Values

- Tiaki tātou – We care
- Ko tātou whakaute – We are respectful
- Ko tātou whakakotahi – We are inclusive
- Ia tātou rawe i te reira tika – We do it right

### Position Objective

To meet a range of rehabilitation requirements for clients with multiple impairments and disabilities.

### Functional Relationships

Internal	External
<ul style="list-style-type: none"> <li>• All LFBIT staff</li> </ul>	<ul style="list-style-type: none"> <li>• Kiritaki/Clients</li> <li>• Relatives/Whanau</li> <li>• Significant others</li> <li>• All staff from other organisations and services that are connected to the needs of the resident or staff.</li> </ul>

## Key Areas of Accountability

Area of Accountability	Expectations
<b>Physiotherapy</b>	<ul style="list-style-type: none"> <li>• Undertakes assessments of kiritaki/clients and development of Physiotherapy rehabilitation interventions as part of a wider programme</li> <li>• Conducts therapy sessions both in clinic and out in the community</li> <li>• Maximises the kiritaki/client's functional abilities</li> <li>• Assists with Integration of the kiritaki/client into their community.</li> <li>• Ensures goals are met and recorded/reported in line with contractual and funder requirements.</li> <li>• Undertakes staff training, safety, and support to ensure the needs of the rehabilitation kiritaki/clients are being met in a safe and effective manner.</li> <li>• Develops and maintains LFBIT clinical standards of practice relevant to Physiotherapy.</li> <li>• Acts as a clinical resource for other LFBIT staff</li> <li>• Ensures all records meet the LFBIT quality standards</li> <li>• Participates in formal and informal meetings to assist with problem solving and future driven interventions (not just reactionary).</li> <li>• Participates in interdisciplinary teams.</li> <li>• Audits regularly to ensure goal plans meet contractual and procedural requirements</li> </ul>
<b>Equipment</b> (Assessment, Rehabilitation Unit and Residential Rehabilitation Units only)	<ul style="list-style-type: none"> <li>• Liaises with the Occupational Therapist to ensure that all equipment needs are met, that repairs are undertaken, and formal reviews occur.</li> <li>• Acts as a referral agent to the community therapy team should non-rehabilitation residents at LFBIT require this.</li> <li>• Acts as a resource person for staff at LFBIT in relation to equipment needs in collaboration with the Occupational Therapist.</li> </ul>
<b>Key Worker</b>	<ul style="list-style-type: none"> <li>• Acts as the key professional for an allocated number of kiritaki/clients within the rehabilitation program</li> <li>• Acts as the primary contact for the kiritaki/client in liaison with family members, and other support workers/other LFBIT staff and external stakeholders.</li> <li>• Delegates activity and interventions required to the rehabilitation assistants/community rehabilitation coaches.</li> <li>• Provides supervision of rehab coaches</li> <li>• Facilitates admission, transfer, and discharge requirements for the kiritaki/clients (for whom you are keyworker).</li> <li>• Undertakes appropriate reporting and planning as per contractual requirements.</li> <li>• Coordinates and leads all case management meetings with all parties for allocated kiritaki/clients as appropriate.</li> <li>• Facilitates, provides leadership to, or collaborates in interdisciplinary kiritaki/client/family conferences.</li> <li>• Accepts responsibility for the management and updating of assessments, goal plans, risk matrix and other relevant scores/ reporting for the resident/kiritaki/client.</li> <li>• Ensures all informed consent processes are completed for the resident/kiritaki/client.</li> </ul>
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Develops kiritaki/client centered, individualised programmes of rehabilitation that are outcomes focused with short- and long-term goals.</li> <li>• Meets a range of rehabilitation and residency requirements for kiritaki/clients with multiple impairments and disabilities.</li> </ul>

Area of Accountability	Expectations
	<ul style="list-style-type: none"> <li>• Ensures all contractual requirements are met</li> <li>• Provides leadership, management, and clear direction in the delivery of rehabilitation and within your defined area(s) of responsibility</li> <li>• Ensures all rehabilitation practices are provided in a manner that promotes the personal values of the resident/kiritaki/client.</li> <li>• Liaises with residents/kiritaki/clients, relatives and the interdisciplinary team to identify resident/kiritaki/client individualised goals and assist in the development of the goal plan</li> <li>• Manages own time effectively to accomplish tasks and achieve productivity targets as per the Trust's Billable Hours policy.</li> </ul>
<b>Relationships/ Teamwork</b>	<ul style="list-style-type: none"> <li>• Demonstrates respect and integrity at all times</li> <li>• Establishes a trusting relationship with colleagues, clinicians, kiritaki/clients, and whanau.</li> <li>• Accepts and effects constructive change and/or criticism.</li> <li>• Displays a good team spirit and adopts a positive approach to work.</li> <li>• Empathises with others.</li> <li>• Supports other team members.</li> <li>• Demonstrates the ability to work independently but with the capacity to work as part of a team.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Undertakes responsibility for meeting the mandatory requirements of the Trust and any relevant professional bodies.</li> <li>• Participates in performance planning and review and the setting of performance objectives.</li> <li>• Takes responsibility for own supervision needs</li> <li>• Identifies own learning requirements/deficits and develops a training plan in conjunction with manager.</li> <li>• Participates in providing in-service training</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Participates in quality improvement activities as requested/required.</li> <li>• Documents and reports accidents and incidents accurately in accordance with policy.</li> <li>• Participates actively in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes.</li> <li>• Supports continuous quality improvement.</li> </ul>
<b>Organisational Culture</b>	<ul style="list-style-type: none"> <li>• Understands and promotes customer focus (kiritaki/clients, colleagues, and clinicians).</li> <li>• Maintains confidentiality in respect to the Trust's business, employees, and kiritaki/clients.</li> <li>• Models the Trust's values and adheres to policies and procedures.</li> </ul>
<b>Cultural understanding of Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Understands and has knowledge of te Tiriti o Waitangi.</li> <li>• Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to te Tiriti o Waitangi.</li> <li>• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.</li> <li>• Respects diversity of cultural and religious beliefs amongst staff and kiritaki/clients.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Takes reasonable care of own health and safety.</li> <li>• Takes reasonable care that own actions do not adversely affect the health and safety of other persons.</li> <li>• Cooperates with any reasonable workplace health and safety policy or procedure that has been notified to workers.</li> </ul>

Area of Accountability	Expectations
	<ul style="list-style-type: none"> <li>Complies, so far as reasonably able, with any reasonable instruction given by the Trust, so the Trust can comply with HSWA and regulations.</li> <li>Ensures compliance with security requirements and is vigilant in all matters of security.</li> <li>Recognises safety hazards and risks and initiates appropriate corrective actions.</li> <li>Attends fire and evacuation lectures and participates in drills as required.</li> <li>Reports all accidents/incidents/near misses.</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>Undertakes other duties/special projects as requested by your Manager from time to time.</li> <li>Performs such duties in a timely, accurate manner and in accordance with the Trust's policies and procedures.</li> </ul>

### Qualifications, Experience and Personal Qualities

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Physiotherapist registered with the NZ Physiotherapy Board</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>Two years in Neuro Rehabilitation.</li> </ul>	
<b>Competencies</b>	<ul style="list-style-type: none"> <li>Knowledge of acquired brain injury, impact of this on activity, participation.</li> <li>Knowledge of rehabilitation disciplines within an interdisciplinary team</li> <li>Knowledge of disability networks and ability to develop new networks and relationships.</li> <li>Ability to educate staff, kiritaki/clients, and families on the consequences of acquired brain injury and other neurological disorders.</li> </ul>	<ul style="list-style-type: none"> <li>Vestibular Training</li> <li>Experience working with spinal cord injury clients</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Initiative</li> <li>Teamwork</li> <li>Communication</li> <li>Time management</li> <li>Ability to relate to people</li> </ul>	