

Position Description

Position	Advanced Physiotherapist – Acute Frailty and Vestibular Medicine
Team / Service	Physiotherapy
Directorate	Community Health
District	Capital, Coast & Hutt Valley
Responsible to	Professional Lead Physiotherapy
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Hutt Hospital

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.

Mana Māori Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Physiotherapy Service Perspective

The Physiotherapy Department provides physiotherapy services to patients/clients within the hospital setting and in the community. Services are provided on all of the inpatient wards including Medical Assessment and Planning Unit (MAPU) and Emergency Department (ED). Outpatient and community services are provided within the Hospital, in community based outpatient clinics or within the patients/clients home.

Purpose of the role

The physiotherapist in this role provides assessment and treatment of patients admitted to the Medical Assessment and Planning Unit (MAPU) and the Emergency Department. They are also available to provide an interdisciplinary assessment when called to Fracture Clinic. This includes management of patients with a wide range of clinical presentations, including complex frailty, falls, acute vertigo – stroke or peripheral vestibular disorders, respiratory, neurological (Parkinson's disease, Multiple Sclerosis, Functional Neurological Disorder, Brain tumour, stroke), acute orthopaedic fractures and musculoskeletal conditions.

They will provide mentorship and clinical leadership within the physiotherapy team, with a focus on vestibular medicine and management of the complex older adult, in the acute care setting. They will provide clinical support and diagnostic skills to contribute to the clinical care provided by the acute medical team for patients with acute vertigo presentations and the interdisciplinary assessment of patients presenting with frailty and complex medical issues.

The Physiotherapist will work at an advanced level. They will be able to demonstrate competence to practice clinically beyond the level of a non-designated physiotherapist. This includes applying in depth and research based knowledge and skills to manage complex patients.

Clinical skills

- Clinical skills and advanced knowledge relevant to acute frailty and interdisciplinary assessment.
- Provide clinical mentorship and teaching to physiotherapy team members, students and the wider multidisciplinary team who are developing skills in the assessment, management and discharge planning of complex older adults and patients presenting with frailty.
- Clinical skills and advanced knowledge of vestibular medicine, including differentiating central and peripheral causes of vertigo, performing advanced vestibular testing, and supporting decision making about imaging requirements.
- Providing specialised treatment for peripheral vestibular disorders and arranging/providing appropriate outpatient vestibular physiotherapy services.
- Provide clinical mentorship to physiotherapy team members who are developing their skills in vestibular assessment and treatment.
- Provide clinical teaching sessions to Medical Registrars and other doctors as requested, to increase their knowledge and skills for vestibular assessment and treating BPPV.

The physiotherapist in this position is required to participate in rostered weekend and overnight on call work.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
Clinical Practice	<p>Takes responsibility for providing day to day clinical leadership including providing clinical advice, support and guidance to others.</p> <p>Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding physiotherapy intervention.</p> <p>Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex presentations. This may include use of standardised assessment to assist in assessment and intervention planning.</p> <p>Formulates and delivers individualised physiotherapy intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient/client's own goals and those of the wider multidisciplinary team (MDT)</p> <p>Role models effective communication to establish therapeutic relationships and set expectations with patients/clients, whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information.</p> <p>Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. Cognitive functioning).</p> <p>Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change.</p> <p>Carries out and support others with assessment, formulation and management of risks.</p> <p>Demonstrates provision of and support others with culturally safe / bicultural practice with patients/clients and their whānau.</p>

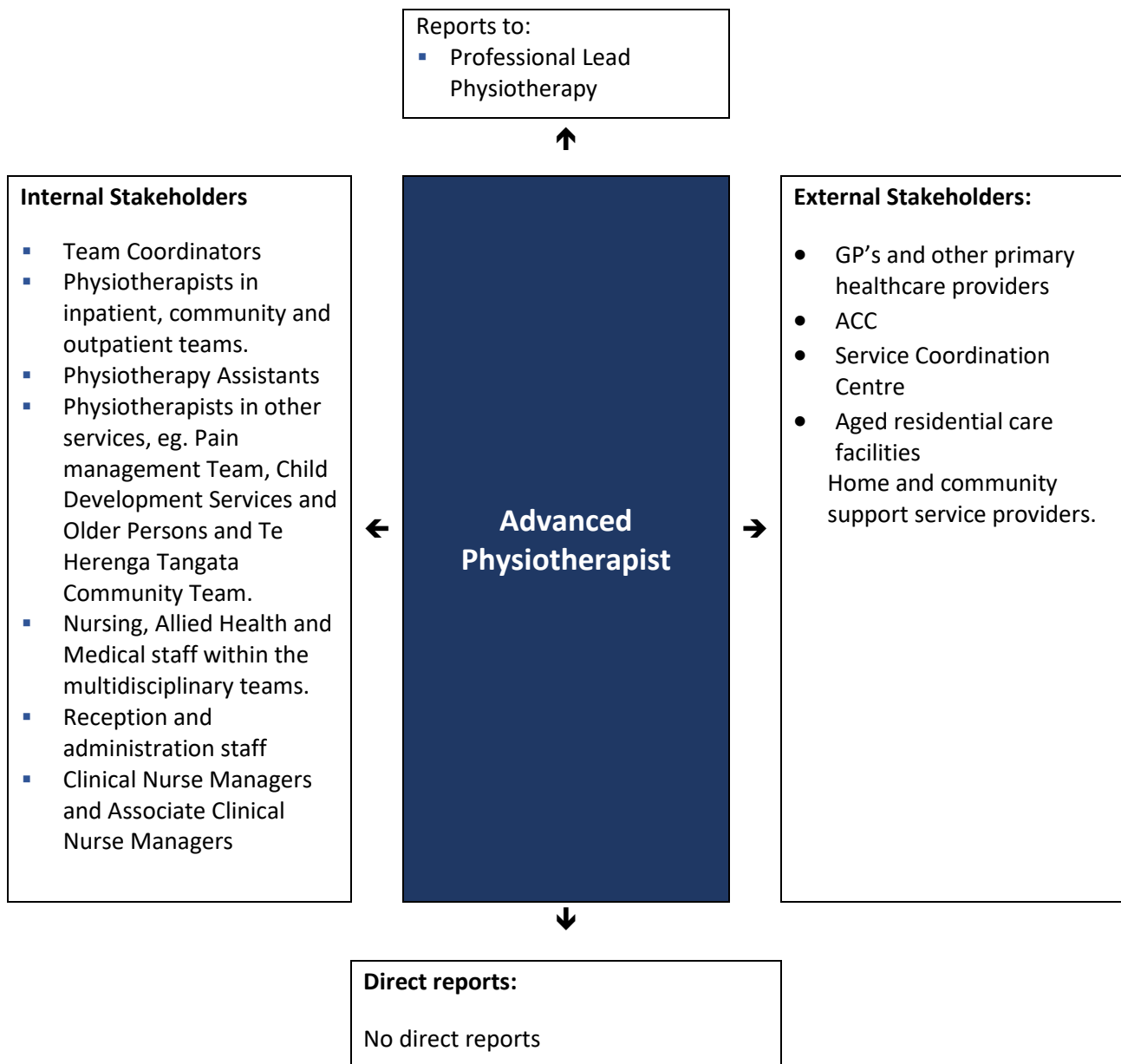
Key accountabilities	Deliverables / Outcomes
	<p>Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/clients and/or whānau.</p> <p>Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure physiotherapy is integrated into the overall treatment programme (where appropriate) including discharge planning.</p> <p>Completes documentation consistent with legal and organisational requirements.</p> <p>Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines.</p> <p>Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support.</p> <p>Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered.</p> <p>Identifies unmet needs of patients/clients along with potential solutions to address these needs.</p> <p>Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.</p>
Teaching & Learning	<p>Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements.</p> <p>Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice.</p> <p>Contributes to the training needs analysis for the team / service / profession.</p> <p>Supervises, educates and assesses the performance of physiotherapy students.</p> <p>Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams.</p>

Key accountabilities	Deliverables / Outcomes
	<p>Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain advanced levels of knowledge and practice. Demonstrates application of this knowledge in practice.</p> <p>Maintains an awareness of current developments in relevant clinical areas.</p> <p>Is involved in the induction and training of newly appointed staff as required.</p> <p>Develops clinical skills of others by providing learning opportunities.</p> <p>Completes core training as applicable for the role.</p> <p>Participates in an annual performance review and associated clinical assurance activities.</p> <p>Participates in professional supervision in line with the organisations requirements and/or professional body.</p> <p>Provides mentoring and clinical support and / or professional supervision.</p>
Leadership and management	<p>From information available, prioritises patients/clients to enable appropriate allocation of referrals, delegates appropriate tasks and has oversight of workload for staff in the clinical area.</p> <p>Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required.</p> <p>Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff as requested.</p> <p>Demonstrates negotiation and management of conflict skills within the workplace.</p> <p>Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested.</p> <p>Is involved in recruitment and selection processes as requested by line manager or professional leader.</p> <p>Provides advice and recommendations to line manager where this will support delivery of services.</p>

Key accountabilities	Deliverables / Outcomes
Service Improvement and Research	<p>Promotes professional practice that is based on best practice and research that supports organisational strategic aims.</p> <p>Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders.</p> <p>Takes the lead on development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc.</p> <p>Develops / updates competency based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader.</p> <p>Proactively challenges and questions established interventions and approaches.</p> <p>Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate.</p> <p>Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients.</p> <p>Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process.</p> <p>Practises in a way that utilises resources (including staffing) in the most sustainable and cost effective manner.</p> <p>Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children's Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)</p>
Te Tiriti o Waitangi	<p>Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</p> <p>Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance</p> <p>Cultural competence is grown across the team, supporting inclusion and partnership.</p>

Key accountabilities	Deliverables / Outcomes
Health & Safety	<p>Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature</p> <p>Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply.</p> <p>Maintain a proactive culture of Health & Safety supported by systems.</p> <p>Ensure providers are aware of and have processes to comply with their health and safety responsibilities</p>
	<p>Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient/client care and maintaining service delivery.</p>

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Problem Solving	<ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems ▪ Is excellent at honest analysis ▪ Looks beyond the obvious and doesn't stop at first answers
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important ▪ Quickly zeroes in on the critical few and puts the trivial many aside ▪ Can quickly sense what will help or hinder in accomplishing a goal ▪ Eliminates roadblocks ▪ Creates focus
Decision Quality	<ul style="list-style-type: none"> ▪ Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement. • Most of solutions and suggestions turn out to be correct and accurate judged over time. ▪ Sought out by others for advice and solutions.
Interpersonal Savvy	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably
Communication	<ul style="list-style-type: none"> ▪ Practises active and attentive listening. ▪ Explains information and gives instructions in clear and simple terms. ▪ Willingly answers questions and concerns raised by others. ▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.
Teamwork	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive sense of humour. ▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues. ▪ Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. ▪ Supports in word and action decisions that have been made by the team.

Competency	Behaviours
	<ul style="list-style-type: none"> Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.
Action Orientated	<ul style="list-style-type: none"> Enjoys working hard. Is action oriented and full of energy for the things he/she sees as challenging. Not fearful of acting with a minimum of planning, seizes more opportunities than others.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

Minimum of 5 years clinical practice, including experience working with older adults presenting with frailty and complex medical issues, in the acute setting and management of vestibular conditions.

Advanced speciality knowledge of treating patients with complex frailty, neurological and orthopaedic conditions, underpinned by theoretical knowledge and/or relevant practical experience.

Experience in clinical leadership, providing support and mentoring for other staff.

The integration of evidence and research based practice into the management patients requiring vestibular or neurological physiotherapy, or functional assessment.

Leading and facilitating clinical improvements/research or empirical evaluation of service and outcomes.

B. Essential Professional Qualifications / Accreditations / Registrations:

NZ Registered Physiotherapist with current annual practicing certificate.

Member of Physiotherapy New Zealand - Professional Association.

Competencies above should be evidenced by formal qualifications and/or certifications
Training in vestibular assessment and rehabilitation.

C. Someone well-suited to the role will place a high value on the following:

Focus on delivering high quality care for the patient/client/whānau.

Contributing to the development of others

Advanced speciality knowledge

Leading and facilitating clinical improvements

Continual improvement focus

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.