

Schedule 3

Position Description

Physiotherapist

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

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

Key Areas of Accountability

Area of Accountability	Expected Results
Physiotherapy	<ul style="list-style-type: none"> • Undertakes assessments of clients and development of Physiotherapy rehabilitation interventions as part of a wider programme • Maximises the client's functional abilities. • Assists with Integration of the client into their community. • Ensures goals are met and recorded/reported in line with contractual and funder requirements. • Undertakes staff training, safety and support to ensure the needs of the rehabilitation clients are being met in a safe and effective manner. • Develops and maintains LFBIT clinical standards of practice relevant to Physiotherapy. • Acts as a clinical resource for other LFBIT staff • Ensures all records meet the LFBIT quality standards • Participates in formal and informal meetings to assist with problem solving and future driven interventions (not just reactionary). • Participates in interdisciplinary teams. • Regularly audits to ensure goal plans meet contractual and procedural requirements
Equipment (Assessment, Rehabilitation Unit and Residential Rehabilitation Units only)	<ul style="list-style-type: none"> • Liaises with the Occupational Therapist to ensure that all equipment needs are met, that repairs are undertaken and formal reviews occur. • Acts as a referral agent to the community therapy team should non-rehabilitation residents at LFBIT require this. • Acts as a resource person for staff at LFBIT in relation to equipment needs in collaboration with the Occupational Therapist.
Key Worker	<ul style="list-style-type: none"> • Acts as the key professional for an allocated number of clients within the rehabilitation program • Acts as the primary contact for the client in liaison with family members, and other support workers/other LFBIT staff and external stakeholders. • Delegates activity and interventions required to the rehabilitation assistants/community rehabilitation coaches. • Facilitates admission, transfer and discharge requirements for the clients (for whom you are keyworker). • Undertakes appropriate reporting and planning as per contractual requirements.

	<ul style="list-style-type: none"> • Coordinates and leads all case management meetings with all parties for allocated clients as appropriate. • Facilitates, provides leadership to, or collaborates in interdisciplinary client/family conferences. • Accepts responsibility for the management and updating of assessments, goal plans, risk matrix and other relevant scores/ reporting for the resident/client. • Ensures all informed consent processes are completed for the resident/client.
Service Delivery	<ul style="list-style-type: none"> • Develops client centered, individualised programmes of rehabilitation that are outcomes focused with short- and long-term goals. • Meets a range of rehabilitation and residency requirements for clients with multiple impairments and disabilities. • Ensures all contractual requirements are met • Provides leadership, management and clear direction in the delivery of rehabilitation and within your defined area(s) of responsibility • Ensures all rehabilitation practices are provided in a manner that promotes that promotes the personal values of the resident/client. • Liaises with residents/clients, relatives and the interdisciplinary team to identify resident/client individualised goals and assist in the development of the goal plan
Interpersonal	<ul style="list-style-type: none"> • Demonstrates respect and integrity at all times.
Relationships/Teamwork	<ul style="list-style-type: none"> • Establishes a trusting relationship with colleagues, clinicians, clients and whanau. • Accepts and effects constructive change and/or criticism. • Displays a good team spirit and adopts a positive approach to work. • Empathises with others. • Supports other team members. • Demonstrates the ability to work independently but with the capacity to work as part of a team.
Professional Development	<ul style="list-style-type: none"> • Undertakes responsibility for meeting the mandatory requirements of the Trust and any relevant professional bodies. • Participates in performance planning and review and the setting of performance objectives. • Identifies own learning requirements/deficits and develops a training plan in conjunction with manager.
Quality Improvement	<ul style="list-style-type: none"> • Participates in quality improvement activities as requested/required. • Documents and reports accidents and incidents accurately in accordance with policy.

	<ul style="list-style-type: none"> Actively participates in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes. Supports continuous quality improvement.
Organisational Culture	<ul style="list-style-type: none"> Understands and promotes customer focus (clients, colleagues and clinicians). Maintains confidentiality in respect to the Trust's business, employees and clients. Models the Trust's values and adheres to policies and procedures.
Cultural understanding of the Treaty of Waitangi	<ul style="list-style-type: none"> Understands and has knowledge of the Treaty of Waitangi. Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Treaty of Waitangi. Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori. Respects diversity of cultural and religious beliefs amongst staff and clients.
Health & Safety	<ul style="list-style-type: none"> Takes reasonable care of own health and safety. Takes reasonable care that own actions do not adversely affect the health and safety of other persons. Cooperates with any reasonable workplace health and safety policy or procedure that has been notified to workers. Complies, so far as reasonably able, with any reasonable instruction given by the Trust, so the Trust can comply with HSWA and regulations. Ensures compliance with security requirements and is vigilant in all matters of security. Recognises safety hazards and risks and initiates appropriate corrective actions. Attends fire and evacuation lectures and participates in drills as required. Reports all accidents/incidents/near misses.
Other Duties	<ul style="list-style-type: none"> Undertakes other duties/special projects as requested by your Manager from time to time. Performs such duties in a timely, accurate manner and in accordance with the Trust's policies and procedures.

Qualifications, Experience and Personal Qualities

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

Agreed by

Signed _____
(Employee)

Date _____

Signed _____
(Chief Executive)

Date _____