

Schedule 4

Position Description

Physiotherapist

Business area	Residential
FTE	As per Conditions of Employment
Reports to	Allied Health Lead
Approved by	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
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Position Objective

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

Functional Relationships

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

Key Areas of Accountability

Area of Accountability	Expectations
Physiotherapy	<ul style="list-style-type: none"> • Undertakes assessments of residents and development of Physiotherapy interventions as part of a wider programme • Maximises the kiritaki/client/resident's functional abilities. • Assists with Integration of the kiritaki/client/resident 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 kiritaki/client/residents 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	<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 kiritaki/client/residents 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 kiritaki/client/residents within the rehabilitation program • Acts as the primary contact for the kiritaki/client/resident in liaison with family members, and other support workers/other LFBIT staff and external stakeholders. • Delegates activity and interventions required to the support workers/community rehabilitation coaches as appropriate. • Facilitates admission, transfer, and discharge requirements for the kiritaki/client/residents (for whom you are keyworker). • Undertakes appropriate reporting and planning as per contractual requirements. • Coordinates and leads all case management meetings with all parties for allocated kiritaki/client/residents as appropriate. • Facilitates, provides leadership to, or collaborates in interdisciplinary kiritaki/client/resident/family conferences. • Accepts responsibility for the management and updating of assessments, goal plans, risk matrix and other relevant scores/reporting for the kiritaki/client/resident. • Ensures all informed consent processes are completed for the kiritaki/client/resident.
Service Delivery	<ul style="list-style-type: none"> • Works with others to develop kiritaki/client/resident centered, individualised lifestyle goals and protocols • Demonstrate flexibility and creativity to support kiritaki/client/residents with multiple impairments and disabilities to achieve their goals and to maintain function. • Ensures all contractual and KPI requirements are met

Area of Accountability	Expectations
	<ul style="list-style-type: none"> Ensures all practices are provided in a manner that promotes the philosophy of kiritaki/client/residential care Manages own time effectively to ensure priority timeframes are met.
Interpersonal Relationships/ Teamwork	<ul style="list-style-type: none"> Always demonstrates respect and integrity. Establishes a trusting relationship with colleagues, clinicians, kiritaki/client/residents, 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. 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 (kiritaki/client/residents, colleagues, and clinicians). Maintains confidentiality in respect to the Trust's business, employees, and kiritaki/client/residents. Models the Trust's values and adheres to policies and procedures.
Cultural understanding of Te Tiriti o Waitangi	<ul style="list-style-type: none"> Understands and has knowledge of te Tiriti o Waitangi. Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to te Tiriti o Waitangi. Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Māori. Respects diversity of cultural and religious beliefs amongst staff and kiritaki/client/residents.
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.

Area of Accountability	Expectations
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

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Physiotherapist registered with the NZ Physiotherapy Board 	
Experience	<ul style="list-style-type: none"> Two years in Disability care or services. 	<ul style="list-style-type: none"> 2 years in brain injury
Competencies	<ul style="list-style-type: none"> Knowledge of acquired brain injury, impact of this on activity, participation. Knowledge of achieving positive outcomes within an interdisciplinary team Knowledge of disability networks and ability to develop new networks and relationships. Ability to educate staff in moving and handling techniques 	<ul style="list-style-type: none"> Ability to educate staff, kiritaki/ clients, and families on the consequences of acquired brain injury and other neurological disorders.
Personal Attributes	<ul style="list-style-type: none"> Initiative Teamwork Communication Time management Ability to relate to people 	

Agreed by

Signed _____
(Employee)

Date _____

Signed _____
(Chief Executive)

Date _____