

**PHYSIOTHERAPIST
(ACUTE-STROKE NEUROLOGY)
MidCentral Health
Vacancy ID: 1050
Conditions of Appointment**

EMPLOYMENT AGREEMENT

The appointment will be subject to the conditions contained in this schedule and MidCentral District Health Board's Policies.

Your terms and conditions for the first 30 days of your employment will be based on an individual employment agreement (which has the same terms and conditions as the PSA & DHB Multi-Employer Collective Agreement for Public, Allied and Technical Health Employees, Lower North Island. During this period of time you will have an opportunity to consider whether you wish to become a party to this Collective Agreement which will require that you become a member of the union. The union which represents employees in this collective is the PSA.

If the appointment is full-time the employee shall not engage in any other business or occupation without the prior consent of the Organisation. If an appointee is engaged in other business or occupation when taking up a full-time appointment with MidCentral District Health Board, and wishes to continue to participate in this other business or occupation, this must be disclosed to the appointee's Service Manager prior to accepting the appointment.

TENURE

The appointment shall be subject to four weeks notice in writing on either side but in the event of the person being guilty of conduct unbecoming to the position or being unable to discharge the duties of the office, the appointment may be terminated forthwith.

SALARY

The annual salary for the position will be \$40,000 - \$56,304 with further progression beyond this based on merit.

HOURS OF WORK

This is a full time position.

HEALTH DECLARATION

Attached is a sample of the Health Declaration Form that all shortlisted applicants are required to complete. Please familiarise yourself with this form. If shortlisted, you will complete this Form either at the interview or as otherwise arranged with the Service Manager for the area.

DECLARATION OF CRIMINAL CONVICTIONS

Attached is a sample of the Declaration of Criminal Convictions Form that all shortlisted applicants are required to complete. Please familiarise yourself with this form. If shortlisted, you will complete this Form either at the interview or as otherwise arranged with the Service Manager for the area.

'SHARED APPROACH TO WORK PRINCIPLES'

Developing a shared approach to working together

It is important that MidCentral Health has a healthy and safe working environment in which all employees feel their contribution is valued and appreciated. The actions and behaviours below are intended to provide a guide and assist us all to develop and maintain this environment.

To be happy and proud in our work we will:

- Care for and support each other to have a safe work environment
- Treat each other with trust and respect, recognising cultural and other differences
- Communicate openly, honestly and act with integrity
- Enable professional and organisational standards to be met
- Support each other to achieve, and acknowledge contributions and successes

SMOKE FREE ENVIRONMENT

MidCentral District Health Board is a smoke free environment. As such, staff are not permitted to smoke on MidCentral District Health Board's sites.

APPLICATIONS

Applicants are required to complete the official form of application and return it with copies of recent testimonials or the names and addresses of three confidential referees and any other information considered pertinent to **Human Resources, MidCentral District Health Board, Private Bag 11036, Palmerston North.**

PHYSIOTHERAPIST (ACUTE-STROKE NEUROLOGY) MidCentral Health Job Description

RESPONSIBLE TO: Service Manager, Therapy Services

FUNCTIONAL RELATIONSHIPS: Acute Stroke Service Team Members
Clinical Director
Physiotherapy Department
Professional Advisor
Clinical Co-ordinator
Therapy Services
Consultant Physicians
Charge Nurse Ward 26
AT&R Service

External

Primary Health Care Providers
General Practitioners

DESCRIPTION OF SERVICE:

MidCentral District Health Board's Physiotherapy service is a Hospital & Health Service wide professional service provided centrally from the base hospital in Palmerston North. Through a multi-disciplinary approach, both personal health (including acute) and disability support services are provided on an inpatient, outpatient and community basis. Small therapy teams provide services within outlying rural centres covering Horowhenua and the Taranaki district.

The requirements for Physiotherapy are the provision of assessment, treatment, rehabilitation and equipment provision to inpatients, outpatients and community based patients as per service and contractual agreements.

PURPOSE OF POSITION: To provide high quality physiotherapy services to clients who are referred centrally to the Service from MidCentral District Health Board inpatient, outpatient or community services (excluding Mental Health).

The position requires the clinical skills of an experienced physiotherapist to work with the Acute Stroke Service and acute wards neurology patients.

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
Clinical Practice	Provides effective and timely physiotherapy assessments and treatment of acute neurology patients including those referred to the Acute Stroke Service in accordance with contractual and referrer requirements and with accepted Physiotherapy Standards of Practice	<p>Initial assessment completed within the first 24 hours or next working day. Key member of Acute Stroke Service.</p> <p>a) Referrals Referrals are received as per physiotherapy department process and Acute Stroke Service process.</p> <p>(b) Assessments Undertakes such assessments as are required under each referral, and within the framework of respective internal service agreements. Evaluates patient records and other notes prior to commencing assessments, discussing matters as appropriate with nursing or medical staff, family or others, as is appropriate. Uses appropriate assessment approaches, processes and tools to accurately assess clients' physical and / or intellectual functioning and their need for physiotherapy treatment or equipment. Assessments are provided in a professional and courteous manner; recognising clients' rights and responsibilities, and cultural safety needs; and comply with the Privacy Act and other relevant legislation. Completes Enable NZ application for equipment form for where long-term equipment needs are confirmed; and the issue documents for short-term equipment loan.</p> <p>(c) Treatment and Equipment Supply Implements treatment in accordance with agreed treatment plans. Implements treatment plans in consultation with client/ family /colleagues to effectively achieve patient/client outcomes. Therapeutic activities are selected and graded to meet patient/client needs. Clients are promptly issued with short-term loan equipment in accordance with discharge planning requirements and relevant operational policy. Enable NZ approved equipment is supplied to clients in a prompt manner, supported by appropriated training to clients and /or carers.</p>

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
		<p>(d) Evaluation Measures client treatment outcomes against client's treatment plan goals. Modifies plans on the basis of evaluation.</p> <p>(e) Discharges Clients are discharged from physiotherapy treatment at the most appropriate time relevant to the established exit criteria for example (a) established treatment goals (including equipment supply), (b) client satisfaction, (c) case load and case priority, (d) empowerment of client and family, and (e) within the terms of respective internal or external service agreement/contract. Referrals to other support services e.g., O.T., S.L.T., D.N. etc are made where further or ongoing support is required.</p>
Team Participation	Works as an active, positive, creative and supportive member of multi-disciplinary teams within respective Patient Line and Operational Line services.	<ul style="list-style-type: none"> • Multi-disciplinary team members understand and value the professional role and contribution of the physiotherapists to the team, and to achieving positive outcomes for clients within respective Patient and Operational Lines. The team does not use the skill and knowledge of the physiotherapists inappropriately or unnecessarily. • The skills and knowledge of team members and colleagues is respected, supported and used for the optimum benefit of the client. • Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated. • Attends and contributes to Physiotherapy staff meetings when on the Palmerston North campus. • Supervises and guides Physiotherapy Assistants in accordance with guidelines, Codes of Safe Practice.
Information Management		<ul style="list-style-type: none"> • Client contacts, assessments and treatment plans are clearly and objectively documented in the client's clinical file. • Comprehensive physiotherapy case notes and records are maintained and kept according

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
		<p>to MidCentral District Health Board defined standards and practices.</p> <ul style="list-style-type: none"> • Legislative requirements for the collection, use and storage of health and disability information are met. • Statistical running sheets are accurately and fully completed according to departmental requirements and forwarded to the Health Statistical Dept on a daily basis and to the Service Manager Therapy Services as required. • Quality Audits are completed according to the contractual and management requirements.
Service Development	Assists with Policies and Procedures for implementation development and ongoing function of Acute Stroke Service of service.	<ul style="list-style-type: none"> • Contributes to seamless handover of patients within MDHB physiotherapy and other appropriate services.
Professional Development and Supervision	Demonstrates commitment to the ongoing development and practice of the Physiotherapy Service and as part of the Rehabilitation and Therapy Operational Line.	<ul style="list-style-type: none"> • Updates knowledge of assessment and treatment techniques and developments in physiotherapy. Networks with neighbouring DHBs for the exchange of information and peer reviews in this area. • Enhances own professional development and the skill base of the Physiotherapy team. • Participates in the formulation and audit of standards, practice guidelines, project work and other activities as required to maintain or improve the quality of the Services (both generally and within respective Patient Line and Operational Line services). • An annual performance appraisal is undertaken with the Clinical Co-ordinator and the Professional Adviser; attendance at training programmes is undertaken in accordance with agreed personal development plan. • Attends regular professional supervision and is available to provide it in circumstances when working with junior staff. • Sponsorship/supervision of physiotherapy students is undertaken in accordance with Organisation / Service



OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
		agreements with Otago University School of Physiotherapy.
Further Duties as determined from time to time by the Service Manager Therapy Services		
Health and Safety	Health and Safety Knowledge and practice	<ul style="list-style-type: none">• Has knowledge of and able to apply MidCentral District Health Board emergency procedures, location of safety equipment and materials• Is aware of and can identify hazards to which they may be exposed or create and take action accordingly• Is able to prevent or minimise the adverse affects of hazards• Applies health and safety related skills and knowledge to work practices
Treaty of Waitangi	Has Treaty of Waitangi knowledge and application	<ul style="list-style-type: none">• Has knowledge and understanding of the Treaty of Waitangi and it's application in Health in terms of the articles and principles• Attends the MDHB Treaty of Waitangi education

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PHYSIOTHERAPIST (ACUTE-STROKE NEUROLOGY) Position Competencies

Competencies are the skills, knowledge and attributes required to be fully competent in this position.

There will be a programme available for appointees to meet competencies where a need for continued development is identified.

For the purposes of selection essential competencies have been identified, and decisions will be made based on the ability of applicants to meet these:

Essential Competencies:

Functional Competencies

- Registered Physiotherapist with current practising certificate
- Current Drivers Licence
- Knowledge of all relevant legislation and standards, including:
 - * Code of Health and Disability Services
 - * New Zealand Society of Physiotherapy (*Standards of Practice*)
 - * New Zealand Society of Physiotherapy (*Code of Ethics*)
 - * Enable NZ and ACC procedures and legislation

Desired Competencies

Functional Competencies

- Proven ability in treating breathing disorders/dysfunction
- Experience in pulmonary rehabilitation and treatment of respiratory patients
- CPR Skills Resuscitation Level 3

Analytical and Decision-Making Ability

- Proven ability to develop ideas and problem solve
- Well defined understanding of professional physiotherapist issues with the ability to relate this to service and clinical outcomes

Flexibility

- Demonstrates reliability, flexibility and adaptability

Organisational Competencies

- Self directed, self-monitoring and productive approach to work, with well developed organisational skills
- Understanding of statutory and other guidelines that impact on health

Leadership Competencies

- Proven decision making skills
- Ability to act calmly and professionally in the management of crisis intervention

Teamwork Competency

- Function as part of a multi-disciplinary team

Personal/Interpersonal Competencies

- Commitment to ongoing professional development and education

- Proven commitment to own learning
- A keen and positive approach to change and challenge
- Recognition of adult learning concepts and an empowering approach to others

Communication Skills

- Effective interpersonal and communication skills, with a demonstrated ability to get on with a wide range of people
- Demonstrates effective and confident oral presentation skills
- An understanding of and sensitivity to cultural and ethical dimensions of practice
- Commitment to providing quality customer focused service

Clinical/Operational Speciality

- Resource physiotherapist for Pulmonary Rehabilitation and breathing disorders/dysfunctions
- Proven and extensive clinical background
- Experience and credibility to the health care team as a professional resource in area of specialty

GENERIC COMPETENCY REQUIREMENTS:

Competency	
Competency 1: Analyse the pure, behavioural and social science bases of physiotherapy and integrate this knowledge into practice	<ul style="list-style-type: none"> ➤ Evaluates the significance of healthy lifestyles of consumers ➤ Describes common medical and surgical practices ➤ Applies educational principles and methods to physiotherapy practice ➤ Applies clinical reasoning models to physiotherapy practice
Competency 2: Analyse consumer(s) health needs and wants	<ul style="list-style-type: none"> ➤ Treats the consumer with respect ➤ Demonstrates an holistic approach ➤ Plans the consumer's assessment ➤ Collects and reviews relevant information ➤ Analyses observations ➤ Conducts a history examination using clinical reasoning ➤ Conducts a physical examination using clinical reasoning ➤ Analyses and interprets findings based on the clinical reasoning process ➤ Records findings ➤ Re-evaluates and modifies accordingly in response to clinical reasoning
Competency 3: Plan physiotherapy management	<ul style="list-style-type: none"> ➤ Consults with consumers and significant others ➤ Identifies and develops a physiotherapy management plan ➤ Evaluates the plan and modifies accordingly
Competency 4: Implement safe and effective physiotherapy management	<ul style="list-style-type: none"> ➤ Respects the consumer's rights ➤ Ensures consumer and personal safety ➤ Organises an efficient physiotherapy session ➤ Explains the rationale of selected physiotherapy management ➤ Applies selected physiotherapy management ➤ Maintains accurate, concise and retrievable records ➤ Evaluates the outcome of physiotherapy management ➤ Determines the need for ongoing physiotherapy management
Competency 5: Communicate effectively	<ul style="list-style-type: none"> ➤ Uses appropriate language and terminology ➤ Facilitates group dynamics ➤ Uses appropriate methods of communication ➤ Uses interviewing skills with the consumer ➤ Interprets the communications of the consumer and significant others ➤ Imparts information to the consumer and significant others ➤ Recognises barriers to communication and modify practices appropriately ➤ Evaluates and modifies communication skills as appropriate

Competency	
Competency 6: Provide education	<ul style="list-style-type: none"> ➤ Identifies consumers and their needs ➤ Selects appropriate content ➤ Plans and implements education ➤ Uses teaching facilities, and learning/teaching aids and equipment ➤ Evaluates learning outcomes and modifies teaching plan as required
Competency 7: Apply management principles to physiotherapy practice	<ul style="list-style-type: none"> ➤ Identifies employee/employer relations and relevant legislation ➤ Manages stressful situations ➤ Discusses allocation of services and resources ➤ Participates in the setting of service priorities ➤ Manages time effectively ➤ Applies appropriate budgetary practices and constraints ➤ Maintains accurate records and relevant data ➤ Recognises the principles of delegation and supervision ➤ Contributes to the interdisciplinary team ➤ Understands the role of quality systems and professional standards
Competency 8: Conduct research	<ul style="list-style-type: none"> ➤ Identifies research needs ➤ Evaluates scientific information ➤ Formulates a research proposal ➤ Participates in research ➤ Performs data analysis and draws conclusions ➤ Reports findings in a scientific format
Competency 9: Develop individual professional growth	<ul style="list-style-type: none"> ➤ Demonstrates professional behaviour ➤ Demonstrates humanistic qualities ➤ Evaluates own performance ➤ Plans and participates in professional growth
Competency 10: Demonstrate accountability to the public and profession	<ul style="list-style-type: none"> ➤ Abides by legal requirements ➤ Contributes to the health of the community ➤ Understands the concept of quality improvement ➤ Demonstrates ethical practice ➤ Demonstrates autonomous practice

PHYSIOTHERAPIST (ACUTE-STROKE NEUROLOGY) Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful.

MDHB will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health Unit/ Infection Control Team.

- Ability to move about and undertake necessary duties in the Rehabilitation Unit, Physiotherapy Department and other areas of Palmerston North Hospital/Horowhenua Health Centre/Pahiatua/Dannevirke and Community.
- A high degree of physical capacity is required as the work is physically demanding including standing, walking, stretching, twisting, bending, sitting, lifting/moving heavy weights over 15 kilograms including patients. (Stature extremes may increase hazard of shared activities).
- Manual dexterity sufficient to operate equipment including hand tools and larger items such as pool hoist, wheelchairs and drive a motor vehicle (for community).
- Hearing and speech sufficient to fully communicate with patients and co-workers, monitor equipment and patient status and recognise impending emergencies relating to patients and equipment.
- Visual ability sufficient to read, write/record, use computer, monitor and operate equipment, monitor patient status and drive (for community).
- A high degree of mental concentration and alertness is required.
- Ability to undertake a substantial amount of repetitive activities necessary for physiotherapy treatment including making splints.
- Skin should not be fissured, scaly, cracked on hands, forearms, face or neck.
- Skin conditions should allow frequent contact with water, soap/disinfectant, soap, cleaning chemicals, other chemicals and latex rubber.
- Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than in daily living.
- Freedom from colonisation or infection with MRSA
- The appointee's health condition should not result in undue hazard to appointee/client or others as a result of exposure to blood, body waste or infectious disease. (Note MidCentral District Health Board Policy for Work Restriction of Staff with Communicable disease, particularly the Skin Appendix. Compliance with 'New Zealand Nurses Organisation HIV/AIDS Policy' is required).
- Must be able to function under rapidly changing and demanding conditions.



MIDCENTRAL DISTRICT HEALTH BOARD

Te Pae Hauora o Ruahine o Tairāroa

Physiotherapist Scope of Practice

(under the Health Practitioners Competence Assurance Act 2003)

Physiotherapists are registered healthcare practitioners educated to apply scientific knowledge and clinical reasoning to assess, diagnose and manage human function. They promote mobility, health and independence; rehabilitate; and maximize potential for activity.