

	POSITION TITLE	Visiting Neurodevelopmental Therapist (Physiotherapist)		
	DIRECTORATE	Communities, Women and Children Directorate	DEPARTMENT	Child Development Service
	REPORTING TO (operationally)	Clinical Leader Child Development Service	REPORTING TO (professionally)	Physiotherapy Professional Advisor
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	Staff reporting - 0 Direct - 0 Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> ▪ A Visiting Neurodevelopmental Therapist provides safe and clinically effective comprehensive assessment and intervention for tamariki / tangata whaiora and their whānau within Child Development Service. ▪ To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Child Development Service for tamariki / tangata whaiora and their whānau ▪ Delivery of organisational KPI's including relevant MOH targets, financial budgets and service plans ▪ To recognise and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours. 			
KEY DELIVERABLES	<p>Clinical Practice - Te Mahi Haumanu</p> <ul style="list-style-type: none"> ▪ Takes professional and organisational responsibility for managing a caseload of patients / clients/tangata whaiora and their whānau with increasing complexity, be able to independently adapt and make decisions regarding physiotherapy intervention. ▪ Utilises information available to prioritise patients / clients/tangata whaiora and their whānau to enable appropriate allocation of referrals and workload with across the team. Demonstrates ability to organise workload and accept responsibilities for clinical outcomes and outputs. ▪ Carries out comprehensive assessment with patients / clients/tangata whaiora and their whānau this may include use of standardised and non-standardised assessments and clinical observations to assist in assessment and intervention planning. ▪ Formulates and delivers individualised physiotherapy intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This is in partnership with the patients / clients/tangata whaiora and their whānau and the clinical advice of the wider inter professional team (IPP) or multidisciplinary team (MDT) . ▪ Utilises relationship centred practice, demonstrates effective communication to establish a therapeutic relationship and focus on the agreed goals with patients / clients/tangata whaiora, their whānau and the interprofessional (IPP) and/or multidisciplinary (MDT) team, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information. ▪ Takes into account the impacts of cognitive and mental health on the ability to gain informed consent for intervention. ▪ Regularly reassesses and evaluates the patients / clients/tangata whaiora performance and progress against agreed goals and adjusts intervention as situations change. ▪ Develops comprehensive discharge/transfer plans with the clients/patients/tangata whaiora and their whānau ▪ Demonstrates provision of culturally safe and bicultural practice with patients/clients/tangata whaiora and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice towards reducing these for the patients / clients/tangata whaiora and their whānau. ▪ Represents the service and / or individual patients / clients/tangata whaiora at clinical meetings and case conferences to ensure the delivery of a coordinated inter professional (IPP) team and multidisciplinary team (MDT) and to ensure physiotherapy is integrated into the overall intervention and collaborative. ▪ Completes health record documentation consistent with legal, professional and organisational requirements within the working day. ▪ Recognises and implements evidence based practice for physiotherapy and any relevant clinical policies and practice guidelines. ▪ Engages teaching and coaching with client/patients, their whānau and other professionals to promote health literacy ensuring engagement and understanding. ▪ Responsible and accredited for assessment and prescription of short term equipment and longer term equipment funded by Enable New Zealand. ▪ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. ▪ Identifies unmet needs of patients and identifies potential solutions to address these needs. ▪ Demonstrates an understanding of the roles and contributions of the members of the inter professional (IPP) and multidisciplinary (MDT) team. ▪ Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe client/patient/tangata whaiora care and maintaining service delivery. 			

	<p>Teaching and Learning - Ako Atu, Ako Mai</p> <ul style="list-style-type: none"> ▪ Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This must comply with professional registration requirements. ▪ Leads and contributes to training within the team/service. ▪ Supervises, educates and assesses physiotherapy students. ▪ Provides inter-professional (IPP) and multidisciplinary (MDT) education in direct clinical area, or discipline specific teaching across teams. ▪ Demonstrates the ability to critically evaluate research and apply this to improve and change practice. ▪ Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. ▪ Completes mandatory training as applicable for the role. ▪ Involved in the induction and training of newly appointed staff role models Hawke’s Bay health values and behaviours. ▪ Participates constructively in an annual performance review and associated clinical assurance activities. ▪ Participates in professional supervision in line with the organisations and regulatory requirements. ▪ Supervises, educates, and teaches, coaches and is a role model for other Physiotherapists in the organisation. <p>Leadership and Management - Te Ārahi Me Te Whakahaere</p> <ul style="list-style-type: none"> ▪ Attends and contributes positively to relevant department, clinical and team meetings, leading and facilitating such meetings. ▪ Assists team leaders and professional leaders in clinical assurance activities of physiotherapy staff and inter professional teams. ▪ Directs and delegates work to allied health assistants and support staff. <p>Service Improvement and Research - Te Whakapai Ratonga Me Te Rangahau</p> <ul style="list-style-type: none"> ▪ Broadens research and development skills through participation in local audit and research projects as identified by other team leaders, professional leaders or Advanced or Expert AH professionals. ▪ Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include new care pathways / treatment protocols, interventions, standards of practice etc. ▪ Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. ▪ Establishes working partnerships with external organisations to promote integrated working. ▪ Contributes to annual planning process, including identifying gaps in service and participating in activities that may result from the planning process. ▪ Practises in a way that utilises resources (including staffing) in the most cost effective manner. ▪ Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.) 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> ▪ Not to do anything that puts your own H&S at risk ▪ Not to do anything that puts others H&S at risk ▪ To follow all health and safety policies and procedures ▪ To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Child Development Service ▪ CW&C Team, including Paediatricians & Villa 7 Staff ▪ Allied Health Professionals, Professional Advisor & Director of Allied Health ▪ Te Wāhanga Hauora Māori HBDHB ▪ Other teams relevant to supporting the Tangata Whaiora and whānau journey 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Tamariki, whānau & tangata whaiora ▪ Community Services and Agencies including Ministry of Education, Ministry for Children Oranga Tamariki, Strengthening Families ▪ Education Providers, Schools and Early Childhood Centres ▪ All other Health Providers, including PHO , Plunket, Tamariki Ora, GPs & Practice Nurses ▪ Enable NZ and associated Providers

DELEGATION AND DECISION	<ul style="list-style-type: none"> ▪ Active participation in CDS decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare ▪ Ability to work within multidisciplinary Team, be accountable for decision making and demonstrate reasoning.
EMPLOYMENT AGREEMENT & SALARY	<p>In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) \$72,005-\$82,765 per annum according to qualifications and experience pro-rated for hours worked.</p>
DATE	<p>April 2020</p>
EXPENDITURE & BUDGET ACCOUNTABILITY	<p>N/A</p>
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumatua referred to the service to ensure barriers to services are reduced. ▪ Competent engaging and addressing cultural needs of the Consumer and whānau ▪ A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi

ESSENTIAL CRITERIA

Qualifications

- NZ Registered Physiotherapist with current Annual Practicing Certificate.

Experience

- Minimum of 2-5 years clinical practice.
- Post-graduate experience in paediatrics with demonstrated competencies in current practice
- Focus on delivering high quality intervention for the tamariki/tangata whaiora and whānau.
- Self-motivated in developing clinical and professional practice. Innovative, flexible and able to work autonomously and as part of a multidisciplinary team.
- Ability to contribute positively to the inter-professional /multidisciplinary team, with proven ability to function positively within a team, both cooperatively and independently
- Excellent oral and written communication skills.
- Experience in working autonomously, with ability to build effective and positive relationships with key services, including primary health providers, NGOs, education providers, Ministry of Education and Oranga Tamariki.
- Commitment to a Family Centred Care Philosophy

Business / Technical Skills

- Current full New Zealand driver's licence with ability to drive a car.
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

Agility	Able to kneel Able to get 1 knee up on bed Able to squat Able to raise arms above head Able to reach arms out in front Able to play on the floor for at least 30 minutes
Fitness	Able to walk up 2 flights of stairs without stopping
Strength	Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

Qualifications

- Member of Physiotherapy New Zealand - Professional Association
- Awareness of the principles of Relationship Centred Practice, with knowledge of / experience in coaching
- Accredited Assessor with Enable New Zealand



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP
Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.