Staff Physiotherapist – Emergency Department / Admission and Diagnostic Unit

Position Description

Date: February 2017

Job Title: Physiotherapist – Emergency Department / Admission and Diagnostic Unit
Department: Specialty Medicine and Health of Older People, Acute Emergency Medicine, and Surgical and Ambulatory Service

Location: Allied Health Inpatients - North
Reporting To: Team Leader - Allied Health Inpatients North
Direct Reports: Nil

Functional Relationships with:
- Internal
  - Patients and Relatives/Whanau
  - Multidisciplinary Team
  - Allied Health Colleagues
  - Physiotherapy Clinical Centre Leader(s)
  - Physiotherapy Professional Clinical Leader
  - AUT Physiotherapy Students
  - Community – Older Adults and Home Health Service
  - Other Waitemata DHB staff
- External
  - Other District Health Board Seniors
  - Patients/clients/consumers, families, whanau
  - General Practitioners
  - Other health care providers
  - External agencies and suppliers
  - Students (all disciplines including nursing/medical)

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘best care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
**Purpose of the role**

To provide a high quality, efficient and effective physiotherapy service for patients and families/caregivers/whanau, within an inter-disciplinary team framework.

If required as the service develops, to be part of a roster for extended hours of physiotherapy service to meet the needs of our local community.

To be proactive and up to date with current literature and evidence-based physiotherapy practice.

To be a positive role model for junior staff and physiotherapy students.

To provide high quality clinical practice for undergraduate physiotherapy students as required.

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<tr>
<th><strong>KEY TASKS</strong></th>
<th><strong>EXPECTED OUTCOMES</strong></th>
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| **Clinical Practice** | • Appropriate client assessments are conducted within specified timeframes and to agreed standards.  
• Agreed intervention is based on the findings of the assessment and the client’s needs and goals.  
• Therapy intervention is planned and implemented in collaboration with the client and the interdisciplinary team and according to Physiotherapy best practice principles.  
• Documentation standards are met and accurately demonstrate client care and progress.  
• Boundaries of practice are identified/recognised and referral on occurs as appropriate.  
• Workload is prioritised and managed appropriately.  
• Patients’ needs are advocated for.  
• Patients’ rights and privacy legislation are adhered to.  
• Equitable participation in Hospital weekend and on call rosters. |
| **Staff Development** | • Provides coaching, supervision, support and assistance to rotational physiotherapy staff.  
• Leads and participates in acute inservice training programme.  
• Contributes to education of other staff ie. ED Nursing Staff and other services in consultation with Physiotherapy Professional Leader. |
| **Service Development / Quality Improvement** | • Participates in Physiotherapy Quality initiatives including service delivery and development in consultation with Seniors, Physiotherapy CSL and / or PL and TL.  
• Supporting role in Quality initiatives relating to patient population in ED/ADU including service planning review and development. |
# Key Tasks and Expected Outcomes

## Quality Assurance
- Supervision takes place on a regular basis with agreed supervisor.
- Annual review follows performance development guidelines with objectives which are reviewed on a regular basis.
- HPCA requirements are met and appropriate portfolios maintained.
- Responsibility is taken for own learning by recognising training and skill needs and undertaking professional development activities on an ongoing basis.
- A Professional Development Portfolio is developed and maintained.
- Professional physiotherapy standards are met.

## Quality of Service
- Assistance with orientation and training of physiotherapy staff and multidisciplinary team members.
- Contributes to the function and development of the multidisciplinary team.
- Networks with other Physiotherapists to enhance the service for clients and own professional development.
- Liaises with Health Care Professionals and Community groups to ensure excellent continuity of service for clients.
- Criteria for admission / prioritisation to service are followed.
- There is participation in overall physiotherapy caseload management within Med HOP, covering for other areas where essential.
- Education to WDHB staff and external groups occurs in consultation with management.

## Communication
- Proactive engagement with DHB ED Specialists and other senior clinicians as indicated.
- Referrals are made according to Standards of Practice.
- Written documentation is in accordance with Standards of Practice.

## Market Physiotherapy
- ED and ADU staff are made aware of Physiotherapy, its availability and potential.

## Administration
- Time management allows for ward meetings, in-services, business meetings, lectures, on-going education and research (if approved).
- Accurate statistical information as per service requirements are maintained.
- Equipment and resource records are maintained.
- WDHB resources are utilised effectively.

## Statutory & Treaty of Waitangi obligations
- Ensures the professional and political integrity of WDHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
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<tr>
<td>To recognise individual responsibility for workplace</td>
<td>Contribute to a safe and healthy workplace at WDHB by:</td>
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<td>Health &amp; Safety under the Health and Safety at Work Act 2015</td>
<td>All Employees</td>
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<td>- Following &amp; complying with H&amp;S policies &amp; processes &amp; applying them to their own work</td>
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<td>activities, including using/wearing Personal</td>
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<td>Protective Equipment as required.</td>
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<td>- Participating in activities directed at preventing</td>
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<td>harm &amp; promoting well-being in the workplace</td>
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<td>- Identifying, reporting &amp; self-managing hazards where appropriate</td>
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<td>- Early and accurate reporting of incidents at work and raising issues of concern when identified.</td>
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## PERSON SPECIFICATION

### POSITION TITLE: Physiotherapist – Emergency Department / Admission and Diagnostic Unit

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<th>Qualification</th>
<th>Minimum</th>
<th>Preferred</th>
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<tr>
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<td>New Zealand Registered Physiotherapist</td>
<td>Post-graduate physiotherapy qualification</td>
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<td>Current Annual Practicing Certificate</td>
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| Experience             | Three years post-graduate physiotherapy experience in an acute hospital setting. | Previous emergency department experience or management of acute injuries experience. |
|                        | Experience working with clients with a wide range of health and disability needs in the areas of Medicine, Orthopaedics and Musculoskeletal. | Experience working within a large dynamic multi-disciplinary team |
|                        | Clinical education experience                |                                                |

| Skills/Knowledge/Behaviour | Excellent organisational and time management skills | Staff and student supervision and education |
|                           | Self-motivated and reliable                     | Effective group facilitation and education skills |
|                           | Commitment to continuous quality improvement.   |                                                |
|                           | Commitment to culturally safe practice.         |                                                |
|                           | Excellent communication skills and understanding of customer focus when working with others. |                                                |
|                           | Commitment to team approach to client care      |                                                |
|                           | Service development skills and experience        |                                                |