

Position Description | Te Whakaturanga Ō mahi

Title	Physiotherapist - Rotational			
Reports to	Physiotherapy Professional Lead + Physiotherapy Clinical Lead area working in			
Location	Taranaki			
Department	Physiotherapy			
Direct Reports	0		Total FTE	0
Budget Size	Opex	n/a	Capex	n/a
Delegated Authority	HR	n/a	Finance	n/a
Date	September 2025			
Job band (indicative)	PSA Allied MECA (5.2.7 steps 1-10)			

Te Whatu Ora | Health New Zealand

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers

and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home, we are fulfilled”.</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>“As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all”</i>
Whanaungatanga	We are a team, and together a team of teams	<i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānau, we are the workforce - kaimahi hauora”</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i>

About the role

The primary purpose of the role is to: Provide safe and effective physiotherapy to acute Inpatient and other HNZ non inpatients clients. The work area is rotated (6 monthly) and has supervision and mentorship from Physiotherapy Clinicals Leads and other senior staff. This is an ideal position for a new graduated physiotherapist or someone wanting to return to or stay in Health NZ (HNZ) Hospital services. Areas of rotation include ICU; Orthopaedics/Surgical; Medical; Inpatient Rehab; Musculo Outpatients; Community and Rural Hospital (Hawera). Rostered Weekend and On call work is included as part of this role.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Clinical Duties	• The Rotational physiotherapist undertakes an appropriate personal caseload in rotational areas of ICU; Orthopaedics/Surgical; Medical; Inpatient Rehab; Musculo Outpatients; Community and Rural Hospital (Hawera). • Screens referrals to determine appropriateness and to prioritise accordingly. • Prioritise referral using Physiotherapy (Safe staffing) Referral Prioritisation tool. • Effective and safe physiotherapy practice is maintained. • Ensures an equitable, responsive and culturally appropriate service is delivered across physiotherapy rotational areas. • Explains assessment findings and treatment options to client/tangata whaiora, and where appropriate family/whanau and other involved parties. • Negotiates goals with the client/tangata whaiora, and where appropriate family/whanau and other involved parties. • Evaluate outcomes and discontinue intervention appropriately.

	• Allocates appropriate caseload to Therapy Assistants and is responsible for reviewing patients allocated, at appropriate intervals. • Provides appropriate information to Therapy assistants to ensure safe and effective treatment. • Relief cover is provided for other staff as required. • Takes an active role in physiotherapy student supervision. • Is part of rostered weekend and on-call work, following a period of orientation, competency completion and mentoring. • Actively involved in orientating new staff members and educating new assistants.
Professional Practice	• Provide safe and effective physiotherapy practice • Maintains competencies and practice as per Health Practitioners Competency Act and Physiotherapy Standards framework • Actions are in accordance with Te Whatu Ora Taranaki and Physiotherapy services policies, protocols and procedures. • Client clinical records are kept, and reports completed in accordance with Physiotherapy Department, Physiotherapy professional and HNZ documentation policy/guidelines. • Accredited equipment assessor status is achieved and maintained in the relevant areas and per Enable NZ and ACC processes • Ensure service is delivered in a professional manner. • Partakes in regular Clinical supervision sessions, peer reviews, notes audit and contributes to area practicum program. • Utilises feedback to improve own clinical and professional standards
Teamwork & Communication	• Works effectively with clients/tangata whaiora, family/whanau and other involved parties within the organisation and community to maintain effective therapeutic and working relationships. • Physiotherapy interventions are client centered. • Services provided, respect client/tangata whaiora cultural beliefs, attitudes and practices. • Effective liaison and communication occur with other health professionals and relevant services and community agencies. • Multi-disciplinary team concept is utilised to ensure effective treatment of the client/tangata whaiora • Contribution is made to the development of Physiotherapy services by identifying quality improvements and assisting with the implementation of service changes. • Actively involved in Physiotherapy team/services development. • Participates and contributes to services rotated into. • Statistics are recorded daily as per Taranaki Hospital / Department procedure. • Information is provided to generate invoices for any contract work. i.e. ACC. • Equipment and resources are used and tracked according to organisation procedures. • Physiotherapy is promoted within the Te Whatu Ora Taranaki and the community

	Assists in maintaining quality standards within physiotherapy and inpatient areas.
Professional Development	- Effectively uses opportunities to continually develop professional knowledge and practice. - Seeks guidance from senior physio colleagues, with aim of furthering own skills and knowledge base - Physiotherapy staff attend meetings, clinical supervision sessions, in-service programmes and relevant seminars and courses. - Supervises staff as appropriate. - Provides education and staff development as appropriate. - Actively participates in yearly Performance and Training Reviews. - Actively seeks feedback on performance. - Applies new knowledge and shares with the team to improve service delivery. - Actively involved in supervision, reviewing caseloads, enrich own knowledge and improving organisational skills - Maintains personal Professional Development Plan (PDP), adhering to Physio Board HPCA competence requirement including involvement in random audit NZ registered Physiotherapist

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	- Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori - Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care - Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
Equity	- Commits to helping all people achieve equitable health outcomes - Demonstrates awareness of colonisation and power relationships - Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery - Willingness to personally take a stand for equity - Supports Māori-led and Pacific-led responses
Culture and People Leadership	- Lead, nurture and develop our team to make them feel valued - Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others - Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally - Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience,

	development and performance management drive achievement of the organisation's strategic and business goals Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	- Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table - Model an agile approach –tries new approaches, learns quickly, adapts fast - Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	- Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same - Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
Health & safety	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives - Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes - Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	- Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place - Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit - Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware

Matters which must be referred to the Physiotherapy Professional Lead

- Any matter affecting your ability to safely work as a Physiotherapist

Relationships

External	Internal
- ACC - Private providers - Other Health New Zealand Te Whatu Ora hospitals - Enable - Field workers eg Stroke Foundation - Other Health providers eg ABI - Physiotherapy Board - Physiotherapy NZ - GP's - Rest Home staff	- Physiotherapy Professional Lead - Physiotherapy Clinical Leads - Other Physiotherapy staff - Therapies Reception/Admin staff - Multidisciplinary teams – Doctors, Specialists, Nurses, ART/ARTHA - Other Allied Health Teams – Occupational Therapists, Social Workers, Speech Language Therapy, Psychology, Dieticians, Therapy Assistants

About you – to succeed in this role

You will have

Essential:

- NZ Registered Physiotherapist with current Annual Practising Certificate
- Experience in implementing Te Tiriti o Waitangi in action
- NZ drivers licence
- High level of written and spoken English

Desired:

- Acute inpatient hospital experience or placements
- Knowledge of ACC processes
- Speak Te Reo

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.