

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Senior Occupational Therapist
Reports to	Clinical Team Leader Tupu Ora
Location	Te Toka Tumai
Department	Kahui O Te Ihi, Mental Health and Addictions
Date	19/08/2026
Salary band (indicative)*	Allied Health Senior Designated position: Band A
Children's Worker Role	Yes or No

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

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – 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.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The role is primarily clinical and includes a leadership/management component for junior staff.

- The Senior AHP will hold a designated portfolio responsibility and lead clinical education and quality improvement initiatives relevant to the area of specialty.
- They provide comprehensive assessment and outcome focussed innovative care, applying evidence based practice, interventions and education within the area of specialty.

Key Result Area	Expected Outcomes / Performance Indicators
	• Maintain a clinical caseload as agreed with the Team Leader
	• Demonstrates sound clinical reasoning and professional judgement at the level of an experienced practitioner within the area of practice
	• Demonstrates an ability to make sound clinical judgements in complex situations with heightened level of knowledge and critical thinking
	• Acts as a mentor for others supporting clinical reasoning and clinical practice in others of own profession
	• Acts as an experienced mentor for consultation by others internal and external to Te Toka Tumai

	• Demonstrates a contribution to the continuum of care by working in partnership with clients, key stakeholders, and agencies
	• Models being an effective and positive team member who works collaboratively with others for the patient's best interests
	• Models application of the ICF to clinical practice and demonstrates skill and in depth knowledge of patient needs, goal setting and structuring outcome focussed programmes to achieve goals
	• Maintains clinical and statistical records to organisational and professional body standards
	• Models clinical and professional competencies at the level of an experienced practitioner specific to service needs, position and profession
	• Models the application of evidence based practice and assists others to become evidence based practitioners through reflection, mentoring and supervision
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees
Equity	• Commits to helping all people achieve equitable health outcomes • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses
Culture and People Leadership	• Provides clinical leadership within the service area that ensures high quality clinical and inter-professional care for patients, families and whanau • Identifies gaps in service delivery or model of care and provides solutions to improve efficiency • Demonstrates and role-models leadership behaviours. • Develops and utilises sound judgement skills • Acts as a role model for others and a clinical resource in the clinical area • Represents the profession and Allied Health at interdisciplinary forums • Manages /coordinates student placements in own work setting as delegated by Practice Supervisor/Team Leader • Acts as a mentor coach for staff taking students for the first time, or those with struggling students • Takes on delegated duties from Practice Supervisor as required • Plans and implements orientation programmes for new rotation / junior staff to the team

	• Lead and record annual performance development conversations/ reviews of performance/ development plans (for any team members with actual/potential) • Any performance concerns the line manager must also be involved in process) • Undertakes monthly 1:1's with rotation/junior staff and records these conversations • Mentors and supports staff with writing of individual objectives which are aligned with the Allied Health Guidelines for Expectations of Professional Practice (GEPP) • Contributes to staff recruitment and selection processes for junior/rotation staff within the discipline • Participate in performance management processes of junior staff in conjunction with line manager and Professional Leader • Escalates to line manager and PL any junior staff performance, competence, practice concerns or breach of professional standards /ethics • Monitors staff to ensure they hold a current annual practicing certificate • Coordinates leave cover of junior staff in conjunction with Practice Supervisor • Takes responsibility for workforce central completion for junior staff • Ensure that team members record agreed data/information to guide and review service provision (includes Trendcare/ HCC/PHS) • Ensure all staff receive supervision appropriate to their identified needs as per Te Toka Tumai supervision policy and professional body requirements • Provide supervision to practitioners in accordance with discipline specific requirements as agreed with line manager • Oversees triage processes, caseload prioritisation and waitlist management for junior staff as relevant to work area
Innovation & Improvement	• Understands and articulates the Te Toka Tumai Quality framework • Implements change in practice as a result of clinical audit, review, benchmarking • Supports and coach others in conducting quality projects • Develops clinical resources relevant to own work area to assist staff and students in orientation and care delivery • Works collaboratively and proactively to overcome barriers to health care facilitating positive change in own work area
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 • Works with peers in Hauora Māori Service 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 - Takes 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 - Leads, champions, and promotes 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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements
- Health & Safety
- Professional issues
- Performance or competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Clinical standards failure
- Fitness to practice

Relationships

External	Internal
Other professional colleagues across the - region and nationally and internationally as - appropriate - Relevant training institutions - Support Groups - Professional Associations - Other healthcare providers - Statutory bodies (e.g. Education Services?)	- Family/Whanau - Clinical Supervisor - Professional Leaders - Team Leader - Team Support - Director of Allied Health Service Manager - Other Allied health staff - Clinical Multidisciplinary team - Other ADHB Services

About you – to succeed in this role

You will have

Essential:

- NZ Registered Occupational Therapist
- Current Annual Practising certificate
- Evidence of relevant ongoing learning
- A minimum of 4 years post graduate experience including a minimum of 2 years within the area of specialty
- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- Strong interpersonal and communication skills
- Highly self-motivated
- Adaptable and innovative
- Resourceful, resilient and able to cope under pressure
- Sound clinical skills
- A passion for education and teaching experience
- A team player

Desired:

- Experience in implementing Te Tiriti o Waitangi in action
- Post graduate study / qualification in relevant clinical area desired
- Member of professional association
- Experience of supervising staff
- Experience of taking students

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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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.
- Deliver results through effective planning, sound judgement, and personal accountability
- Build trusted relationships and works collaboratively to achieve shared goals
- Communicate clearly and adapts their approach to different audiences and situations
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement
- Maintain high standards of professionalism, integrity, and ethical behaviour
- Contribute to a positive, inclusive, and safe working environment
- Take responsibility for their own development and supports the development of others where appropriate
- 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
- Demonstrate alignment with Te Toka Tumai values
- Experience of translating evidence into practice
- Previous experience in relevant clinical area
- An understanding of bicultural issues and the Treaty of Waitangi
- An understanding of clinical governance and evidence based practice
- An understanding of acute health care in New Zealand

Desired:

- Experience in using standardised assessment tools and outcome measures
- Experience in teaching and facilitating staff
- Experience in clinical audit / research desired
- Experience of on call and weekend working
- A knowledge of standardised assessment tools and outcome measures
- Ability to prioritise using time management and delegation skills
- Ability to facilitate team working

- Ability to motivate and develop others
- Orientation Supports continuous improvement through commitment to meeting Te Toka Tumai goals and values. Adheres to Te Toka Tumai policies, procedures and professional standards

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*