



## WRHN JOB DESCRIPTION

**POSTION TITLE**

Physiotherapist – Comprehensive Primary Care Team (CPCT)

**RESPONSIBLE TO**

Clinical Director, Clinical and Strategy WRHN

**RESPONSIBLE FOR**

The primary purpose of the role is to codesign the primary health system with key stakeholders to provide physiotherapy assessment and care interventions across the comprehensive primary and community team for people and whānau at greatest risk of poor health outcomes and to actively support hospital avoidance through coordination of care for early supported discharge and hospital avoidance activities.

**SCOPE:**

The scope is limited to the Whanganui rohe, working alongside stakeholders including the eight practices selected nationally as CPCT practices (four urban and four rural)

**HOURS:**

Part-time and Full-time options available.

## **RELATIONSHIPS:**

### **Internal**

WRHN Employees  
LTC team  
MSD Connectors  
Equity Komiti  
Data and digital  
Clinical Governance

### **External**

CPCT General Practice prototypes  
Community Physiotherapy providers  
Community Pharmacy providers  
Iwi Practice/Providers  
General Practice interdisciplinary teams  
Local whanau from each community  
Hospital Specialist Services  
WAM

## **QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- Bachelor Physiotherapy
- Relevant Post Graduate Diploma
- Demonstrated leadership (ie. Managing student placements etc)
- Interpersonal communication of a high standard
- Clinically competent and respected by peers
- Capable to deliver and drive strategy within a codesign lens
- Natural affinity to improve access to services for Māori, PI and low socio-economic people
- Culturally confident and competent with a willingness to learn and engage Māori as partners
- Competent problem solver

### **Desirable**

- Effective team player with an ability to engage diverse stakeholders to actively participate in moving the system to respond innovatively
- Ability to measure system change and create markers that monitor success or indicate when improvement is required
- Ability to 'sell' the change journey in a positive whanau centred way
- Competent with Microsoft /Medtech

## **NATIONAL CPCT STRATEGY INTENT**

The physiotherapist, irrespective of their employer will work as an integral part of the Comprehensive Primary and Community Team (CPCT), interdisciplinary team (IDT). The physiotherapist is a key member of the IDT and will be actively involved in interdisciplinary (IDT) structure and functions including strategy, codesign, and using the systems and processes that support IDT functioning and outcomes.

This role, within the Whanganui Locality prototype, will require working within the primary, Iwi and community health services provider network, to establish priorities and processes based on the focus areas and priority populations.

The primary purpose of the physiotherapist is to provide care directly to people and their whānau, in addition to population-level and practice-facing activities that support the comprehensive primary and community interdisciplinary care team to provide accessible and equitable care. Further, this role will support and be effective in increasing capacity within the team for other members, through providing first assessment, diagnosis, intervention, and review of people and their whānau whose needs lie within the scope of practice.

Core activities include:

- Assessment, diagnosis, and treatment of acute and chronic conditions within scope of practice
- Provision of individualised exercise or rehabilitation programmes, including manual therapy, self-management support and education for areas of health, including but not limited to musculoskeletal and other long-term conditions
- Provision of group exercise, rehabilitation, or self-management programmes
- Prioritisation of people and whānau to support hospital avoidance, early supported discharge from hospital and those at greatest risk of poor health outcomes.
- Clear strategies to simplify care for whānau where able, such as delegation to non-regulated roles where appropriate and promotion of self-management approaches and intensifying interventions for those with the most complex needs.

**PERFORMANCE DEVELOPMENT**

This will occur in accordance with the performance development process, with annual review against the agreed performance development plan.

Key Result Area	Performance Indicators / Expected Outcomes	Performance Measure
Equity	Remain focused on the pursuit of Māori and Pacific health gain as well as achieving equitable health outcomes for Māori and Pacific people. Support Māori-led and Pacific-led responses, including tāngata whenua- and mana whenua-led care coordination to deliver mana motuhake and Māori self-determination. Co- create pro equity health planning and care for individuals, whanau and communities. Willingness to personally take a stand for equity and commitment to helping all people achieve equitable health outcomes. Demonstrate	Models the vision and cultural values of WRHN and actively participates in powhiri, whakatau, karakia, waiata, and other culturally focused activity as a team player.  Willingness to learn sufficient Te Reo to confidently share personal pepeha, karakia to open hui and greet peers in Te Reo.  Models a patient interface that acknowledges Māori/Pasifika

	<p>awareness of colonisation and power relationships. Demonstrate critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. Work in accordance with Pae Ora Māori model of Hauora.</p>	<p>culture including pronunciation of Māori and Pasifika first names and surnames of patients.</p> <p>Champions culturally appropriate behaviour and calls out communication and practice that does not meet the standard or seeks guidance from the WRHN Equity group in how to manage the situation.</p>
<p><b>Comprehensive Primary and Community Teams</b></p>	<p>Willingly work as partners with our local Iwi provider leads to ensure each model is designed to strongly impact on inequities and that partnership design delivers best outcomes for the enrolled population in a model that works. Identify through co-design, whanau centred planning, skill sharing opportunities and delegation to other roles, in particular non-regulated roles such as kaiāwhina. Demonstrate commitment and understanding of simplifying and intensifying care based on risk profile and risk of health inequities. Promote comprehensive primary care teams by being fully involved and actively participating in the care for those with the most complex health needs. Utilise as available IT enablers for interdisciplinary team functioning, including record sharing, tasking, messaging, assessment, care plans and risk stratification tools. Actively participate in CPCT interdisciplinary processes, including model of care development and cross-agency approaches</p>	<p>WAM, Taihape, Ruapehu, South Rangitikei and urban models work for the population they are serving and create strong alignment and integration with existing community pharmacy and physiotherapy services.</p> <p>Whanau voice is captured, and shapes design based on improving access and service for the people who need it most. The working environment is responsive and inclusive of welcoming the kaiāwhina role into the workplace and effective communication across the IDT is evident.</p> <p>Develop capacity and education within WAM and General Practice and be inclusive and effective in as a physiotherapist and with other team members.</p> <p>The WRHN data and digital and IT team are utilised to address IT enablers to improve efficiency.</p> <p>Model leadership and inclusive working practices to gel the teams to deliver results the patients measure as effective and value.</p>

<p><b>Hospital avoidance/ supporting early discharge.</b></p>	<p>Prioritise hospital avoidance and early supported discharge activities.</p> <p>Work alongside and advocate for people and their whānau who are at highest risk hospital admissions to support successful care in the community.</p> <p>Be responsive to acute needs</p>	<p>Ensure right patient receives best physiotherapy care options</p> <p>Create and improve access to education, treatment, recovery to maintain and maximise physical capability and lifestyle to remain well in the community for longer</p>
<p><b>Supporting those at greatest risk of poor health outcomes</b></p>	<p>Support interdisciplinary team functioning and collaboration of the CPCT and other services by actively contributing to leading, nurturing, and supporting team development with a particular focus on integrating the physiotherapy profession into the model.</p> <p>Demonstrate commitment, urgency and be visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally.</p> <p>Model 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 their best and collegially supporting others to do the same.</p>	<p>Work alongside WRHN and Te Oranganui clinical and managerial leads responsible for the roll out of CPCTs to enable the Whanganui model to be innovative and successful.</p>
<p><b>Professional</b></p>	<p>Accept responsibility for ensuring that care and conduct meet the standards of the professional, ethical, and relevant legislated requirements.</p> <p>Understand the principles of the Te Tiriti o Waitangi and be respectful of people and whānau personal beliefs, values, and goals.</p>	<p>As a Physiotherapist within the CPCT team, it is expected that the role will at all times act with integrity and professionalism, both internally and externally with stakeholders</p>

	<p>Read and adhere to the organisation’s vision, values, policies, and procedures while representing the organisation in a committed manner and projects a positive image.</p> <p>Demonstrate understanding of the Code of Health and Disability Services Consumer Rights and Health Information Privacy Code.</p> <p>Undertake education and / or qualifications required to meet the goals and aspirations of the service.</p> <p>Maintain confidentiality and appropriate escalation of concerns.</p> <p>Ensure infection control and health and safety measures are understood and followed.</p> <p>Recognise and value the roles and skills of all members of the health care team in the delivery of care.</p> <p>Communicate effectively in an appropriate and professional manner with people and whānau, and members of the health care team that reflects the cultural needs of whānau. · Establish and maintain relationships with people and their whānau, other members of the interdisciplinary team and providers of services.</p>	
<p><b>Innovation and Improvement</b></p>	<p>Be open to new ideas and contribute to a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table.</p> <p>Model an agile approach –tries new approaches, learns quickly, adapts fast.</p> <p>Develop and maintain appropriate external networks to support current knowledge of leading practice.</p>	<p>As a member of the design team for the Whanganui rohe, this role will participate as a contributing member, listening to the needs of whanau, practices, Iwi partners and other professionals and support the weaving together of a shared strategy and action plan</p>

<b>Health and Safety</b>	Take all reasonable practical 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	Utilise WRHN policy and processes for reporting incidents and accidents and connect with Health and Safety reps for guidance.
<b>Compliance and Risk</b>	Model responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. Ensure compliance with all relevant statutory, safety and regulatory requirements applicable to WRHN and health system. Understand, and operate within, the financial & operational delegations of the role	No delegations for finance required ie budgets.  No direct reports unless delegation negotiated with employee.  May be required to provide professional guidance for budgeting revenue and costs for contracted workforce ie. Physiotherapists.
<b>Cultural Safety and Responsiveness</b>	Is committed to the obligations of the Te Tiriti o Waitangi Services are delivered with an understanding of culture, equity issues, colonisation, systemic and intuitional racism, with a focus on health equity outcomes. Demonstrates an understanding of the Pae Ora – Healthy Futures Act 2022, as a holistic concept and a way of working collaboratively to improve the health of individuals, whānau and environments. WRHN and its subsidiary clinics are pro-equity organisations, and our approach to achieving health equity requires all members of staff to identify areas of inequity and address these within a system wide context.	Demonstrates ability to engage effectively with Māori consumer/ patients/whānau. Demonstrates ability to apply Te Tiriti o Waitangi within service. Takes into effect of one's own culture, history, attitudes and values, while not imposing them on patients or consumers. Participation in WRHN Cultural and Equity orientation and the Hāpai te Hoe cultural induction programme via Te Whatu Ora, or any other programme as required by the Direct Report. Behaviour at work and within the community aligns to organisational cultural principles and service values.