

THE MARIANNE CAUGHEY SMITH PRESTON MEMORIAL REST HOMES
TRUST BOARD

STAFF JOB DESCRIPTION

Job Title	
Registered Physiotherapist	
Reports to	Service/Unit
Physiotherapy Services Manager	Physiotherapy
Employee's Name	Date
	August 2006

<p>Main Purpose of the Job To provide individualised Physiotherapy service to clients, meeting contemporary practice standards.</p>
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Key Activities What I am responsible for in my job	Expected Results What I have to do
<p>Providing Physiotherapy care, and implementing and evaluating Physio programmes and care given</p>	<ul style="list-style-type: none"> • Contribute to Multidisciplinary assessment of clients. • Identify clients needs and primary problems and develop a programme that addresses these issues. • Maintain updated records that reflect clients' progress/goals in client notes. • Convey specific care plans and the rationale behind these to M.D.T. members • Client records reflect changes in status, goals and current level of mobility. • Educate Physiotherapy Assistants on the rationale behind specific programmes. • Care provided is appropriate, up to date and complies with contemporary standards of professional practice. • Ensure Physiotherapy service meets NZ Council on Healthcare standards NZ H&DSS:2001 and Ministry of Health Contract • Maintain up to date standards by attending relevant educational courses, and formally convey this knowledge to other Physiotherapy and assistant staff. • Participate in Quality Improvement Programme.
<p>Undertaking teaching/learning activities and supervision of Physiotherapy Assistants.</p>	<ul style="list-style-type: none"> • Staff supervised appropriately as required. • Contribution made to the training/development of Physiotherapy staff. • Contribution made to Staff Performance and Development Reviews. • Lead sessions on back care and lifting techniques with all new caregivers, R.N.'s and Physiotherapy Assistants. • Communicate ideas and expert knowledge to other team members.

Key Skills The core skills I need to have	Expected Results What I have to do
Client Focus <i>Always focusing on our individual client's needs</i>	<ul style="list-style-type: none"> • Make clients feel important • Treat clients with respect • Respect clients' privacy • Be polite and friendly to clients • Encourage clients' families to be involved • Help solve clients' problems • Handle difficult clients well and seek assistance, if required • Respond to clients' requests
Teamwork and Communication <i>working together to build strong teams and good work relationships</i>	<ul style="list-style-type: none"> • Actively participate as a team member • Encourage and support co-workers – go the extra mile to help out in times of need • Respect and value others and their opinions and tasks • Recognise and encourage your own team's efforts • Express disagreement with others tactfully and politely • Assist in orientating new staff • Participate willingly in staff meetings and on committees, as required
Excellence and Improvement <i>having a commitment to excellence and continuous improvement in all our work areas</i>	<ul style="list-style-type: none"> • Identify opportunities for improvements in processes and procedures • Attend regular in-service training • Participate in quality improvement activities
High Personal Standards <i>behaving in a way that reflects professionalism, integrity and honesty at all times</i>	<ul style="list-style-type: none"> • Present in a neat and tidy manner • Be punctual and reliable • Be honest and open • Express a positive attitude • Show consideration for others • Follow instructions and policies and procedures • Be reliable – complete tasks without constant supervision • Maintain confidentiality
Health and Safety <i>everyone having a personal commitment to ensuring a safe and healthy workplace</i>	<ul style="list-style-type: none"> • Understand and follow all employee health and safety responsibilities • Use required equipment safely and report any faults promptly • Report incidents, accidents and near misses promptly • Attend fire safety lecture annually

Key Relationships

External	Internal	Committees/Groups
<ul style="list-style-type: none"> • Clients families/whanau. • Health professionals. 	<ul style="list-style-type: none"> • Physiotherapy Services Manager • Attendance at special interest shops for the older adult • Multidisciplinary Team. • Physiotherapy Assistants. 	Local Service Meeting Physiotherapy staff meeting

Qualifications, Experience, Skills and Attributes

<p>Qualifications, Experience and Specific Skills and Attributes</p> <ul style="list-style-type: none"> • NZ Registered Physiotherapist – current – current practicing certificate. • Respect for the elderly. • Recognition of the unique demands of providing Physiotherapy services to older clients.
<p>Core Skills (refer key skills above)</p> <ul style="list-style-type: none"> • Client Focus • Teamwork and Communication • Excellence and Improvement • High Personal Standards • Health and Safety

Signed Employee:.....

Date:.....

Signed Manager:

Date:.....