

Position Description	
Position Title:	Professional Leader Physiotherapy
Service & Directorate:	Allied Health
Location:	Blenheim, Marlborough
Reports to:	Associate Director of Allied Health
Professionally Reports	Associate Director of Allied Health
Health NZ Delegation Level:	Nil
Number of direct reports:	Nil
Number of professional or linked roles	15 indicative
Date:	November 2025
Our Vision	
All people live well, get well, stay well. Kaiao te tini, ka ora te mano, ka noho ora te nuinga.	
Our Mission	
Working with the people of our community to promote, encourage and enable their health, wellbeing and independence	
Our Values - Ā Mātou Uara:	
Respect / Manaakitanga We care about, and will be responsive to, the needs of our diverse people, communities and staff. kia horahia te manaakitanga ki ngā iwi katoa me nga hāpori, kaimahi hoki	Innovation / Auaha We will provide an environment that generates new ways of working and learning. kia auaha me whakahoutia i ngā pūkenga ākonga, me ngā mahi ki tēnei hāpori
Teamwork / Whakarāmemene We create an environment where teams flourish and connect across NMH. kia whakarāmemene i ngā kaipupuni hauora katoa	Integrity / Ngākau Tapatahi Openness and honesty in all our dealings. kia taea i te ngakau tapatahi i runga i te tika me te pono i ngā mahi katoa
CONTEXT THIS POSITION OPERATES WITHIN	

Health New Zealand | Te Whatu Ora Nelson Marlborough is responsible for the effective delivery of health, disability and wellbeing services to people of Nelson, Tasman and Marlborough. This includes hospital-based services, community-based services and referrals to and from appropriate tertiary centres.

ROLE PERSPECTIVE

Allied Health, Scientific and Technical professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve. This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Health NZ Nelson Marlborough in a way that is consistent with the Organisation's vision and values.

This position is responsible for delivering professional leadership for Physiotherapy, inclusive of hospital, outpatient and community services.

This entails the development and monitoring of clinical assurance activities for physiotherapy, such as facilitating consistent standards of practice, ensuring effective use of evidence based, safe and competent practice and advising / supporting managers across services on issues related to physiotherapy.

The role will also provide advice on organisational and workforce priorities where the role of the physiotherapy workforce and aligned models of care would enhance the delivery of effective health services for our population.

This role works collaboratively with other professional leaders, managers and other related positions across Health NZ Nelson Marlborough and the wider health system to support and develop opportunities for interprofessional teamwork and greater integration of health services.

PURPOSE OF ROLE	
Provides professional leadership for profession, with a focus on workforce development, safe and high-quality care, outcomes focussed practice and integration that support strategic development and organisational priorities.	
Main objectives: The objectives of the Professional Leaders (PL) are to provide the following for their relevant discipline: • Provides strategic leadership for profession specific matters, including advice to the Director of Allied Health and other leaders. • Oversee the credentialling of profession-specific workforce to ensure that competencies are maintained in accordance with relevant legislation; • Maintain district, regional and national links for relevant AHS&T professions; • Work with the Director of Allied Health (DAH) to ensure the professional development leave and funding are consistent and transparent for staff across Health NZ Nelson Marlborough; • Demonstrates an awareness of health inequalities and supports workforce and service initiatives that contribute towards reducing these inequalities • Optimise interprofessional models of care; • Advise and consult on profession-specific workforce development, initiatives, skill mix and career pathways, including undergraduate training; • Use profession-specific knowledge to establish clinical leadership using local clinical experts	
Key Accountabilities:	Examples of successful delivery of duties and responsibilities
Leadership and Management/ Te Ārahi me te Whakahaere	
• Provides strategic leadership for physiotherapy matters, including advice to the Director of Allied Health and other leaders as required. • Represents the physiotherapy profession (and wider Allied Health professions as required) through active participation in relevant local, sub-regional, regional and national forums. • Identifies risks, completes mitigation plans, communicates risks to others and escalates as appropriate. This may include providing advice to services across the organisation. • Identifies and communicates issues and trends affecting physiotherapy practice to relevant managers and other leaders and takes appropriate action and/or escalates as required.	• Provide evidence of supporting staff, using a variety of formal and informal methods • Contributes to relevant certification and accreditation activities • Presents a credible and positive profile for the profession both within and external to Health NZ Nelson Marlborough. • Establishes working partnerships with consumers, other services / external organisations to promote safe and integrated working that improves the outcomes and experience of patients / clients • Ensures profession specific (and inter-professional) protocols, pathways and policies are developed, maintained and aligned with evidence-based practice. Where appropriate

• Provides professional expertise, to managers in recruitment of physiotherapy staff. • Contributes to workforce planning for the profession (across services and / or the region), and in collaboration with managers identifies future workforce needs for the profession, inclusive of strategies for recruitment, retention, succession planning, training and career development. • Demonstrates an awareness of health inequalities and supports workforce and service initiatives that contribute towards reducing these inequalities • Creates and fosters a culture for continuous quality improvement • Develops strategies for increasing the number of Māori and Pacifica physiotherapists in the workforce, to enable alignment to the population served, • Identifies and supports the development of emerging physiotherapy leaders within the workforce for the profession and the organisation. • Actively promotes and supports staff to work using an integrated approach across the continuum of care, promoting person centred practice. • Develops and maintains a dialogue with relevant professional bodies and agencies to highlight issues and opportunities in relation to professional practice. • Works in partnership with managers to address performance issues and/or complaints where physiotherapy staff are involved, including reporting to registration boards or equivalent as required. • Ensures own and profession's compliance with organisational policies and procedures, particularly those that pertain to professional practice.	seeks out, shares and develops these across services to promote integration and consistency in service delivery for patients/clients across the region • Advise on minimum clinical requirements for vacant positions. • Oversee and advise on recruitment. • Determine that all credentialling requirements are met prior to appointments. • Advise on salary scale placement • Member of relevant Management and Quality Assurance meetings
Clinical Practice/ Te Mahi Haumanu	
• Where the role has a clinical component, demonstrates practice that meets the expectations of advanced allied health professional. • Takes responsibility for providing clinical leadership in physiotherapy, including providing clinical advice, support and guidance to team members • Works in partnership with managers to ensure staff are working within their scopes of practice as per registration board, professional association or organisational policy expectations. • Demonstrates current understanding of the philosophy and theory underpinning physiotherapy practice. This includes exploring emerging theories of practice and the application of inter-professional	• You facilitate staff involvement in interprofessional meetings relating to service delivery • Demonstrate partnership working with managers • Provides evidence of effective communication in order to share expertise and information.

working, including skill share and delegation, within the New Zealand healthcare system. • Promotes culturally safe / bicultural practice and competency for physiotherapist working with patient/clients and whānau. • Works to identify and support opportunities for physiotherapists advanced clinical practice which will provide benefits to Health NZ Nelson Marlborough.	
Teaching and Learning/ Ako Atu, Ako Mai	
• Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. • Participates in own annual performance review and associated clinical assurance activities. • Participates in professional supervision in line with the organisation's requirements and/or professional body. • Maintain strong links with the relevant tertiary training institutions, consistent with the NMH commitment to professional development and responsibilities for teaching and education • Supports and encourages the profession and other health professionals in developing collaborative inter-professional learning opportunities (across professions, services, Health NZs & sectors). • Facilitates and advocates for professional development opportunities. • Oversee student placements for the profession and works with managers in facilitating placement of students. • Utilises workforce plans to ensure that learning and development solutions are in place to support service delivery.	• Ensure documentation related to student placements is completed • Completes applicable training for effective delivery of the role. • Ensures supervision and mentoring systems are in place, working well and are utilised.
Service Improvement and Research/ Te Whakapai Ratonga me te Rangahau	
• Develops and monitors clinical assurance activities for the profession (inclusive of adherence) and makes recommendations for change where indicated, in collaboration with the Director of Allied Health . • Identifies and supports opportunities for innovative clinical practice in physiotherapy, in collaboration with others, which will provide benefits to Health NZ Nelson Marlborough.	• Evidence of working partnerships with consumers, other services / external organisations to promote safe and integrated working that improves the outcomes and experience of patients / clients • Actively participates in national, regional and regional working groups / clinical networks to identify and implement service improvements as appropriate

• Drives changes in practice and/or models of care, in line with evidence-based practice (where available), research evidence and audit activity aligned with the strategic direction of the profession and organisation. • Actively leads profession to monitor, review and adapt practice where evidence does not support current practises. • Champion the physiotherapy profession to pursue research and knowledge-building required for practice improvement. • Ensures profession specific (and inter-professional) protocols, pathways and policies are developed, maintained and aligned with evidence-based practice. Where appropriate seeks out, shares and develops these across services to promote integration and consistency in service delivery for patients/clients across the region. • Practises in a way that utilises resources (including staffing) in the most sustainable and cost-effective manner.	
Professional Competencies	
• Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession	• You maintain your professional registration • You have an up-to-date professional development plan
Other Duties	
• Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. • Act as a role model for the Health NZ Nelson Marlborough Organisational Values.	• You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with Health NZ Nelson Marlborough processes and reflects best practice. • Research undertaken is robust and well considered. • Live and support the Health NZ Nelson Marlborough values.
Professional Development – self	
• Identifying areas for personal and professional development. • Participates in professional supervision in line with the organisation's requirements and/or professional body.	• Training and development goals are identified/agreed with your manager. • Performance objectives reviewed annually with your manager. • You actively seek feedback and accept constructive criticism.
General Responsibilities of an Employee of Health NZ Nelson Marlborough – Appendix 1	
<u>KEY RELATIONSHIPS AND AUTHORITIES</u>	

Key Relationships within the Health NZ:	Key Relationships outside the Health NZ
• Physiotherapists • Operational Managers • Clinical Governance • Patients, relatives, Families and whanau • Physiotherapy staff • Allied Health Leadership Team • Other Allied Health Staff • Māori Health Services	• Registration Authorities • Professional Associations • Other service Provider (Health NZs, NGOs, PHOs) • Unions • Academic Institutions • Peers in other Health NZ's

Person Specification

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	• A registered physiotherapist with a current practising certificate and a minimum of seven years clinical experience, three of which must be current. • Member of relevant Professional Association.	Evidence of ongoing personal development
Experience	• Proven clinical leadership abilities.	Advanced practitioner experience in clinical area within own profession.
Knowledge and Skills	• Broad understanding of physiotherapy practice areas. • Experience of working with other professions i.e. experience of multidisciplinary- inter-professional settings. • Skills in facilitation of groups and professional development competencies. • Committed to the ideals of research and evidence-based best practice. • Have a sound knowledge of IT systems and applications.	
Personal Qualities	• Outstanding interpersonal and communication skills. • Ability to network, development key relationships and partnership. • Influencing skills, ability to get others on board and motivate them to reach their potential. • Possesses the ability to think outside the square as well as to communicate and influence at all levels. • Innovative, proactive, enthusiastic, flexible and creative with a positive approach to all situations including problem solving. • Ability to motivate. • Ability to work in a supportive and honest manner. • Demonstrable peer credibility and respect. • Accepts responsibility for own actions.	

Advanced AH Professional – Key Accountabilities

Clinical Practice/ Te Mahi Haumanu

Takes responsibility for providing day to day clinical leadership (in clinical area of work), including providing clinical advice, support and guidance to others.

Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding physiotherapy intervention.

Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex presentations. This may include use of standardised assessment to assist in assessment and intervention planning.

Formulates and delivers individualised intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient/client's own goals and those of the wider multidisciplinary team (MDT)

Role models effective communication to establish therapeutic relationships and set expectations with patients/clients, whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information.

Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. cognitive functioning).

Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change.

Carries out and support others with assessment, formulation and management of risks.

Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/clients and/or whānau.

Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure physiotherapy is integrated into the overall treatment programme (where appropriate) including discharge planning.

Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines.

Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered.

Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/or restoring function.

Completes documentation consistent with legal and organisational requirements.

Demonstrates provision of and support others with culturally safe / bicultural practice with patients/clients and their whānau.

Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support

Identifies unmet needs of patients/clients along with potential solutions to address these needs.

APPENDIX 1

General Responsibilities of an Employee of Health NZ | Te Whatu Ora Nelson Marlborough

1. Professional Responsibilities

As an employee of Health NZ Nelson Marlborough, you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Health NZ Nelson Marlborough departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

2. Health, Safety and Wellbeing

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

3. Right to Raise Concerns

- All employees of Health NZ Nelson Marlborough are expected and encouraged to immediately ask questions and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

4. Child Wellbeing and Protection

- Health NZ Nelson Marlborough is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:
- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
- Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

5. Legislation, Regulations and Board Policies

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Health NZ Nelson Marlborough’s Disciplinary Policy.

6. Confidentiality

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

7. Risk Management

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

8. Security

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

9. Treaty of Waitangi

Health NZ Nelson Marlborough is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

10. Smokefree

Health NZ Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Health NZ Nelson Marlborough buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Health NZ Nelson Marlborough staff employed on Board business in the community.

APPENDIX 2

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health NZ Nelson Marlborough
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: • a chronic skin condition • been working in an overseas healthcare facility in the last year • been MRSA-positive in the last year
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures ²

¹Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

²Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.