



Community Neuro Physiotherapist Position Description

Position: **Community Neuro Physiotherapist**
 Reports to: **Community Services Manager**
 Location: ☐ Auckland ☒ Wellington

Role of ABI

Our Vision:

ABI Rehabilitation makes connections and creates opportunities enabling kiritaki (clients) to achieve health and wellbeing. Together we make a positive difference recognising the value of western science and mātauranga Māori.

Our Mission:

The mission of ABI Rehabilitation is to work in partnership with the kiritaki and whānau to restore wellness to the maximum extent possible whilst setting standards of excellence in neuro-rehabilitation.

Our Values:

- **Pono and tika - Honest and right**

We act with integrity, take pride in our mahi and are accountable for our actions. We provide the right services at the right time to support client centred rehabilitation

- **Pūkenga - Expertise and knowledge**

We commit to best practice in the science of rehabilitation, partnerships with mātauranga Māori expertise and to value the skills and knowledge of our kiritaki and whānau. We are passionate about learning and sharing knowledge

- **Mana ōrite - Work together equally**

As partners, we maintain the mana of all by being inclusive, valuing others world views and culture

- **Manaaki - Aroha, respect and support**

We value the mana of kiritaki, whānau, staff and stakeholders and engage with respect, kindness, aroha and support

- **Wairua - Spirituality**

We value holistic wellbeing and respect individuals spirituality and their spiritual connections with tangata (people), tīpuna (ancestors) and the taiao (environment).



Ngā mātāpono:

- **Rangatiratanga**
We support kiritaki and whānau to be self-determining and be leaders of their rehabilitation journey.
- **Kaitiakitanga**
We understand the roles and responsibilities of all people involved and engage with whānau as kaitiaki (guardian) for the kiritaki.
- **Manaakitanga**
We value the mana (integrity/prestige) of kiritaki and whānau, staff and stakeholders and engage with respect, kindness, aroha and support.
- **Kotahitanga**
We work collaboratively with kiritaki, whānau, staff and stakeholders on the rehabilitation journey.
- **Whanaungatanga**
We prioritise the importance of establishing positive relationships and connections with kiritaki, whānau and stakeholders.
- **Wairuatanga**
We work with kiritaki and whānau to understand their spiritual needs and connections and collaboratively develop plans to meet those needs.
- **Pūkengatanga**
We commit to best practice in the science of rehabilitation, partnerships with mātauranga Māori expertise and to value the skills and knowledge of our kiritaki and whānau.

Purpose of the Role

To provide a specialist Physiotherapy service to clients presenting with Acquired Brain Injury in line with the philosophy, policies and procedures of ABI Rehabilitation New Zealand Ltd.

To assist clients to achieve their maximum level of functioning and independence in all aspects of daily life.

To provide therapeutic management of clients within the Interdisciplinary Team model.

To ensure the effective and efficient day-to-day management of the community physiotherapy service and resources in line with the Community and Outpatients service policies and procedures.

To participate in staff training programmes.

To work towards physiotherapy research activity.

To enact principles of continuous quality improvement.

Practice Guidelines

Adhere to the philosophy of ABI Rehabilitation New Zealand Ltd and to strive towards fulfilling its mission, primary goals and objectives.

Comply with and adhere to the New Zealand Physiotherapy Standards of Practice.

Work within the Accident Rehabilitation and Compensation Insurance Corporation (ACC) and National Health Committee, Traumatic Brain Injury Rehabilitation Guidelines.



Organisational Competencies	
Client Focus	Is dedicated to meeting the expectations and requirements of ABI; acts with clients and funders in mind; establishes and maintains effective relationships and gains their trust and respect.
Integrity and Trust	Is widely trusted; is seen as a direct and truthful individual; keeps confidences; admits mistakes; doesn't represent him/herself for personal gain.
Drive for Results	Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
Key Relationships	
Internal <ul style="list-style-type: none"> • Other members of the interdisciplinary team • All other Rehabilitation staff including support • Management Team 	External <ul style="list-style-type: none"> • Clients/family/whānau • ACC Case Managers • Physiotherapists. • Physiotherapy Schools and students • Other Service Providers • Community Agencies, e.g. Equipment for Independence (EFI), Housing NZ
Knowledge, Experience and Skills required	
Essential and Desirable Criteria <ul style="list-style-type: none"> • Degree / Diploma of Physiotherapy or equivalent. • New Zealand Registered Physiotherapy (NZRP). • Current Annual Practising Certificate. • Current NZ Driver Licence. • A Minimum of three years post-graduate experience, with a minimum of two years' experience working with clients who have neurological impairments, or advanced practice and experience in a Rehabilitation setting. • Training and experience in musculo-skeletal therapy desirable but not essential. • Post-graduate courses related to rehabilitation desirable but not essential. • Training and experience in vestibular therapy desirable but not essential. Specific Skills <ul style="list-style-type: none"> • Practice reflectively. • Plan goal based treatment programmes and evaluate outcomes within a Traumatic/Acquired Brain Injury / Neurological Rehabilitation setting. • Deliver physiotherapy services to clients with mild to severe TBI, as well as other non-brain injury physical conditions as required. 	



- Strive towards use of evidence-based practices within the clinical decision-making process to ensure the most effective and safest options are utilised in defining physiotherapy interventions.
- Act as an advisor and resource person for matters related to physiotherapy.
- Work within an interdisciplinary team model of rehabilitation.
- Be self-directed, flexible and have good organisational skills.
- Communicate collaboratively and effectively.
- Assume an educational role within the interdisciplinary team, and providing clinical supervision to other physiotherapists, when required.
- Educational role for family and whānau.
- Be capable of moving and handling clients with brain Injury / neurological conditions.

Key Accountabilities	Deliverables
Key Tasks Manage client caseload to a high clinical standard within the interdisciplinary framework and practices	<ul style="list-style-type: none"> • Identify by assessment functional areas and performance components requiring comprehensive Physiotherapy intervention. • Identify any risks and follow proceed for management of these. • Plan Physiotherapy intervention based on functional outcomes within interdisciplinary framework. • Undertake treatment of client individually / groups. • Arrange use of equipment according to loan, trial, purchase protocols. • Ongoing monitoring of client-centred programming and review/re-evaluate. • Prioritise caseload based on clinical needs. • Document client related assessment procedures and findings in clients file. • Record client progress on progress forms in clients files. • Use current in-house systems of documentation. • Update protocols according to progress. • To act in a Key Worker role if required. • To identify achievement of community rehabilitation goals in a timely manner and further rehabilitation and support needs as require in liaison with relevant professional and community services/facilities
Use validated Physiotherapy assessment tools and rehabilitation techniques to enable clients to regain maximum and/or potential function and independence	<ul style="list-style-type: none"> • Familiar with standard Physiotherapy tools. • Identify and administer those standardised test/s that would be appropriate for the client • Skill in assessing clients with neurological deficits using a range of standardised assessments
Play an active role in staff and client/family/whānau education	<ul style="list-style-type: none"> • Participate with client/family/whānau initial and ongoing education • Participate in staff orientation • Assist with and attend ongoing staff education



	<ul style="list-style-type: none"> • Be responsible for your own professional development e.g. identify courses, take part in clinical supervision etc. • Keep up to date on current developments in the Brain Injury Rehabilitation field
Ability to identify equipment needs for clients	<ul style="list-style-type: none"> • To be able to identify equipment requirements for individual clients rehabilitation • To liaise with appropriate equipment suppliers following the correct procedures. • Follow procedures to obtain funding of equipment for the client
Maintain excellent communication with all parties concerned	<ul style="list-style-type: none"> • Maintain confidential information relating to clients/family/staff. • Establish and maintain rapport with staff, clients, families and funders • Attend all relevant clinical, team and family meetings • Working according to the ACC contracts • Follow ABI Rehabilitation New Zealand Ltd processes and systems for administration, professional, interdisciplinary and rehabilitation activities • Identify key relationships and manage communication and interactions
<p>Continuous Quality Improvement</p> <p>ABI is committed to the concept of continuous quality improvement. All ABI services, teams and staff have responsibilities both at a professional level and a service level to understand and participate in CQI activities as an integral part of their position.</p>	<ul style="list-style-type: none"> • Identify opportunities for quality improvement projects • To actively participate, develop and implement identified quality initiatives that have been approved
<p>Communication</p> <p>ABI staff are bound by the provisions of the privacy Act and the Health and Disability Code, ABI policies and contractual provisions when they are communicating with clients, families/whānau, other members of the public and other health professionals</p>	<ul style="list-style-type: none"> • Maintain effective interpersonal relationships with staff, clients, families-whānau and external stakeholders. • Handle problems and complaints sensitively, following ABI policies and procedures



<p>Treaty of Waitangi</p> <p>ABI is committed to its obligations under the Treaty of Waitangi.</p>	<ul style="list-style-type: none"> As an employee, you are required to give effect to the principles of the Treaty of Waitangi. <p>The principles that apply to our work are as follows.</p> <p>Tino rangatiratanga: The guarantee of tino rangatiratanga, which provides for Māori self-determination and mana motuhake in the design, delivery, and monitoring of health and disability services.</p> <p>Equity: The principle of equity, which requires the Crown to commit to achieving equitable health outcomes for Māori.</p> <p>Active protection: The principle of active protection, which requires the Crown to act, to the fullest extent practicable, to achieve equitable health outcomes for Māori. This includes ensuring that it, its agents, and its Treaty partner are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.</p> <p>Options: The principle of options, which requires the Crown to provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.</p> <p>Partnership: The principle of partnership, which requires the Crown and Māori to work in partnership in the governance, design, delivery, and monitoring of health and disability services. Māori must be co-designers, with the Crown, of the primary health system for Māori.</p> <ul style="list-style-type: none"> It is essential that ABI employees have an understanding of Te Ao Māori. This includes an awareness of traditional and contemporary Māori, whānau/hapu structures, key Māori concepts and Māori legislation.
<p>Health and Safety</p>	<ul style="list-style-type: none"> Take all practical steps to ensure a safe work place and environment Observe, understand and comply with relevant legislation and regulations of the Health & Safety at Work Act (2015). Attend training as directed in fire evacuation, lifting and BM & PIS training Hazard identification and reporting



Quality and Performance	<ul style="list-style-type: none"> • Maintain professional and organisational quality standards. • Ensure delivered work is planned, delivered, and implemented consistently against quality standards. • Continuously identify improvement opportunities to perform job in an effective manner. • Investigate opportunities to achieve goals in a more efficient way • Performance is in alignment with HR quality standards, organisational requirements and professional standards
Documentation	<p>The appointee has responsibility, in particular, for reading, signing off understanding and observing in daily practice the following Policies, procedures and documents</p> <ul style="list-style-type: none"> • ABI Mission, Vision Values and Ngā Matapono • ABI Strategic Plan • ABI Quality and Risk management Plan • ABI Health and Safety Manual • Te Hekenga-ā-ora

Note: The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the jobholder and the manager.