



Te Marae Ora
GOVERNMENT OF THE COOK ISLANDS

PO Box 109 Rarotonga Cook Islands Phone (682) 29664 Fax (682) 23109 www.health.gov.ck

POSITION SUMMARY

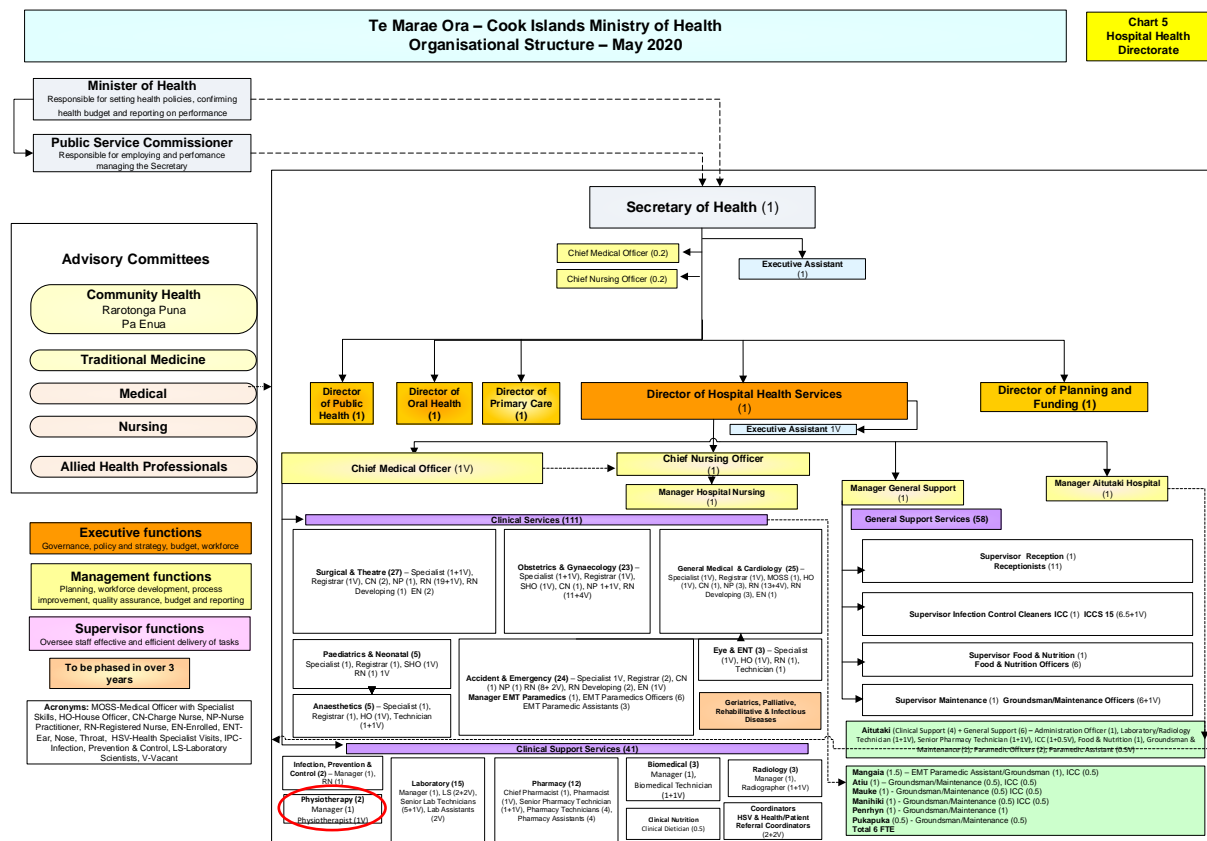
Job Title:	Physiotherapist
Division:	Hospital Health
Responsible To:	Manager Physiotherapy
Responsible For:	Nil
Job Purpose:	This role is responsible for assisting patients with a disability or injury caused by a stroke, accidents or other physical, brain and nervous system disorders. They work collaboratively with clinicians, nurses and allied health staff to provide rehabilitative services in the hospital and community setting.
Job Classification:	G – T4 Mid Level Specialist
Date updated:	May 2020

AGENCY VISION

Vision: All people living in the Cook Islands living healthier lives and achieving their aspirations.

Values: Respect, People focused, Equity, Quality, Integrity and Accountability

ORGANISATIONAL STAFFING STRUCTURE



KEY RESULT AREAS (KRA'S)/OUTPUTS

Job Holder is accountable for:	Key Performance Indicators (SMART) Job Holder is successful when:
<p>Strategic and operational excellence</p> <ul style="list-style-type: none"> • Provide sound advice and reports to the Manager on physiotherapy services • Provide rehabilitative support for people who have suffered from strokes or accidents • Ensure health information systems are robust and inform quality patient care, clinical support and decisions • Ensure protocols, standards and guidelines promote quality care • Maintain professional integrity by delivering functions in adherence with Government policies and legislation • Provide timely and accurate reports • Perform other duties as required 	<ul style="list-style-type: none"> • Quality advice is provided promptly • Quality rehabilitative service provided • Health information systems are robust and support informed decision making • Protocols, standards and guidelines are implemented effectively • Policy and legislative compliance • Timely and accurate reports • TMO service areas function effectively
<p>Quality care</p> <ul style="list-style-type: none"> • Implement protocols and guidelines for rehabilitative services • Assess and evaluate treatment plans for effectiveness • Apply inquiry, critical thinking and research skills to develop innovative solutions and improve practice • Plan discharge for patients to ensure adequate support is available in the community • Motivate patients to continue with self-management and following their treatment plans • Monitor patients' progress with their treatment plans and note changes in their condition 	<ul style="list-style-type: none"> • Protocols and guideline implemented effectively • Treatment plans contribute to desired outcomes • Quality service continues to improve • Seamless services provided across hospital and community settings • Patients can confidently manage their health • Patients' improving as per treatment plans
<p>Patient care</p> <ul style="list-style-type: none"> • Assess and treat patients' injuries or disability • Review patient medical records, assess their condition and develop tailored treatment plans to reduce pain and improve movement • Educate patients and families on treatment plans • Maintain comprehensive and accurate medical records for patients on health information system • Work with clinicians, nurses and allied health staff to manage patient care • Notify clinicians of unexpected results 	<ul style="list-style-type: none"> • Patients receive appropriate treatment • Treatment plans are appropriate to care and meet patient needs • Patients and families are well informed • Patient medical records are documented correctly in health information systems • Excellent working relationships maintained to ensure quality patient care • Timely notification of unexpected findings to referring clinician
<p>Teamwork</p> <ul style="list-style-type: none"> • Demonstrate the Public Service and TMO values and build positive team culture • Participate in relevant training and professional development opportunities • Contribute to the division's goals with great ideas and excellent performance 	<ul style="list-style-type: none"> • Embrace Public Service and TMO values • Training contributes to improved performance • Division achieves its targets

<ul style="list-style-type: none"> • Complete performance appraisals in a timely manner • Continuously improve work performance • Monitor performance and always keep Manager informed of work progress 	<ul style="list-style-type: none"> • Performance appraisals submitted on time • Always seeking and implementing better ways of doing work • Manager is pleased with work performance
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WORK COMPLEXITY

<i>Indicate most challenging problem solving duties typically undertaken (3-4 examples):</i>	
1	Developing treatment plans for complex health problems
2	Develop/update protocols and guidelines to reflect best practice in service delivery
3	Seek clinical/technical advice where required for follow-up care and treatment
4	Manage patient expectations where possible

AUTHORITY

Authority levels expressed in terms of routine expenditure, granting loans, and recruiting and dismissing staff. (*Explain the authority if any*)

Financial	Nil
Staff	Nil
Contractual	Nil

FUNCTIONAL RELATIONSHIPS

The requirement for human relations skills in dealing with other personnel and external contacts. (*List the external and internal types of functional relationships*)

Internal	Nature of Contact	External	Nature of Contact
TMO Executive and Manager Rehabilitative staff Doctors, nurses, allied health staff	Patient care, service delivery, reporting, training (<i>Relating-Medium</i>) Training, services and improvement (<i>Liaising-Medium</i>)	Patients, families Visiting specialists Allied Health Council Development partners	Service delivery (<i>Interact/Serve</i>) Registration, review, investigation (<i>Incidental</i>) Training, reporting, health advocacy (<i>Incidental</i>)

QUALIFICATIONS (OR EQUIVALENT LEVEL OF LEARNING)

Level of education required to perform the functions of the position. This combines formal and informal levels of training and education.

Essential: (least qualification to be competent)	Desirable: (other qualifications for job)
<ul style="list-style-type: none"> • Bachelor of Physiotherapy • Current Annual Practising Licence 	<ul style="list-style-type: none"> • Post graduate qualification in Physiotherapy or equivalent

EXPERIENCE

The length of practical experience and nature of specialist, operational, business support or managerial familiarity required. This experience is in addition to formal education.

Essential: (least number of years to be competent)	Desirable: (target number of years you are looking for)
<ul style="list-style-type: none"> • Minimum five years working as a physiotherapist 	<ul style="list-style-type: none"> • Over five years working as a physiotherapist

KEY SKILLS /ATTRIBUTES/JOB SPECIFIC COMPETENCIES

Level of ability required for the job	
Expert	<ul style="list-style-type: none"> • TMO protocols and guidelines • Understanding of movement, injuries and disabilities and the aging process • Mobilisation, exercise, movement retraining/techniques
Advanced	<ul style="list-style-type: none"> • Understanding of national legislation: Health Act • Excellent standard of written and spoken English and Cook Islands Maori • Ability to consult and interact with colleagues, doctors, patients, families to obtain critical information to ensure patient care meets standard requirements • Diagnose health problems to a high degree of accuracy • Ability to analyse situations where there may not be sufficient information, apply critical thinking and provide medical solutions • Excellent working relationships with clinicians, nurses and others
Working	<ul style="list-style-type: none"> • Able to articulate TMO's vision through service delivery • Excellent interpersonal, communication and accurate reporting writing skills • Ability to undertake research to find information not easily available • Ability to use a range of technical equipment for patient care • Ability to troubleshoot difficulties when providing services • Up to date with modern rehabilitative processes and protocols • Proficient user of Microsoft office and information systems
Awareness	<ul style="list-style-type: none"> • Population health trends in the Cook Islands • Clinical services provided in country

CHANGE TO JOB DESCRIPTION

Changes to the Job description may be made from time to time in response to the changing nature of the Agency work environment - including technological or statutory changes.

Approved:

Secretary of Health

Date

Employee

Date