

Position Description

Title: Senior Physiotherapist - ICP
Direct reports: Dependent on business needs

About Habit Health

Our purpose is to support people in their community to optimise health and live their best life. We support people on mental and physical health journeys, helping them restore function, grow stronger, re-establish, and grow social, whānau and/or spiritual connections, be safe at work, gain independence and learn how to manage their pain.

We pride ourselves on being the best option in New Zealand for organisations looking for integrated health services at scale.



Position Purpose

To provide quality, best practice physiotherapy service using a variety of techniques and therapies in the assessment, treatment and rehabilitation of patients who are affected by physical problems.

This role works in close consultation with the wider IDT Team to formulate a working diagnosis, a treatment plan and effectively hands over clients to treating clinicians. It may be appropriate for a small caseload to be kept for ongoing treatment and rehabilitation from both the ICP contract and/or other contracts.

Physiotherapists at Habit Health work both in musculoskeletal therapy clinics, and community-based rehabilitation. Sometimes these are separate roles but equally the role can be a combination of both dependent on experience, preference, business need etc.

This Position Description is not intended to be complete or limiting – the role will require a proactive and flexible approach to manage tasks that support a rapid and innovative environment.

Key Accountabilities

IDT E-Triage & Assessments

Purpose: Provide online triage of ICP referrals and undertake Initial Assessment to establish a diagnosis and treatment plan including coordinating specialist input and the need for surgical or non-surgical input.

E-Triage

- Baseline eligibility determined by contract entry criteria.
- Clinical eligibility based on the requirement to escalate care from business-as-usual services.
- Consideration of ACC cover and Entitlement
- Determine appropriate clinic/clinician for client to be seen in for a face-to-face appointment.
- Manage exit of ineligible clients including determining best alternate service

IDT assessments & reporting

- To undertake comprehensive musculoskeletal assessment of client (clients who have been escalated will typically present with complex or serious injuries that have failed some first line treatment).
- Liaise with other members of the IDT Team to determine additional clinical requirements such as MRI scanning and other diagnostic tests.
- Attend case review (virtually or in person) with IDT specialists on a weekly or bi-weekly basis with the aim of.
 - Formulating realistic patient goals
 - Formulating a comprehensive management plan that considers all members of the IDT team across the length of the rehabilitation journey (up to 12months recovery)
- To proactively manage forward diary to accommodate fluctuating requirement for E-triage and IDT appointments.
- Provide comprehensive handover to the treating clinician and health navigator responsible for the ongoing care of the client
- Review clients on pathway that are not progressing.

Clinical Advice and Audit

Purpose: To provide clinical advice and guidance to Health Navigators and treatment providers (virtually and face-to-face) and where necessary undertake clinical reviews of other clinicians cases

- Work primarily with a team of 4-5 HN (approx. 400-500 clients) to provide:
 - Clinical advice
 - Clinical reviews
 - Bundle upgrades
 - 6/12 reviews
 - Overs reviews
 - Clinical advice to HN
 - Bundle approvals
- Attend regional clinical meetings as appropriate with
 - Contractors
 - Internal clinical teams
- Auditing:
 - Physio notes
 - IDT Ax.
- Review Green list/orange list surgical approvals

Training, Stakeholder Engagement & Pathway Development

Purpose: To assist in the development and growth of the pathway.

Key Tasks:

- Physio contractors – To provide an ongoing point of contact to field clinical queries from the subcontractor network
- Stakeholder Engagement

- Meet with Specialists and GPs as opportunities arise to provide education about the pathway.
- Pathway development:
 - Develop expertise/interest in a specific body site/Injury type.

Treating Clients or Additional Roles

To hold a small clinical caseload for ongoing treatment to provide flexibility and variety for physiotherapist within roles and across contracts.

General Accountabilities

Service Delivery

- Deliver personalised solutions for rehabilitation services and products, seamlessly linking with other co-workers to deliver an integrated customer experience.
- Deliver service in the timeframes set out in service specification for the relevant contract.
- Attend any meetings or undertake desk based work that is required such as reviews, case conferences and discharge planning meetings.
- Maintain a clear understanding of the clients' goals throughout their rehabilitation journey.
- Identify and address any aspects of service that requires clinical input and clinical management by appropriately skilled and qualified staff.
- Encourage clients to complete post service feedback.
- Communicate both verbally and in writing to funding agencies the recommendations of the assessment and the clinical reasoning behind these recommendations.
- Prepare accurate and high-quality documentation including all clinical notes, reports and communications with internal and external stakeholders.
- Communicate and collaborate with all therapy staff and administration team to ensure accuracy and timeliness of clinical/contract reporting activities are met.
- Follow appropriate consenting processes.
- Approach all claims in a timely fashion and provide reporting to ACC/key stakeholders within contractual timeframes.
- Maintain good working knowledge of ACC's contract operational guidelines, legislation, policies and procedures as published on its website.
- Provide best practice service in line with all Service SOP's and Accreditation Manuals where applicable.
- Ensure work is within the scope of practice as listed in the Qualification and CPD register.
- Adhere to the complaints management process to mitigate risk and achieve resolution for client related issues.
- May be required to visit and/or provide services outside of Habit Health clinics ie clients home, workplace or within the community.
- Depending on experience, supervise new graduate staff or students if applicable.
- Identify and recommend high performing graduates for staff planning.

Diary Management

- Utilise diary management software and guides.
- Ensure accurate representation of client and non-client related work is captured daily.
- Ensure changes to appointments are reflected accurately in diary and communicated if applicable.
- Ensure full workload is always represented to enable accurate business reporting.
- Ensure charge types and appointment durations are entered accurately and are completed.
- Prioritise workload to maximise client and provider service outcomes.

Relationship Management

- Maintain awareness of the principles of customer care and the responsibilities that Habit Health has to funding agencies, clients and other customers of the service.

- Work collaboratively in partnership with stakeholders both internal and external to the company as required including clients, clients' families, agencies, and providers in both the public and private sector.

Stakeholder Engagement

- Maintain high level knowledge of Habit Health services.
- Identify customer needs and recommend appropriate integrated solutions across the Habit Health portfolio of services and products.
- Promote Habit Health services to provide a solution-based approach to existing and potential customers.
- Proactively seek new contacts, referrals, and generate leads with each customer interaction.

Continuing Development

- Maintain relevant board registration, APC and CPD requirements.
- Maintain relevant professional body membership
- Participate in regular supervision and as per Professional requirements.
- Continually develop knowledge and skills to provide a wide range of services to meet client needs and maximise referral allocations.
- Participate in in-service training, and peer review when applicable.
- Maintain first aid certification determined necessary for your role.

Attributes and Additional Accountabilities for ICP Regional Lead Physiotherapist

- Provide support to ICP Lead Physiotherapist(s) (if applicable), Clinical Leads, Service Leads and Regional Managers as requested.
- Hold key and develop key relationships within IDT team including local Specialists, MSK and Sports Doctors, key Health Partners and
- Regular networking in the community with external stakeholders and referrers.
- Monitor and manage diary capacity across IDT team.
- Triage and allocate work.
- Expert clinician for a service.
- Assist and mentor staff or new graduates with clinical development, including supervision as requested.
- May have direct reports.
- May contribute to writing and maintaining SOP's and set standards of practice.
- Cover additional duties as required.
- May lead a service in a region where the service does not warrant a clinical lead due to the size/scale.
- Complete full induction of new starters to a region or service.
- Deliver training and Inservice's.

People Management (This section only applies if assigned direct reports)

Managers are representatives of Habit Health both when dealing with external customers or stakeholders, and when dealing with internal employees and contractors. Managers have a lead role in establishing and promoting our expected standards of behaviour and integrity. As a manager you are expected to:

- **Manage employees** in line with the Code of Conduct, and other Habit Health policies, processes, standards and systems in place to support you as a manager (eg. recruitment, new hire inductions, coaching, performance management).
- **Lead, model and promote** the expected standards of behaviour with integrity within the Code of Conduct and other policies and processes, providing employees with education on these where needed. Support and manage messaging to staff on business direction and decision in positive and challenging situations. Lead by example and encourage a positive, productive, and safe team culture.
- **Represent Habit Health positively** when interacting with your staff and deliver its policies, changes, initiatives or decisions in a manner consistent with Habit Health's intentions.
- **Take ultimate responsibility** for work quality, development, actions and decisions of employees in your team to ensure initiatives of the group business plan are met.

General Accountabilities

- Undertake any other duties at the request of the manager, which are commensurate with the role including project work and absence cover.
- Ensure that services are delivered in line with Habit Health values, standards, and other guidelines and contractual requirements.
- Understand and apply the principles of the Te Tiriti o Waitangi.
- Adhere to the policies and procedures.
- Adhere to the Delegation Authority Framework, and Limitation of Authorities (if any) Framework.
- Undertake training as relevant to your position.
- Participate in surveys and audits as necessary in order to enable the Company to meet its statutory requirements.
- Manage key working relationships (internal and external).
- Adhere to the professional standards of the relevant statutory body if applicable.

Key Performance Indicators

Deliverables

- BAU – Consistently deliver accountabilities as outlined in this position description.
- Objectives – Discussed, confirmed, and documented as part of the annual performance review cycle. This may include:
 - Metrics.
 - Projects.
 - Process improvement initiatives.
 - Other stretch objectives.

Core Behavioural Competencies

Please refer to [SharePoint](#) for the full descriptors.

<p>Customer focus*</p>  <p>Act with the customer in mind and ensuring the customer is at the centre of everything you do.</p>	<p>Motivation to achieve</p>  <p>Be action-oriented and respond positively to challenges and opportunities.</p>	<p>Teamwork</p>  <p>Work together constructively and put the team ahead of individual success.</p>	<p>Leadership**</p>  <p>Provide clear direction and build commitment within the team to achieve Habit Health objectives.</p>
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*Customer is encompassing of all customer groups eg. Internal teams, clients, stakeholders etc.

**Only applies to people managers and roles on pathway to leadership.

Culture

- Exemplify our vision, purpose, and values in everything that you do.

Health and Safety

Habit Health are committed to providing a safe and healthy working environment for all staff, including contractors.

You are responsible for:

- taking reasonable care of your own and other's health and safety and being mindful of the effect of your actions (or lack of action) on the health and safety of others.

- actively maintain up to date knowledge of health and safety procedures available on SharePoint and complying with reasonable instructions, policies and procedures to ensure Habit Health are able to comply with the Health and Safety at Work Act 2015 and relevant regulations.
- identifying and reporting hazards, risks, injuries, illness and incidents (including near misses) that arise from your work or in the workplace and eliminating or mitigating health and safety risks so far as reasonably practicable and consulting with others in doing so eg. manager or health and safety representative (or other contact as appropriate).

Qualifications, Knowledge, Skills, and Experience

- Degree in Physiotherapy.
- New Zealand Annual Practicing Certificate as registered physiotherapist.
- Member of PNZ.
- Good general ACC operational, medical and policy knowledge associated with rehabilitation industry.
- Ability to adapt communication style to build rapport and establish credibility with a broad range of customers across different industry types.
- Excellent interpersonal skills.
- Ability to research and analyse a topic and produce relevant reports/ resource material.
- Ability to compose and write succinctly and clearly.
- Intermediate to advanced computing skills.
- Current Driver License if applicable.

Senior Physiotherapist

- 5+ years of clinical experience.
- Have obtained or working toward a Post graduate qualification.