

Position Description

Physiotherapy Assistant

Mission

We walk with people across the generations to create together places to live, learn, and thrive. We call out injustice and advocate for positive social change.

POSITION PURPOSE AND PRIMARY OBJECTIVES

To support the independence and wellbeing of people living in residential care by supporting the Physiotherapist in the implementation of assessments, exercise programmes and contributing to care plans.

To guide efforts to improve residents/residents' function and quality of life.

Accountability

Expected Outcomes / Key Performance Indicators

Implementation of documented physiotherapy goals.

- Residents are supported with independence in activity programmes and treatment as determined and monitored by the Physiotherapist.
- Working according to Presbyterian Support Otago's obligations as a partner to the Treaty of Waitangi/Te Tiriti o Waitangi by working together with residents, iwi, hapu, whanau and health providers, by involving residents in decision making, planning, development, delivery and evaluation of services, and by protection and improvement of resident's

	<p>health status while safeguarding cultural concepts, value and practices</p> <ul style="list-style-type: none"> • Demonstrate a strong risk management approach to service provision. • The resident's documented goals are met by providing support and guidance to the resident in staff in order to implement the treatment programme outlined by the Physiotherapist. • The resident's changing needs are met in a timely manner, making onward referrals with supporting documentation, as appropriate. • The resident's electronic and paper records are up to date and accurate including the monitoring of transfer plans and resident response to any interventions undertaken. • Interactions with residents and their family members are conducted in a polite and respectful manner that respects their individuality and choice.
Expectations of all PSO Employees	
Communications / Interpersonal relationships	<ul style="list-style-type: none"> • Positive and collegial relationships are developed and maintained. • Verbal and written communication is at a high standard, relevant and appropriate to the audience.
Performance development and learning	<ul style="list-style-type: none"> • Active engagement with personal development review process. • Personal and professional development goals and objectives are established. • Be responsible for own ongoing education and skills required in designated role.
Continuous improvement	<ul style="list-style-type: none"> • Make recommendations for improvement to services, work practices and/or workflow.
Health and Safety <i>PSO is committed to achieving the highest level of health and safety for its staff and everyone has health and safety responsibilities.</i>	<ul style="list-style-type: none"> • All employees are expected to identify, report and where appropriate resolve issues that may cause harm to themselves or others in the organisation. • You are expected to work safely and to actively participate in health and safety programmes in your work area.

	<ul style="list-style-type: none"> All accidents or potential hazards must be reported to your direct line manager.
Te Tiriti O Waitangi / The Treaty of Waitangi <i>PSO is committed to its obligations under Te Tiriti o Waitangi / the Treaty of Waitangi.</i>	<ul style="list-style-type: none"> As an employee you are required to give effect to the articles as well as the principles of Te Tiriti o Waitangi / the Treaty of Waitangi – Partnership, Participation and Protection.

Relationships

Reports to: Physiotherapist	Direct Reports: Nil
Internal Relationships: Manager, Clinical Manager, UNMs, Health Care Assistants /Activity Staff, Quality Manager, Other Presbyterian Support Otago staff	External Relationships: Residents Family Members and other visitors Contractors General practitioners and other health professionals

Person Specifications

Qualifications/Skills

Experience/ Knowledge

- Experience in the support and/or rehabilitation of older people

Personal Qualities

- Commitment to and promotion of the Enliven philosophy.
- Highly developed communication skills, both spoken and written.
- Ability to establish rapport with a wide variety of people.
- Respect for others, a non-judgmental attitude, and a sense of humour
- Well-developed organising, time management and prioritising skills
- Capacity to respond to rapidly changing situations.
- Ability to willingly take direction, work independently and cooperatively as part of a team.
- Initiative in seeing what needs to be done and getting on with it.
- Having the energy to sustain the intensity of the work overtime.

Physical Requirements

This role may involve standing, walking, bending, sitting, climbing stairs, simple grasping, fine manipulation, operating machinery equipment, lifting, overhead reaching, carrying, pushing/pulling, twisting, climbing balancing, crouching, squatting and other reaching.

Working Together

Our Work

- We are person centred in our organisation.**
- We strive always to do better, to work hard and to the best of our ability.**
- Each person knows they make a difference, and they feel valued because of this.**

Our Organisation

- We are committed to delivering on the organisation direction and values.**
- We are responsible and accountable for our actions and behaviours.**

- We are committed to positive, proactive leadership.
- Each person is empowered to succeed, with the orientation and on-going support needed.
- Expectations are communicated clearly and understood by each team member, through team meetings, regular and timely feedback, and annual appraisals.

Our Team

- We share and learn from each other; are open and honest, support and cooperate with each other, and do the right thing at the right time.
- We hold each other accountable by giving and receiving constructive feedback.
- Our relationships are based on mutual respect, by treating each other as we wish to be treated. We are courteous and responsive.
- We affirm each person as a valued member of the team by giving each other positive reinforcement.

Values

Founded in our Christian faith we act with the values of integrity, respect, courage, manaaki and aroha.

