



POSITION DESCRIPTION
Persistent Pain Service Physiotherapist

KUPU WHAKATAKI - FOREWORD

Nelson Bays Primary Health (NBPH) promotes and supports quality community health services, with an emphasis on keeping people healthy. Our vision is “Healthy people... healthy workforce.... healthy community” – Kia piki te ora o ngā tāngata katoa.

NBPH leads and coordinates a range of primary health care services through its contracted General Practices and other Primary providers e.g., Māori Providers, NGOs, Volunteer organisations and Territorial Authorities in the delivery of the Primary Health Care Strategy. The organisation holds contracts with the Te Whatu Ora (TWO) and other providers for these services. Nelson Bays Primary Health is committed to reducing health inequalities within the health system.

HE KAUPAPA NUI - PURPOSE

The physiotherapist will be part of the service working towards the prevention and management of chronic pain. This includes development and delivery of education material and patient consultations individually and in a group setting. The physiotherapist will work in partnership with existing services already employed by the organisation and will collaborate with service providers in the primary and secondary health systems. This multidisciplinary approach will be essential for the success of the client and their health outcomes.

WHĀINGA TŪRANGA - POSITION OBJECTIVES

- Assist in increasing the functional ability of people experiencing chronic pain
- To improve physical strength and endurance of people experiencing chronic pain via gym and home-based programmes
- Improving fatigue management and activity pacing of people with chronic pain
- Improve the health and functional status of Māori by delivering services to best meet Māori health needs
- Improve the health and functional status of other high need groups by delivering services to best meet their health needs
- To assist with resourcing/updating/training other health professionals and community health workers to improve the awareness of latest evidence-based practice in pain management
- To assist with increasing capacity within the Primary Health Care sector by up-skilling health professionals and community health workers on chronic pain management
- Assist in improving the activity and participation of people living with Chronic pain
- To work with other health providers as part of a multidisciplinary team in the delivery of Chronic pain services
- Promote self-management, optimal independence, and autonomy in pain management



WHANAUNGATANGA - RELATIONSHIPS

- **Reports to:** Health Promotion Manager
- **Direct Reports:** Nil
- **Internal Relationships:** Nelson Bays Primary Health staff

- **External Relationships:** Clinical Governance Groups
- **General Practice Teams:** Māori Health Providers
Te Whatu Ora, including Public Health
Patients/Relatives/Whanau
Community Agencies
Other organisations and businesses as appropriate

TE WĀHI - LOCATION

This position is located at the office of Nelson Bays Primary Health but regular travel is required across the locality and elsewhere nationally from time-to-time.

HAUORA WHAKARURUHAU - HEALTH AND SAFETY

Nelson Bays Primary Health is committed to achieving the highest level of health and safety for its staff. All employees are expected to identify report, take responsibility for and resolve issues that may cause harm to themselves or others in the organisation. You are expected to work safely at all times, and to actively participate in health and safety programmes in your area. It is expected that you will report all accidents, incidents or potential hazards to your direct line supervisor.

TE TIRITI O WAITANGI

Nelson Bays Primary Health is committed to its obligations under The Treaty of Waitangi. As an employee you are required understand and implement The Treaty of Waitangi within your work and actively participate in opportunities and initiatives that will contribute to reducing the disparity in health status between Māori and non-Māori.

NGĀ MAHI MATUA - KEY TASKS	NGĀ HAEPAPA - RESPONSIBILITIES
<p>DUTIES</p>	<p>Contribute to the development of the PNMP Service, using evidence-based guidelines, best practice, and a co-design process</p> <p>To aid in the delivery of the PNMP service within Nelson Bays Primary Health in the following ways:</p> <ul style="list-style-type: none"> • Triage and coordinate referrals within the interdisciplinary team. • To undertake individual comprehensive biopsychosocial assessments using clinical reasoning skills and assessment techniques within the interdisciplinary team, and alongside the client identify client goals, and develop a pain management plan.



	<ul style="list-style-type: none"> • Provide appropriate interventions based on the assessment and plan developed. • Develop self-management support groups that link with other services such as Green Prescription, Dietitians, Community Group Strength & Balance classes. • Develop and/or use outcome measures to demonstrate change in the client • To ensure clear and accurate documentation of assessment findings, all interventions and contact with clients to facilitate optimum client care and in a manner consistent with recognised professional standards (links to a later point so may not need), • Provide consultancy services to primary care providers to assist them with appropriate management of patients/clients living with pain • To source and/or develop and consistently update appropriate resources and guidelines to support pain management • Provide appropriate workforce development for primary care workers (i.e., General Practice teams and other community health providers), including formal presentations, small group work and mentoring where possible. • Work within best practice guidelines and models for interdisciplinary practice • Familiarity with and active involvement in service planning/development initiatives • Provide monthly reports to NBPH Management • Provide quarterly reports to NBPH Management on programme development and activities • Contribute to the annual planning of NBPH • Timely and complete maintenance of service and administrative records/documentation in supporting NBPH activities. Maintain electronic records and provide reports back to the GP on patients' activity/discharge
<p>COMMUNICATION</p>	<ul style="list-style-type: none"> • Excellent communication skills • Maintenance of effective interpersonal relationships with all staff members, Board members, community representatives and members • Speak and write clearly, conveying essential information without unnecessary complexity • Effective contact and liaison with communities
<p>QUALITY IMPROVEMENT/AUDIT ACTIVITY</p>	<ul style="list-style-type: none"> • Assess for any potential or actual risk/safety issues. Contact the appropriate agency if any significant risks are identified • Take opportunities to obtain new skills and competencies which will enhance delivery of service • Demonstrate willingness and involvement in quality improvement activities to achieve service and organizational objectives in an innovative manner • Take personal responsibility for making things happen



	<ul style="list-style-type: none"> • Maintains professional registration and competencies as per HPCA Act • Demonstrate a commitment to collecting quality data including outcome and efficiency measures
NGĀ TIKANGA MĀORI	<ul style="list-style-type: none"> • Attends to cultural practices of Māori, such as Te Reo, Powhiri, Whanaungatanga, Whānua ora, Karakia, Waiata, Wairuatanga and Manaakitanga. • Assists in the establishment and maintenance of effective relationships with Iwi Māori Health, Mental Health Providers, General Practices and community agencies • Integrates Māori practice models alongside clinical practice where possible • Undertakes cultural and clinical supervision • Tino Rangatiratanga is encouraged in all professional relationships. • Ongoing upskilling and training in Te Ao Māori
HEALTH AND SAFETY/RISK MANAGEMENT	<ul style="list-style-type: none"> • Familiarity with and be actively involved in the identification and management of Health and Safety issues/environments
PROFESSIONAL PRACTICE	<ul style="list-style-type: none"> • Responsibility is taken for own professional development ensuring own skills and knowledge are maintained and advanced • Maintains professional competency, standards and code of ethics including registration and annual practising certificate as per Registration Board
ADVOCACY SKILLS	<ul style="list-style-type: none"> • Work positively, sensitively, constructively and culturally appropriately with all staff members and community representatives to secure positive ongoing primary health outcomes and relationships. • Maintain strict confidentiality
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Strong co-ordination and administration skills • Good organizational skills with the ability to follow a task through to completion and the ability to prioritise competing demands. • Ability to work across and be respectful of diverse cultures and communities to achieve health gains for all. • Able to work effectively and independently as well as part of a multidisciplinary team • Adaptable and flexible in the work environment, with an ability to think laterally • Sound problem solving skills • Positive attitude with a realistic outlook • Energetic and motivated, demonstrating flair and initiative • Open to change and willing to adopt and initiate change within the overall development of services to better meet the needs of those we serve • Respect for others – promotion of mutual trust • Able to act with initiative, tact, integrity and maturity



MĀTAURANGA ME NGĀ PUKENGA - EXPERIENCE AND KNOWLEDGE

The Physiotherapist will hold:

- a current NZ Annual Practising Certificate.
- Has experience and special interest in counselling those with persistent pain
- a minimum of two years' experience in pain management.
- evidence of post graduate training in pain management and/or completion of formalised pain management programmes is desirable.
- membership of New Zealand Society and Specialist Interest groups is desirable
- experience within primary health care settings would be an advantage.
- a full and current driver's license is required.

WHANONGA PONO – PRINCIPLES AND ATTRIBUTES

- Demonstrate evidence of expert knowledge in pain management
- Maintains a current knowledge of relevant issues, trends and practices relating to pain management
- Demonstrate an understanding and experience of working in an interdisciplinary way
- Demonstrate evidence of understanding of psychological and functional interventions to manage pain
- Demonstrate an experience of goal setting measuring outcomes
- Demonstrate evidence of openness to innovative initiatives
- Demonstrate evidence of continual professional development, including evidence of developing professional competence and responsibility and maintenance of professional standards.
- Demonstrate knowledge of planning and organising workload to meet service needs effectively.
- Demonstrate evidence of effective team-working
- Demonstrate evidence of effective interpersonal skills including negotiation skills, conflict management, team effectiveness, and problem solving and change management.
- Demonstrate knowledge of information and communication technology, including Microsoft Office.
- Demonstrate clear purpose and understanding of issues
- Manage time effectively by adopting a disciplined approach to establishing and following priorities of work

Signed for and on behalf of NBPH the Employer:	Signed by the Employee:
Name: _____	Name: _____
Signature: _____	Signature: _____
Date: _____	Date: _____