


VSA Assignment Description

Assignment Title	Physiotherapy Mentor
Assignment Modality	Standard In-Country (ST1)
Assignment Number	42080
Country	Autonomous Region of Bougainville, Papua New Guinea
Location	Buka
Partner Organisation	Inclusive Education Resource Centre Buka (Callan Services)
Duration	12 months
Sustainable Development Goals	

1. Partner Organisation Overview

The Inclusive Education Resource Centre in Buka, under the umbrella network of Callan Services Papua New Guinea, is the largest provider of services and support to adults and children with disabilities in the Autonomous Region of Bougainville, with their motto being “leave no one behind”.

Callan Services is run through the Catholic Church of Papua New Guinea through their partnership with the Department of Education of the National Government of Papua New Guinea.

The team in Buka is committed to delivering outreach services that identify and rehabilitate people with disabilities, enabling them to be equal and valued members of their communities. The work of Callan Services is guided by a human-rights based approach to ensure equal access for all members of society.

2. Assignment Overview

Alongside their hearing and vision outreach services, Callan Services also provides a physiotherapy support service to communities across Bougainville. However, the physiotherapy service has been identified by Callan as an area of desired growth due to low knowledge of their staff on the necessary elements of physiotherapy assessment, exercises, rehabilitation, and use of assistive devices.

Callan Services are committed to strengthening their physiotherapy outreach programme in Bougainville and have therefore requested the support of an experienced physiotherapist with a passion for mentoring and community-based services to work alongside their staff to build their capacity for service delivery.

Callan Services utilise a village volunteer approach to their service deliveries, which would benefit from the support of a VSA volunteer. Additional support in the areas of organisational, administrative, and data management would also assist Callan Services with strengthening their overall operations.

3. Goal/Outcomes/Outputs

Goal

Callan Services have an effective physiotherapy outreach programme where the staff are confident in supporting and rehabilitating patients with physical mobility challenges, supporting them to achieve improved independence and an ability to go about their daily lives.

Outcome 1

Callan Services staff have the necessary knowledge and techniques to support patients with necessary treatment.

- Conduct an assessment of current baseline understanding of Callan Services staff
- Understand what the most common conditions are that require physiotherapy treatment
- Work with Callan Services staff to plan and implement a training programme that provides them with the necessary knowledge for their outreach activities.
- Provide mentoring and supervision to Callan Services staff while out on community outreach visits

Outcome 2

The Callan Services Physiotherapy Outreach Programme is effective, well-functioning, and meets needs of patients.

- Provide basic administration support and mentoring to Callan Services staff on the outreach programme as required
- Support the Callan Services team with basic data collection while on community visits
- Support the Callan Services team with other activities relating to their operations including, computer skills, grant management, and logistics planning.

Outcome 3

The Callan Services Physiotherapy Outreach Programme operates a successful village volunteer programme for physiotherapy.

- Support Callan Services in developing and implementing a training programme for the village youth/volunteers

4. Reporting, Working Relationships and Capacity Building

The volunteer will be placed to work within the Callan Services in Buka on a daily basis. This will provide the core opportunity for shared learning and capacity building of the team through one-on-one mentoring, coaching, observation of the volunteer by team members, and internal trainings facilitated by the volunteer.

The volunteer will also join the Callan Services team to support their community outreach programmes.

The volunteer will report to and have a key working relationship with the Callan Services Community Base Rehabilitation Officer. The volunteer will be accountable to the Callan Services Programme Manager.

The volunteer and Callan Services will have an ongoing relationship with the VSA Programme Manager in terms of assignment monitoring, reporting, professional advice and personal support.

As needs on the ground may change over time, the volunteer is encouraged to review and update the Assignment Description on arrival in consultation with the partner organisation and VSA Programme Manager. By their very nature, development situations can involve significant change, so it is advisable that the volunteer periodically reviews and reflects on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.

5. Selection Criteria/Position Requirements

Professional Specifications

Essential

- A tertiary qualification in physiotherapy
- Current or previous registration with the Physiotherapy Board of New Zealand
- Knowledge of assessing and creating rehabilitation plans for patients

Desirable

- Training and facilitation skills
- Experience of working collaboratively in a cross-cultural setting
- Experience of mentoring or coaching staff to build capacity
- Experience working with Pacific peoples
- Knowledge of using data collection methods

Personal Specifications

Essential

- Compassion and empathy
- Community-minded, with a willingness to learn about, and respect Bougainvillean values and protocols
- A willingness to learn the local language (Tok Pisin)
- A self-sufficient and self-motivating attitude
- The ability to adapt to changing situations, and be flexible to change where factors may be beyond your control
- Willingness to travel to remote locations by and work in rural environments

Desirable

- Sense of humor
- Experience working and living in a developing country

6. VSA Essential Attributes

- Commitment to volunteering, to VSA and to the partner organisation
- Cross cultural awareness
- Adaptability and a willingness to approach change or newness positively
- Able to form good relationships, both personally and professionally, with work colleagues and in the community
- Resilience and an ability to manage setbacks
- Initiative and resourcefulness
- An ability to facilitate learning through skills exchange

7. Country Context

Refer to **Appendix 1**

8. Living and Working Situation

Refer to **Appendix 2**

Additional Information

Standard Assignment (12 months or more)

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However, volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

VSA funding stakeholders are both the Ministry of Foreign Affairs and Trade (MFAT) and donors. We ask volunteers and accompanying partners to fundraise to help cover the cost of sending volunteers throughout the Pacific and beyond. Fundraising can be as simple as doing something you enjoy with a group or friends, and our Fundraising team is available to help you every step of the way.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be vaccinated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Children's Act

While on assignment, VSA volunteers may be required to work with children and/or may choose to participate in informal activities in their own time that involve interactions with children (such as coaching teams or teaching English). VSA is committed to the protection of vulnerable children and adults, which also includes meeting our commitment under the Children's Act 2014.

The information requested during the application process is necessary to assist VSA to determine applicant suitability to work and/or interact regularly with children, and is part of a series of pre-selection checks undertaken on all applicants for VSA assignments.

Volunteer package

The volunteer's package includes the following:

Reimbursements and grants

1. The volunteer may be entitled to an establishment grant to help them set up in their country of assignment, and a rest and respite grant after a specified period of active service in-country to encourage the volunteer to take a break away from the immediate assignment location. These grants depend on the length and location of the assignment. The volunteer's contract will specify any grant entitlements.
2. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment.
3. The volunteer will receive a monthly living allowance of PGK 2,100.

Accommodation

Basic, comfortable furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked to share accommodation.

Airfares and baggage allowance

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

Insurance

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

Utilities

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract.

Appendix 1: Autonomous Region of Bougainville (ARoB)

The Autonomous Region of Bougainville (ARoB) is the largest island in the Solomon Islands Archipelago, situated on the border between Papua New Guinea and the Solomon Islands. Despite being more culturally, linguistically, and geographically aligned to the Solomon Islands chain to the south, ARoB was politically absorbed into the Australian-administered Territory of Papua New Guinea after World War II, and ultimately into the independent nation of PNG in 1975. Following a devastating conflict through the 1990s, a Peace Agreement was signed in 2001 which included a requirement for a referendum on its political future. The overwhelming vote for independence in the 2019 referendum means that Bougainville's political future is still a very current question

While the autonomous region has had a particularly difficult colonial and post-colonial history, the people of Bougainville continue to demonstrate tremendous resilience in the face of these challenges. Bougainvilleans are a hardworking, proud and happy people, and continue to display innovation and strength in spite of complex political and social challenges.

For more information on ARoB, see:

- [Autonomous Bougainville Government News](#)
- [RNZ Bougainville](#)
- ['Bougainville - A risky assignment'](#) - An account by MFAT of New Zealand's role in helping to bring peace to Bougainville
- [New Zealand Aid Programme in PNG](#)
- Former Volunteer Travel Website: [Travel Inspired'](#)

VSA in the Autonomous Region of Bougainville

New Zealand has a significant relationship with Bougainville, one that was largely formed through the role it played with helping to bring peace to the island during The Crisis. VSA is an integral part of New Zealand's presence in Bougainville, and is well supported by funding from the New Zealand Ministry of Foreign Affairs and Trade. VSA has been present in Bougainville since 1998, and has sent hundreds of volunteers to support Bougainville in building its health, agriculture, education, and governance sectors.

VSA volunteers are regularly based in throughout all the main areas of Bougainville and they are supported by a by a VSA office in Arawa and Buka. The Programme Manager is based between Arawa and Buka and a full time Programme Coordinator assists from the Buka office.

General security

The physical, psychological, and cultural damage resulting from a decade of civil conflict will take many years to heal. While there has been many years of peace in Bougainville, it will continue to take time before people gain confidence and build trust within their communities and with outsiders.

Volunteers must be aware of, and accept the heightened risk, and adopt behaviour that reflects due caution. This includes taking precautions such as not moving around after dark alone, keeping the house secure and keeping items of value out of sight. All VSA volunteers to the ARoB must sign a set of security protocols that set out behaviour, designed to minimise risk.

VSA has confidence in the peace process and a commitment to the people of the ARoB. The Programme Manager is constantly monitoring the security situation. VSA has found the people of Bougainville to be incredibly hospitable, friendly and keep watch over VSA volunteers as needed.

Appendix 2: Living and working situation

Buka

Buka is a vibrant and optimistic town located in the north of Bougainville. It is actually situated on Buka Island, which is separated from the main Bougainville Island by a 400-meter-wide stretch of water known as the Buka Passage. This passage can be crossed in one of the many small boats that run during daylight hours.

The climate is hot and humid all year round, with daily temperatures of 25 to 35 degrees. November to May can bring more rain and unsettled weather (this is the tropical cyclone season in the South Pacific), however daily rain is common at any time of the year.

Buka is the administrative centre of Bougainville and houses the Autonomous Bougainville Government (ABG), along with the offices of its many departments. Now days it is a busy place with growth in the public sector, private sector, and also an increasing number of NGOs and foreign partners.

Buka is well serviced with shops, a couple of bars, a handful of restaurants, a post office, a bank, a bakery, and a general hospital. Located in the centre of town is the main market, selling with a wide variety of locally grown, organic, and seasonal produce all at a very reasonable price. A small number of shops import some food items from Australia and New Zealand, and you can often find what you require (although it may be a bit more expensive that what you are accustomed to).

Buka is serviced by 6x flights a week at an airport on the edge of the town. All roads within Buka town are sealed, and the main road up Buka Island is sealed. Transport south down Bougainville Island is possible during weekdays, and takes around 4 hours in a Toyota Landcruiser vehicle. Boats are available for hire from the main boat stop in Buka for fishing and island hopping. Unfortunately, there are no reliable boats from Buka to the neighbouring provinces (New Ireland and East New Britain).

Outside of work, volunteers often find themselves socialising with colleagues or local friends, other volunteers, or other expats on the weekends. Day trips on the boats are always a great way to spend a sunny day, with a number of stunning islands located in close proximity to Buka. There are a couple of beaches that are accessible for use (although it should be noted that beaches still require permission for access in Bougainville). Many volunteers get involved in the wider community, through sport, church, or small projects.

Infrastructure in Buka continues to improve with each passing year. Currently there are three different mobile network providers, all offering reliable, fast, and reasonably priced service. The town power in Buka comes from diesel generators, and blackouts still can occur but are become less frequent.

The BACTA office is located at the western end of Buka town, roughly 2km from the VSA volunteer accommodation. Taking local buses are a safe and reliable option to get to the office. The office space is tidy and professional, with the team taking pride in displaying their publications and cultural pieces from across Bougainville. While the BACTA team is based in Buka, they often travel out to other parts of Bougainville for events, which presents a great opportunity for a volunteer to join and see more of the region.

Appendix 3: Map of the Autonomous Region of Bougainville

