

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Senior Allied Health Professional
Position Number:	Generic
Classification:	Allied Health Professional Level 3
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Department of Health
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	South, North, North West
Reports to:	Relevant Department Manager
Effective Date:	March 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Satisfactory completion of an appropriate course of study at a recognised tertiary institution and registered with the relevant Board or, in the case of unregulated professions, eligible for membership of the relevant professional association</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	Current Driver's Licence
Position Features:	Some intrastate or interstate travel may be required

Note: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

Provide an efficient and effective allied health service to the patients and clients of the Agency at a senior and/or specialist level within the allocated work area(s).

Duties:

1. Perform novel, complex or critical allied health professional work, including assessing, planning, delivering and evaluating treatment programs for the allied health needs of patients.
2. Work as an effective senior member of a multidisciplinary team to achieve patient focused outcomes.
3. Liaise with other allied health professionals and members of the treatment team regarding on-going care of patients.
4. Provide clinical leadership, support and supervision to less experienced allied health professional staff and students, as well as administrative, assistant and technical staff.
5. Contribute to the planning, development and evaluation of departmental quality and safety programs and initiatives. This may include:
 - Planning, developing and evaluating policies, procedures and guidelines.
 - Initiating, coordinating and reporting on quality improvement projects.
 - Developing and reviewing risk management plans.
 - Actively participating in strategic planning activities.
6. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
7. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

Employees at this level have a high level of knowledge and skills and wide experience in their professional field. General professional guidance and direction is provided in terms of a clear statement of overall objectives, with limited direction as to work priorities.

The Senior Allied Health Professional works under the limited direction of the relevant Department Manager and is responsible for:

- Working in accordance with Agency policies and legal requirements, and guidelines of the relevant professional organisation.
- Performing a variety of tasks of a novel, complex or critical nature, either individually, or as a leader or member of a team.
- Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.

- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Extensive experience, and professional knowledge in a relevant allied health discipline across the acute, community and/or residential settings at a senior level.
2. Highly developed interpersonal skills, including effective oral and written communication skills, collegial support, conflict resolution and negotiation.
3. Demonstrated ability to provide professional leadership and support to professional and nonprofessional staff, with demonstrated ability to lead, and work, as part of a multidisciplinary team.
4. Demonstrated ability to exercise professional judgement and initiative, and work with minimal supervision in a complex work environment.
5. Initiative and adaptability, including ability in time management and work prioritising and monitoring.
6. Commitment to, and ability to lead, continuous quality improvement programs, service development programs, customer service and quality in the workplace.
7. Demonstrated knowledge of, and commitment to Work Health and Safety legislation and principles, and their application in the work environment.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).