



ROLE DESCRIPTION

Role Title:	Physiotherapist BIRU		
Classification Code:	AHP1	Position Number	M40794
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)		
Hospital/ Service/ Cluster	Neuroscience & Rehabilitation		
Division:	South Australian Brain Injury Rehabilitation Service		
Department/Section / Unit/ Ward:	Brain Injury Rehabilitation Unit		
Role reports to:	Physiotherapist BIRU		
Role Created/ Reviewed Date:	May 2017		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		
Immunisation Risk Category:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:

The Physiotherapist is responsible for the provision of physiotherapy services to clients with brain injury to maximise their potential to achieve optimum independence and quality of life. This will require involvement with clients and families from a variety of cultural backgrounds and beliefs in a team setting. The incumbent is expected to provide effective clinical services to clients with complex conditions efficiently with supervision.

Direct Reports:

Accountable to the Program Manager, SA BIRS for overall service provision, reports through the Senior Physiotherapist BIRU to the Principal Clinician, Physiotherapy SA BIRS for discipline specific issues.

Key Relationships/ Interactions:

Internal

- Reports to the Program Manager of SA BIRS for the overall service provision and through the Senior Physiotherapist BIRU to the Principal Clinician, Physiotherapy SA BIRS for discipline specific issues.
- Works closely with and provides clinical direction to Allied Health Assistants.
- Maintain close professional relationships with other member of the multi-disciplinary team

External

The incumbent

- Maintains productive working relationships with stakeholders including clinical staff of referring units, departments and across the rehabilitation sector as well as colleagues in other regions of SA.

Challenges associated with Role:

Major challenges currently associated with the role include

- Management of a client group with complex health, cognitive and psychosocial presentations.
- Management of a clinical responsibilities within a specialist state-wide rehabilitation service and dynamic health environment

Delegations:

Delegated Level nil in accordance with CALHN's Delegation of Authority Document

Staff supervised: Direct 0 Indirect 0

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- Some out of hours work may be required.
- Possession of a current unencumbered SA Drivers Licence and willingness to drive (which may include country travel).
- May be required to work on weekends as part of a 7 day roster.
- Must have current South Australian driver's license and willingness to drive a government plated vehicle when employed in a community setting.
- Will be required to work off site, travel between locations and work within the client's own environment within the metropolitan region.
- May be required to undertake a health assessment prior to commencement

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Commitment:

CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Integrity Statement:

As a public sector employee, the incumbent will have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that the incumbent act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Service Delivery	<ul style="list-style-type: none"> • Providing relevant physiotherapy assessments and interventions. • Maintaining the clinical management of an allocated caseload. • Providing appropriate interventions to clients. • Directing and supervising Allied Health Assistants in Physiotherapy specific service delivery.
Interdisciplinary Practice	<ul style="list-style-type: none"> • Coordinating therapy strategies with clients, the interdisciplinary team, family and significant others. • Liaising with other members of the professional team and significant other in mater pertaining to individual clients to ensure the physiotherapy input is client centred, taking into account the client's cultural background and beliefs • Planning and contributing to team discharge planning with client/family and liaising with external agencies as required.
Training and Development	<ul style="list-style-type: none"> • Actively participating in the own personal and professional development through educational programs and accessing workshops, course and conferences and sharing knowledge gain with others. • Effectively learning and developing according to the needs of the role
Monitoring and Reporting	<ul style="list-style-type: none"> • Completing all clinical and performance records in an accurate and timely manner. • Contributing to the monitoring, review and evaluating compliance with standards of care, quality and safety performance , patients journey outcomes
Quality Improvement, Research and Education	<ul style="list-style-type: none"> • Implementing clinical research and quality improvement projects. • Participating in the training of physiotherapy students
Contributing to the development and innovation by	<ul style="list-style-type: none"> • Participating and assisting with the review of discipline specific protocols and procedures in collaboration with the Senior Physiotherapist BIRU and Principal Clinician, Physiotherapy SABIRS. • Ensuring best practice is incorporated into Physiotherapy Management for clients of BIIRU. Representing the discipline at a service level as requested. • Liaising with other clinicians and providing advice around equipment prescription and ongoing rehabilitation and support needs. • Participating in working parties, committees and other relevant activities.
Equal Opportunity	<ul style="list-style-type: none"> • Maintaining knowledge of and adhering to the principles and standards of Equal Employment Opportunity Legislation. • Ensuring all employees in the work place are treated fairly and in an equitable manner • Assisting in identifying and eliminating discrimination and, bullying and harassment.

<p>Safe and Healthy work environment for self and others by:</p>	<ul style="list-style-type: none">• Carry out responsibilities as detailed in organisational occupational health, safety and injury management policies and procedures.• Implementing and monitoring relevant Work Health and Injury Management policies and procedures with their work area.• Identifying hazards, risks, assessing risk and implementing, monitoring and maintaining hazard control measures in consultation with staff and relevant committees.• Participating in Work Health, Safety and Injury Management planning.• Providing staff with the necessary information, instructions, training and supervision to effectively and safely carry out their work.• Maintaining relevant Work Health, Safety and Injury Management documentation.• Consulting with health and safety representatives, committees and staff on changes to the workplace, which have the potential to impact on health and safety.
---	--

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Appropriate degree or equivalent qualification which registration with the Physiotherapy Board of Australia and Australian Health Practitioner Regulation Agency

Personal Abilities/Aptitudes/Skills:

- Ability to initiate or facilitate various treatment approaches
- Ability to relate and communicate well with clients, families, significant others and all levels of staff both in written and verbal format.
- Effective negotiation and conflict resolutions skills.
- Willingness to work in an interdisciplinary team.
- Time management skills.
- Physical strength, flexibility and endurance sufficient for the manual handling requirements of the case load.
- A commitment to on-going personal/ professional development.

Experience

- Experience with relevant client management

Knowledge

- Familiar with various medical/ clinical documentation protocols
- Understanding of confidentiality and privacy principles
- Familiar with relevant state government legislation such as the Equal Opportunity and Work Health and Safety Act 2012 (SA) and Return to Work Act 2014 (SA)

DESIRABLE CHARACTERISTICS

Educational/Vocational

- Completed or presently undertaking further education in the areas of neurology or rehabilitation

Personal Abilities/Aptitudes/Skills:

- Ability to prioritise a varying caseload.
- Ability to lead and facilitate team work.
- A strong commitment to client- directed services delivery.

Experience

- Varied experience in neurological rehabilitation
- Experience in working with clients with acquired brain injury.
- Experience in working in an inter-disciplinary setting

Knowledge

- Knowledge of team processes.
- Knowledge of resources available for people with disabilities

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including Imaging, Pathology and Pharmacy, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high quality patient care is our number one priority, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

Division/ Department:

South Australian Brain Injury Rehabilitation Services (SA BIRS)

The South Australian Brain Injury Rehabilitation Services is a state wide service providing rehabilitation services for people suffering traumatic or acquired brain injury. Clients of the service have complex physical, cognitive, perceptual, communication, social and behavioural issues frequently compounded by mental and health and substance abuses. In addition SA BIRS provides consultative and specialist support to other therapists and services relating to acquired and traumatic brain injury. Its programs include;

Brain Injury Rehabilitation Unit (BIRU)

The Brain Injury Rehabilitation Unit is a designated post-acute 28 bed inpatient rehabilitation ward for clients with a traumatic or acquired brain injury with complex physical, cognitive, communication or behavioural needs. BIRU provides skilled management to this highly complex group through an interdisciplinary approach. BIRU is located at Hampstead Rehabilitation Centre

Spasticity Clinic is a specialised interdisciplinary team providing services to clients with severe neurological motor control issues limiting daily function.

Values and behaviours

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values	Behaviours
<i>People first</i>	<ul style="list-style-type: none">- I am there for my patients and colleagues when they need me most.- I put myself in my patients and colleagues shoes to understand their needs.- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.- I respect uniqueness in my colleagues, our patients and their families.
<i>Ideas driven</i>	<ul style="list-style-type: none">- I look and listen to ensure I fully understand the problem and find a solution.- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.- I invest in my own learning and look for opportunities to explore and introduce new ideas.- I am interested in critical research and how it informs creative thinking.
<i>Future focussed</i>	<ul style="list-style-type: none">- I embrace leading practices and use them to evolve our ways of working.- I lead and support change to improve patient and organisational outcomes.- I am constantly on the look-out for opportunities to improve.
<i>Community minded</i>	<ul style="list-style-type: none">- I put my hand up to lead work that matters.- I am accountable and focused on value.- I value and champion diversity.- I embrace collaboration and constructive partnerships.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of CALHN as described within this document.

Name:

Signature:

Date: