



## ROLE DESCRIPTION

<b>Role Title:</b>	Advanced Clinical Coder
<b>Classification Code:</b>	ASO4
<b>LHN/ HN/ SAAS/ DHA:</b>	Northern Adelaide Local Health Network
<b>Hospital/ Service/ Cluster:</b>	Lyell McEwin / Modbury
<b>Division:</b>	Corporate
<b>Department/ Section/ Unit/ Ward:</b>	HIMS/ Clinical Coding
<b>Role reports to:</b>	Manager Coding Services
<b>Role Created/ Reviewed Date:</b>	
<b>Criminal and Relevant History Screening:</b>	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working with Children Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
<b>Immunisation Risk Category Requirements:</b>	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" 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 Advanced Clinical Coder is responsible to Manager, Coding Services for the timely allocation and quality of ICD-10-AM codes (or subsequent versions) for use in Activity Based Funding, statistical analysis, epidemiology, hospital planning, research, and auditing of quality patient care.
- > The Advanced Clinical Coder is responsible for more complex clinical coding, for quality of clinical documentation (noting impacts on APC, ABF, HAC monitoring and other quality activities), mentoring less experienced clinical coders and providing advice and support to clinical staff in relation to clinical documentation.

### Direct Reports:

- > Nil

### Key Relationships/ Interactions:

#### Internal

- > This position is part of Health Information Management Service and reports to Manager, Coding Services NALHN.
- > Works collaboratively with staff and all members of health care teams, Casemix and ABF staff.
- > Contributes to all day-to day operations of the Coding Service.

#### External

- > Relevant Government and non-Government organisations as required to meet the needs of the organisation and staff.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > APC data submission is required by the 16<sup>th</sup> of each month; internal deadline 5<sup>th</sup> working day of following month.
- > Expectation to meet individual KPIs regarding throughput and quality as set by Manager Coding Services.
- > Understanding of more complex cases to produce accurate and comprehensive morbidity and casemix profile for NALHN.
- > Some travel may be required.

**Delegations:**

- > Nil

**Key Result Area and Responsibilities**

Key Result Areas	Major Responsibilities
Effective management and provision of a clinical coding service	<ul style="list-style-type: none"> <li>&gt; Ensure an effective and accurate clinical coding service is provided in accordance with the Department for Health &amp; Wellbeing (DHW) Casemix Reporting Standards, Australian National Coding Standards, the South Australian Coding Standards and ICD-10-AM (or subsequent versions) classifications.</li> <li>&gt; Translating the narrative descriptions of diagnoses and procedures into valid, accurate and complete ICD-10-AM codes which reflect the complete clinical picture of the patient, reason for admission and treatment administered.</li> <li>&gt; Performing clinical coding at an advanced level, covering a broad Casemix, using appropriate initiative, judgement and resources, such as the Australian and State Coding Standards, internet, anatomy books, abbreviation books, dictionaries etc., to make coding decisions in abstraction and assignment of codes.</li> <li>&gt; Applying and always maintaining a high level of knowledge and performance outcomes for advanced abstraction, code assignment, interpretation and application of the National and State Coding Standards.</li> <li>&gt; Ensuring correct allocation and sequencing of all additional diagnosis and procedure codes in accordance with the Australian Coding Standards.</li> <li>&gt; Ensuring the correct assignment of codes and appropriate DRG assignment.</li> <li>&gt; Compliance with Clinical Coding ethical standards and the Coders Creed.</li> </ul>
Provide quality clinical documentation and data capture standards	<ul style="list-style-type: none"> <li>&gt; Ensure ethical Documentation Queries are completed, when required, to support accurate and comprehensive morbidity &amp; casemix profile for NALHN; providing advice and support to clinical staff to ensure clinical documentation improvement.</li> <li>&gt; Contribute to the effectiveness and efficiency of the coding unit by participating in regular audits, quality and KPI activities:               <ul style="list-style-type: none"> <li>- Complete and maintain record of Documentation Queries</li> <li>- Check and update PICQ/RISQ notifications; APC edits</li> <li>- Reviewing AR-DRG allocation in conjunction with associated information such as length of stay, specialty, legal status and care type</li> <li>- Accept responsibility for the follow-up and correction of personal coding errors where applicable</li> </ul> </li> <li>&gt; Maintaining coding consistency by liaising with the Manager and team</li> </ul>

		<p>members collectively in determining appropriate codes for problematic cases and informing all staff of coding issues of significant trends that may be observed.</p> <ul style="list-style-type: none"> <li>&gt; Having a thorough working knowledge of systems applicable to clinical information, including (but not limited to) Sunrise, 3M Codefinder, Viva/CareMonitor, PICQ/RISQ, APC.</li> <li>&gt; Liaising with authorised agencies to provide ad hoc information, as required.</li> </ul>
Contribute to ongoing self-education/development and staff development		<ul style="list-style-type: none"> <li>&gt; Undertake research as required to assist in making informed judgements in relation to clinical documentation code selection and application of National and SA coding standards and advice.</li> <li>&gt; Updating skills and knowledge by participating in relevant courses, webinars, workshops and forums for continuing and further education.</li> <li>&gt; Updating ICD-10-AM coding books with assigned codes as directed and in accordance with current criteria.</li> <li>&gt; Assisting in the training and development of Trainees, newly qualified and experienced Clinical Coders and contribute to a culture of knowledge sharing to achieve high quality documentation and coding outcomes.</li> <li>&gt; Undertake projects as directed.</li> <li>&gt; Comply with mandatory training requirements, keeping all modules up to date.</li> </ul>
NSQHS achievement	standard	> Commitment to achieving and complying with National Safety & Quality Health Service Standards.
Other		> Other associated duties as required by Manager, Coding Services.

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications:**

- > Satisfactory completion of the Health Information Management Association of Australia (HIMAA) coding course, together with demonstrated competency in ICD-10-AM coding.

#### **Personal Abilities/Aptitudes/Skills:**

- > Capability to select appropriate codes from the ICD-10-AM code list and adhere to the National and State Coding Standards.
- > Ability to work both autonomously and as part of a team with a willingness to participate in continuing education and development.
- > High level attention to detail with the ability to analyse, interpret and problem solve difficult and complex patient episodes of care.
- > Proven initiative and sound organisational skills in prioritising workload and working under pressure and the ability to meet internal and external deadlines whilst maintaining high quality data.
- > Positive interpersonal skills with the ability to communicate effectively with all staff with the hospital/LHN.

#### **Experience:**

- > Minimum 3 years of recent full-time equivalent coding experience within a clinical coding service.
- > Medical Record or other health related services background, preferably in a hospital environment.
- > Participating in the evaluation of coding accuracy and competency.
- > Demonstrated experience and competence in the use of advanced computer skills enabling data collection and analysis.

#### **Knowledge:**

- > Advanced knowledge of the current edition of the ICD-10-AM &ACHI Classification Systems and the National and South Australian Coding Standards.
- > Advanced knowledge of medical terminology and Clinical Coding.
- > Advanced knowledge and understanding of Casemix/AR-DRGs/ Activity Based Funding ( ABF) and the SA Health data collection processes.
- > Understanding of medical record practices and procedures.
- > Advanced knowledge and competence in the use of relevant Clinical Coding computing programs such as 3M Encoder.

### **DESIRABLE CHARACTERISTICS**

#### **Educational/Vocational Qualifications:**

- > Advanced Clinical Coding Qualification.
- > Clinical Coding Auditor Qualification.
- > Membership with HIMAA.
- > Health Information Management Degree.

#### **Personal Abilities/Aptitudes/Skills:**

- > Ability to learn and understand new concepts.

#### **Experience:**

- > Greater than 5 years' experience in an acute hospital setting.

**Knowledge:**

- > Awareness of the Charter of Health and Community Services rights

### 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.

### 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)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, 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:**

NALHN 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, NALHN 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.

## Organisational Context

### SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on wellbeing, illness prevention, early intervention and quality care.

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health, the Minister for Health & Wellbeing. The State Government has reformed the governance of SA Health, including establishing 10 Local Health Networks (LHNs), each with its own Governing Board.

These reforms have taken a staged approach, with the most significant changes to taking place from 1 July 2019 when the new Governing Boards become fully operational.

SA Health is comprised of the Department for Health and Wellbeing and the following legal entities:

- > Central Adelaide Local Health Network
- > **Northern Adelaide Local Health Network**
- > Southern Adelaide Local Health Network
- > Women's and Children's Health Network
- > Barossa Hills Fleurieu Local Health Network
- > Eyre and Far North Local Health Network
- > Flinders and Upper North Local Health Network
- > Riverland Mallee Coorong Local Health Network
- > Limestone Coast Local Health Network
- > Yorke and Northern Local Health Network
- > SA Ambulance Service

### Northern Adelaide Local Health Network

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care. GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two statewide services – Forensics and Older Persons)
- > Sub-acute Services

The total operating budget for 23/24 for NALHN is \$1.02 bn with a workforce of 4,710 FTE / 6,325 head count.



## NALHN Governing Board

The Governing Board members bring to NALHN a wealth of knowledge and experience across many areas.

NALHN is confident that with the support of our highly qualified Governing Board, NALHN will be well placed to achieve better health service decisions tailored to local needs and deliver a safe, high quality and financially sustainable LHN into the future.

## Values

### SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

### 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.

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

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 SA Health as described within this document.

**Name:**

**Signature:**

**Date:**

### Version control and change history

<b>Version</b>	<b>Date from</b>	<b>Date to</b>	<b>Amendment</b>
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	14/05/20	Minor formatting with order of information amended.
V4	15/05/20	19/10/2020	Organisation Context Updated
V5	20/10/2020	08/04/2021	Organisation Context Updated
V6	09/04/2021	20/12/2023	Financial Delegation Updated Management Position Clause Updated Code of Ethics Clause Updated
V7	21/12/2023		Special Conditions Updated General Requirements Updated Organisational Context Updated