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SA Health Job Pack

Job Title	Senior Speech Pathologist - Rehabilitation
Eligibility	Open to Everyone
Job Number	776598
Applications Closing Date	26 November 2021
Region / Division	Northern Adelaide Local Health Network
Health Service	Modbury Hospital
Location	Modbury
Classification	AHP3
Job Status	Ongoing Part-Time, 22.5 hours per week
Total Indicative Remuneration	\$111,284 - \$119,125 p.a. (pro rata)

Contact Details

Full name	Laura Jeffs
Phone number	(08) 7321 4014
Email address	laura.jeffs@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Screening - **DHS**
- Vulnerable Person-Related Employment Screening - **NPC**
- Aged Care Sector Employment Screening – **NPC or DHS**
- General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Senior Speech Pathologist
Classification Code:	AHP3
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster	Modbury
Division:	Aged Care, Rehabilitation and Palliative Care
Department/Section / Unit/ Ward:	Rehabilitation
Role reports to:	
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children Check – WWCC (DHS) <input 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 Senior Speech Pathologist is responsible to the Senior Manager Northern Adelaide Rehabilitation Service (NARS) for the development, implementation, coordination and evaluation of quality rehabilitation services for patients of the Northern Adelaide Local Health Network (NALHN).

The Senior Speech Pathologist participates as member of the rehabilitation team within the broader rehabilitation service. Optimal care and outcomes is ensured by providing a comprehensive range of Speech Pathology services to patients receiving inpatient rehabilitation, supported early discharge and home rehabilitation. The Senior Speech Pathologist also provides specialist services to medical and surgical inpatients to facilitate early rehabilitation and discharge.

The Senior Speech Pathologist works in collaboration with other members of the interdisciplinary team, to effectively plan and provide therapeutic interventions based on patient goals. This may involve consultation and liaison with the team, other professional disciplines and external organisations.

The Senior Speech Pathologist is accountable for their own practice standards, activities delegated to others and the guidance and development of less experienced staff.

The Senior Speech Pathologist assists in the provision and management of a service particularly in the areas of:

- Supporting speech pathology staff, students and relevant Allied Health Assistants.
- Improving speech pathology, policy, procedures, guidelines and practices
- Facilitating the development and application of relevant research.

The Senior Speech Pathologist must work towards and meet the State wide Generic Core Competencies Framework.

Key Relationships/ Interactions:

- Reports to the Senior Manager NARS with regard to operational and clinical service issues.
- Reports to the NALHN Senior Manager Speech Pathology for professional issues.
- Works collaboratively with other members of their discipline and of multi-disciplinary teams.
- Liaises with other health professionals, service providers and the community.
- Responsible for the training and supervision of other health professionals and students as required.
- Deputises for the Senior Manager NARS as required.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Responsible, in consultation with the Senior Manager NARS, for the development and provision of high quality Speech Pathology services that are patient centred and maximise functional / health outcomes including	<ul style="list-style-type: none"> • Providing leadership, consultancy and advice to management and other health professionals on service delivery, development and practice within NARS services. • Developing, reviewing and evaluating clinical protocols, policies, procedures and resources within a best practice framework within a service stream. • Actively participating in and / or co-ordinating multi-disciplinary service team projects, quality activities, research and evaluation programs within the site and / or region. • Coordinating continuous quality improvement, research and / or service development activities to improve services and ensure quality patient outcomes. • Collection and entry of required data sets, and participating in the review and evaluation of this as required. • Management and maintenance of equipment and supplies in a cost effective manner. • Acting as a resource in their area of expertise
Provide highly skilled clinical rehabilitation services to maximise functional health outcomes of inpatients and outpatients including	<ul style="list-style-type: none"> • Assessing and implementing intervention / treatment programs that reflect best practice guidelines. • Ensuring documentation is consistent with service policy and practice. • Providing information to patients, families, carers and community services. • Undertaking comprehensive discharge planning in conjunction with other team members. • Maintaining and developing clinical and professional knowledge and skills.
Contribute to the effective management of human resources within Speech Pathology and across NARS, including	<ul style="list-style-type: none"> • Participating in the recruitment and selection of staff. • Implementing staff orientation programs, development plans and training programs. • Providing professional clinical supervision and contributing to the education activities of other health professionals within the Division. • Conducting performance management of designated staff, including career planning and development.
Contribute to the educational and research culture of rehabilitation services, including	<ul style="list-style-type: none"> • Undertaking clinical training and educational activities including the development of training resources. • Liaising with educational providers regarding educational outcomes of clinical placements. • Providing training and supervision to students on placement. • Acting as a mentor and clinical supervisor. • Participating in appropriate interdisciplinary projects, quality activities, research and evaluation programs. • Conducting education sessions for a range of staff within the hospital

<p>Contribute to the educational and research culture, including</p>	<ul style="list-style-type: none"> • Undertaking clinical training and educational activities including the development of training resources. • Liaising with educational providers regarding educational outcomes of clinical placements. • Providing training and supervision to students on placement. • Acting as a mentor and clinical supervisor. • Participating in appropriate interdisciplinary projects, quality activities, research and evaluation programs. • Conducting education sessions for a range of staff within the LHN.
<p>Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement, including</p>	<ul style="list-style-type: none"> • Participating in, and facilitating the delivery of, collaborative team work and effective continuous learning and professional development. • Actively participating in continuous Quality Improvement activities, including the identification of performance standards and increased efficiencies.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Appropriate Degree or equivalent qualification which gives eligibility for full membership of Speech Pathology Australia.

Personal Abilities/Aptitudes/Skills:

- An ability to manage to the spirit and principles of the premier's safety Commitment and the legislative requirements of the *Work Health and Safety Act 2012* (SA), utilising AS/NZS ISO 31000:2009 Risk Management- Principles and Guidelines, or to an equivalent set of standards.
- Demonstrated high level competency and extensive knowledge in speech pathology assessment and treatment techniques with a broad range of rehabilitation clinical skills.
- Demonstrated high level interpersonal skills including negotiation, consultation and conflict resolution skills.
- Demonstrated ability to establish and maintain effective networks and partnerships with a broad range of culturally diverse clients and stakeholders, including patients and their families, community services / agencies and other service providers, within a multi-disciplinary setting.
- Demonstrated high level verbal and written communication skills including the ability to prepare concise, accurate and timely clinical reports and data.
- Demonstrated skills and abilities in leadership; supervision of staff; flexibility; working independently and within an inter-disciplinary team; managing variable workloads and competing priorities; and adapting to changing service provision needs.
- Demonstrated ability to perform the physical demands of the position and to utilise sound manual handling practices.
- Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with LHN objectives.

Experience

- Extensive experience in clinical management within the acute or ambulatory service area, including program evaluation and service development, combined with a broad base of experience in rehabilitation practice.
- Demonstrated experience in the effective development, implementation and evaluation of departmental policies and procedures relevant in a hospital or ambulatory setting.
- Demonstrated experience in the use of Microsoft Office (including Word, Excel and database packages).

Knowledge

- Understanding of Work Health and Safety principles and procedures.
- Understanding of the Australian National Safety & Quality Health Service Standards.
- Knowledge of continuous Quality Improvement principles and methods.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Postgraduate qualification in a field relevant to rehabilitation

Personal Abilities/Aptitudes/Skills:

- Demonstrated commitment to excellence and innovation in work practices.

Experience

- Proven experience in basic computing skills, including email and word processing.
- Experience in undertaking research activities within an Allied Health context.

Knowledge

- Demonstrated understanding and compliance with LHN Delegation of Authority.
- Knowledge of the South Australian Rehabilitation Service Plan 2009-17

Special Conditions:

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Criminal and Relevant History Screening.
- > *Prescribed Positions* under the *Child Safety (Prohibited Person) Act (2016)* must obtain a satisfactory Criminal and Relevant History 'Working With Children Check' (WWCC) employment screening through the Screening and Licensing Unit, Department of Human Services.
- > Criminal and Relevant History Screening must be renewed every 5 years thereafter from date of issue for 'Prescribed Positions' under the *Child Safety (Prohibited Person) Act (2016)*.
- > Criminal and Relevant History Screening must be renewed every 3 years for 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (Cth).
- > 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.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met. Will be required to work within other locations of the Northern Adelaide Local Health Network.
- > Flexible working hours can be negotiated dependent on service requirements and some out of hours work may be required.
- > May be required to work on weekends as part of a 7 day roster.
- > Participation in weekend on call roster (via mobile phone supplied by the department) may be required.
- > Support values consistent with the aims of SA Health and the LHN, including honesty, respect and integrity.
- > 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 Guidelines for Health Care Workers in South Australia 2014.*
- > *Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).*
- > *Child Safety (Prohibited Person) Act (2016).*
- > *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
- > South East 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 19/20 for NALHN is \$790M with a workforce of 3,857 FTE / 5,240 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.

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

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.

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: