

Position	Respiratory Scientist, Medicine
Classification	MeS1
Division	Medicine and Critical Care Services
Department / Section / Unit / Ward	Respiratory and Sleep Services/SALHN Respiratory Function Laboratories
Role reports to	Operationally: > Senior Respiratory Scientist > Principal Respiratory Scientist
CHRIS 21 Position Number M55481	Role Created / Review Date 14/03/2025
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Southern Adelaide Local Health Network (SALHN) Respiratory Function Laboratories (RFL) is the primary service provider for the southern area of South Australia. We offer a comprehensive range of respiratory function tests. We have two respiratory function units located at the Flinders Medical Centre and Noarlunga GP Plus Super Clinic.

The Respiratory Scientist will collaborate with the multi-disciplinary healthcare team to deliver services effectively. The Respiratory Scientist provides quality and timely diagnostic respiratory measurements to patients referred to the SALHN RFL. The incumbent will work within a small, dedicated team of respiratory scientists, applying their scientific knowledge, expertise, and competence to ensure all patient testing is performed to the highest standard and complies with national and international best practices. They will leverage their scientific skills to contribute to developing, implementing, evaluating, and improving procedures and processes within the RFL, including activities related to quality assurance and research.

Direct Reports: (List positions reporting directly to this position)

> Nil

Key Relationships / Interactions:

Internal:

> Works collaboratively within the SALHN Respiratory and Sleep Medicine Service interacting with administrative, nursing, allied health and medical staff and consultants

External:

> Interacts with other medical and surgical units to provide timely diagnostic services to patients referred to the SALHN RFL

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Effective communication and motivation of patients who may be unwell and may find compliance with test requirements difficult
- > Service provision spread across two sites.
- > Ensuring compliance with laboratory quality assurance and safety standards.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

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

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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.

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 Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high-quality, safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan.
Contribute to the care of patients referred to the Respiratory Function Laboratory (RFL)	<ul style="list-style-type: none"> > Performing high-quality diagnostic measurements that meet recognised national and international standards. > Demonstrating empathy and consideration of the patient's health status and/or limitations with respect to testing. > Demonstrating respectful and courteous behaviours, including sensitivity to cultural needs > Maintaining patient safety as per local and national guidelines > Ensuring that the confidentiality and privacy of patients is always maintained
Contribute to the efficient operation of the RFL	<ul style="list-style-type: none"> > Performing essential calibration and quality assurance tasks > Operating computer-based testing equipment according to established procedures. > Effective problem-solving by troubleshooting and corrective action > Contributing to the avoidance of problems by involvement in a program of preventative action > Assisting with the maintenance of RFL equipment > Assisting with the maintenance of administrative systems and procedures > Maintenance of adequate laboratory supplies, reagents and consumables
Contribute to the continuous improvement in the quality of service provided to the referring doctor	<ul style="list-style-type: none"> > Preparing complete and accurate standard lung function reports > Participating in the review, editing and correction of test reports before release from the laboratory > Communicating with referring doctors where requests are incomplete or unclear > Adherence to the laboratory's quality assurance procedures
Contribute to improvement in existing laboratory procedures and development of new laboratory procedures	<ul style="list-style-type: none"> > Contributing to all aspects of the laboratory's quality system, including documentation of procedures and policies > Contribute to accreditation, credentialing, and review processes that meet the requirements of professional and regulatory bodies. > Being aware of current literature related to lung function testing > Critically appraising existing methods for compliance with published standards and guidelines > Consultation and review with senior staff regarding recommended changes in laboratory practice > Assisting in the validation of new methods by applying scientific rigour
Participation in professional development activities	<ul style="list-style-type: none"> > Maintaining professional development consistent with registration requirements for the Australian Council for Clinical Physiologists > Assisting with the preparation of work for potential publication in peer-reviewed national or international journals > Assisting in the development of new protocols by application of scientific knowledge > Presenting work at state, national or international meetings
Contribution to the effective operation of the unit	<ul style="list-style-type: none"> > Contributing to developing an integrated team approach and culture that is highly responsive to the needs of our consumers. > Contributing to promoting and implementing the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), and Awards and Enterprise Agreements.

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	<ul style="list-style-type: none">> Demonstrating appropriate behaviours that reflect a commitment to the Department of Health's values and strategic directions.> Undertaking training to attain and maintain the required competency of skills and knowledge applicable to the role.
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1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Health Science, Applied Science or an equivalent qualification.

Personal Abilities/Aptitudes/Skills

- > Demonstrated high level of interpersonal, written and verbal communication skills
- > Commitment to the quality of services provided.
- > Demonstrated thoroughness and attention to detail
- > Demonstrated ability to plan and organise work to meet deadlines and achieve set goals
- > Demonstrated ability to work autonomously and as part of a team
- > Initiative in identifying and resolving problems
- > Proven commitment to the principles and practice of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management.
 - Risk management.

Experience

- > Clinical measurements experience.

Knowledge

- > Clinical knowledge in physiology.
- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family-centred care principles and consumer engagement principles and procedures.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Demonstrated ability to communicate effectively with other health professionals in a positive and respectful manner
- > Demonstrated presentation skills

Experience

- > Experience in physiological measurement, particularly in the area of lung function or respiratory physiology

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of respiratory physiology or related area
- > Knowledge of quality assurance practices

Educational/Vocational Qualifications

- > Achievement of Certification as a Respiratory Function Scientist through the Australian and New Zealand Society of Respiratory Science

Other Details

- > Registration with the Australian Council of Clinical Physiologists

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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network
	> Southern Adelaide Local Health Network
	> Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network
	> Yorke and Northern Local Health Network
	> Flinders and Upper North Local Health Network
	> Riverland Mallee Coorong Local Health Network
	> Eyre and Far North Local Health Network
	> South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)

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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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

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Role Acceptance

I have read and understand the responsibilities associated with the Respiratory Scientist in the Division of Medicine and organisational context and the values of SA Health as described within this document.

Name

Signature

Date