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SA Health Job Pack

Job Title	Physiotherapist
Job Number	579392
Applications Closing Date	31/12/2016
Region / Division	South Adelaide Local Health Network
Health Service	Flinders Medical Centre
Location	Bedford Park
Classification	AHP1
Job Status	Casual (up to 31/12/2016)
Indicative Total Remuneration*	AHP1 - \$64,978- \$79,604 (pro rata)

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:

- ☒ Child Related Employment Screening - **DCSI**
- ☐ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ 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.

Contact Details

Full name	Brian Simpson
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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



Southern Adelaide Local Health Network (LHN) JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

TITLE OF POSITION:	ADMINISTRATIVE UNIT:
Physiotherapist	SA Health – Southern Adelaide LHN
Classification:	Health Unit: Flinders Medical Centre
AHP1	Division:
Classification Reviewed:	Department / Section:
	Position No: FM0757
	Position Created:

Job and Person Specification Approval

CEO or Delegate

Date

JOB SPECIFICATION

1. PREAMBLE

The Southern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the southern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 7,000 skilled staff provide high quality patient care, education, research and health promoting services.

Southern Adelaide LHN provides a range of acute and sub acute health services for people of all ages, and has three hospitals, Flinders Medical Centre, Noarlunga Hospital and the Repatriation General Hospital.

Population and Primary Health Care delivers a range of primary health care services across the southern 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.

Southern Mental Health provides a range of integrated services across community and hospital settings, targeted at all age groups, in collaboration with non-Government organisations and General Practice Network South.

2. SUMMARY OF THE BROAD PURPOSE OF THE POSITION and its responsibilities/duties

The AHP1 Physiotherapist undertakes a clinical role providing physiotherapy services for an allocated caseload, under the direction of a senior physiotherapist..

The physiotherapist is responsible for the assessment and management of patients which results in improved patient care and outcomes.

The incumbent may work individually or as a member of a multi-disciplinary team and has professional responsibility for the physiotherapy management of a case load of patients across a diverse range of work units. Work unit may include Orthopaedic and Vascular Surgery,

Neurosciences, General Medicine and Aged Care, Cardiorespiratory, Women's Health and Outpatients.

Work will be coordinated on a roster basis of between 3 and 6 months.

3. REPORTING/WORKING RELATIONSHIPS (to whom the person reports, staff for whom the person is responsible, and other significant connections and working relationships within the organisation)

The physiotherapist works under direction of the work area supervisor who in turn reports to the Director of Physiotherapy

As work units may include attendant staff and students, the incumbent may have some limited responsibility for directing and delegating work to attendants and students.

Maintains strong working relationships through direct liaison with medical, nursing and other allied health members of the health care team

4. SPECIAL CONDITIONS (such as non-metropolitan location, travel requirements, frequent overtime, etc)

- Job and Person Specifications are reviewed regularly as part of the ongoing Performance Development process.
- May be required to work within other locations of the Southern Adelaide LHN.
- Some out of hours work may be required. May be required to work on a 7 day roster basis and participate on a weekend/public holiday roster.
- 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.
- Appointment may be subject to a satisfactory Criminal History Report.
- Comply with the Principles of the Code of Fair Information Practice, adopted by the Department of Health, which regulate the collection, use, disclosure, storage and transfer of all personal patient/client information within the Department and throughout its funded service providers.

4. STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES (group in to major areas of responsibility / activity and list in descending order of importance).

Provision of high quality patient care

- **Demonstrate effective patient care and clinical management of FMC patients by:**
 - undertaking appropriate physiotherapy assessments and making valid interpretations of assessment findings based on sound clinical reasoning
 - formulating and implementing appropriate physiotherapy intervention plans based on assessment findings and knowledge of best practice and evidence based care.
 - participating in discharge planning including development of support or self-management strategies as appropriate
 - documenting assessments, interventions and management plans in medical records, according to agreed AH documentation standards
 - attending and actively participating in ward rounds, discharge planning and clinical team meetings
 - active participation in Allied Health activities
 - effective communication with patients, carers, and relevant other personnel involved in patient care (within and external to FMC) to facilitate improved health and discharge outcomes
 - delegation and supervision of therapy tasks, as appropriate, to physiotherapy/AH Assistants and students.
- **Demonstrate efficient work practices by;**

- managing allocated caseload, and where appropriate seeking assistance from the relevant supervisor
- prioritising own workload according to agreed principles, and contributing to workload management within the Department to meet highest priority needs for Physiotherapy service within FMC on a daily basis
- appropriate utilisation of physiotherapy/AH Assistants within defined parameters
- recording accurate daily workload data and performing other administrative duties as required
- meeting activity benchmarks for patient care, clinical service management, teaching and training, and research, as determined by the Division of AH and assessed by periodic audit.
- arranging handover for any planned absence, to minimise disruption to patient care

Consumer involvement

- **Demonstrate a commitment to involving consumers and/or carers by;**
 - using a patient centred model of care that includes goal setting where appropriate
 - actively engaging patients and carers in developing and implementing care plans and discharge arrangements
 - promoting and supporting sustainable, self-management health improvement strategies where appropriate

Professional Development, Quality & Safety

- **Demonstrate commitment to ongoing professional development, service quality and safe work practice by:**
 - active and ongoing participation in service and clinical practice improvement activities and projects
 - undertaking relevant continuing professional development, education and training
 - attending and participating in FMC in-service programs
 - actively engaging in annual performance review, including identification of training and development needs, and formulation of goals
 - reporting adverse events and identifying potential risk issues
 - attending staff meetings and participating in service planning as required
 - “Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including OHS&W requirements.”

Acknowledged by Occupant:_____ Date:____/____/____

PERSON SPECIFICATION

1. ESSENTIAL MINIMUM REQUIREMENTS (those characteristics considered absolutely necessary)

Educational/Vocational Qualifications

- A degree or other qualification which entitles registration with the Physiotherapy Board of Australia
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Personal Abilities/Aptitudes/Skills

- Physiotherapy skills in the assessment and management of patients with a broad range of conditions
 - Well developed and effective written and verbal communication skills with a proven ability to relate to people of various ages, cultures and backgrounds
 - Ability to work independently and as an effective team member
 - Ability to apply professional responsibility particularly with regard to:
 - confidentiality
 - the appropriate delegation of duties to clinical support staff
 - the patient/therapist relationship
 - Physical strength, flexibility and endurance sufficient for the manual handling requirements of the Physiotherapy Work Unit and out of hours work
 - Ability to organise self, set priorities and manage time effectively
 - Self motivated and proven ability to use initiative
 - Basic computing experience
 - “Proven commitment to the principles and practise of:
 - *EEO, Ethical Conduct, diversity and OHS&W;*
 - *Quality management and client oriented service;*
 - *Risk management.*”
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Experience

- Clinical experience working in an acute health care setting
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Knowledge

- Sound knowledge of a broad range of clinical physiotherapy
 - Understanding of Quality Management principles and procedures
 - Understanding of Occupational Health, Safety & Welfare principles and procedures
 - Understanding of Quality Management principles and procedures
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2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- Ability to be innovating, imaginative and resourceful
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Experience

- Previous experience working in an acute hospital similar to the Flinders Medical Centre
- Experience leading and conducting patient groups
- Proven experience in basic computing skills, including email and word processing

Knowledge

- Knowledge of community agencies and resources

Educational/Vocational Qualifications (considered useful in carrying out the responsibilities of the position)

Other details
