



ROLE DESCRIPTION

Role Title:	Senior Physiotherapist, Emergency Assessment Team (EMAT)		
Classification Code:	AHP3	Position Number	P47896
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	Allied Health		
Division:	Allied Health		
Department/Section / Unit/ Ward:	Various		
Role reports to:	Director, Exercise Physiology and Physiotherapy, CALHN		
Role Created/ Reviewed Date:	Nov 2022		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" 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:
<p>The Senior Physiotherapist provides physiotherapy services, usually as part of a specialist multidisciplinary team, in a particular clinical area of CALHN which requires advanced physiotherapy skills and knowledge. In addition to a clinical caseload, he/she provides consultancy to others and advises management in the area of expertise; provides clinical supervision to assigned staff and students; and contributes to education activities.</p> <p>The Emergency Multidisciplinary Assessment Team (EMAT) is a multidisciplinary team including, but not limited to Occupational Therapists (OT), Physiotherapists (PT), Social Workers (SW) and Allied Health Assistants (AHA) based in the Emergency Department (ED). The EMAT has a focus on early assessment and intervention to prevent admission and support the early discharge of patients back to community by working closely with the ED staff and a variety of internal and external services. While the team is based in the ED, it is an agile team able to facilitate and support discharge across the hospital utilizing functions such as Discharge to Assess.</p>

Direct Reports:
Nil

Key Relationships/ Interactions:
<p><u>Internal</u></p> <ul style="list-style-type: none"> Accountable to the Director Exercise Physiology and Physiotherapy for discipline-specific and professional issues Organisationally reports to the EMAT Team Leader for operational and inter-

disciplinary/multidisciplinary delivery of services, as applicable

- Works closely with Senior Allied Health clinicians of the team to which he/she is rostered
- May lead a team of physiotherapists and Allied Health Assistants in their allocated unit, ward or service
- Works collaboratively with medical, nursing and other allied health members of the specialist multidisciplinary team in his/her relevant clinical specialty

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External

- Referrers
- Providers of follow-up services to patients discharged from CALHN Physiotherapy
- Physiotherapy Program staff from relevant Universities
- Other clinicians/consumers requiring advice or support in his/her field of clinical specialty

Challenges associated with Role:

Major challenges currently associated with the role include:

- Broad spectrum of clinical conditions to be competently managed with relative independence
- Fast paced environment
- Discharge planning in complex clinical situations
- Clinical supervision of physiotherapy staff and students in a high pressure multi-disciplinary environment

Delegations:

Nil

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 the 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.

- Participation in the relevant campus's out-of-hours clinical roster according to site arrangements.
- You will be rostered to work hours over five, six or seven days of the week and/or work extended hours, reasonable overtime, including out of hours/weekend work. Roster arrangements may be reviewed/varied, in order to meet organisational requirements.
- Travel between CALHN sites is required.
- May be required to work in areas of the Hospital outside of one's specific clinical specialty during certain circumstances eg periods of reduced staffing.

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 both CALHN and the broader 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. Our Reconciliation Action Plan guides, supports and holds us accountable as we uphold our values and focus on making reconciliation a reality. The plan can be found at centraladelaide.health.sa.gov.au.

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
Contribute to the provision of high quality patient centred clinical care within one's specific clinical specialty by:	<ul style="list-style-type: none"> • using high-level professional knowledge and skill to manage referrals, provide physiotherapy assessments, make interpretations of assessment findings, and formulate and implement physiotherapy intervention plans in collaboration with patients, carers and relevant other clinicians • using communication skills of an advanced level of maturity and empathy to engage successfully with patients, their families and care providers • managing complex cases, with minimal professional supervision, either as primary therapist or as consultant to other members of the physiotherapy team or wider Department • recording timely information regarding assessments and interventions in patients' medical records • attending and actively participating in multidisciplinary clinical activities such as ward rounds and meetings • delegating appropriate tasks to physiotherapy assistants and ensuring that delegated tasks are performed safely and effectively • seeking and incorporating relevant evidence and/or accepted best practice in the selection and application of physiotherapy methods and techniques • providing an expert education and consultancy service in the clinical specialty to CALHN staff and staff, particularly physiotherapists, of other health units that receive patients from CALHN health units • contributing to the effectiveness of the specialist multidisciplinary team and the formation and review of their objectives, policies and procedures by participating in relevant business and project activities.
Contribute to the effectiveness and efficiency of the physiotherapy service by:	<ul style="list-style-type: none"> • using advanced self-organisation, communication and teamwork skills to complete clinical, administrative, representative, and quality improvement activities • acting as a role model for AHP1, AHP2 and support staff including adhering to and promoting departmental, CALHN, SA Health and Public Sector policies and procedures • actively contributing to the Department's continuing professional development and formal performance review programs • providing professional support and oversight of AHP1, AHP2 and support staff as required • actively contributing to the planning, development and implementation of departmental policies and procedures as they pertain to one's specific clinical specialty • initiating, implementing and completing quality improvement activities within one's specific clinical specialty • informing the relevant Principal Physiotherapist of issues arising within the specialist area, including service demand and client needs • advising the relevant Principal Physiotherapist on professional

	<p>service delivery development, practice and redesign, and other opportunities for improvement as they pertain to one's specific clinical specialty</p> <ul style="list-style-type: none"> • undertaking and/or leading specific project work on issues relevant to one's specific clinical specialty.
Contribute to physiotherapy or clinical specialty specific knowledge by:	<ul style="list-style-type: none"> • conducting research and supporting other members of one's physiotherapy and specialist multidisciplinary teams in research and evaluation activities.
Actively contribute to the educational activities of one's physiotherapy and specialist multidisciplinary teams by:	<ul style="list-style-type: none"> • supervising, teaching and lecturing other staff members, visitors, staff of external agencies and students as required.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Degree or equivalent qualification which entitles registration with the Physiotherapy Board of Australia.

Personal Abilities/Aptitudes/Skills:

- Sufficient physical strength, flexibility and endurance for the manual handling requirements of the caseload, including out of hours work where this is required.
- Ability to independently apply a high level of professional judgement relevant to the clinical specialty.
- Advanced ability to implement patient centred and evidence based practice.
- Advanced written and verbal communication skills.
- Ability to work effectively as a clinical leader within physiotherapy and specialist multidisciplinary teams.
- Ability to interact with other people in a tactful, sensitive and ethical manner.
- Advanced ability to set priorities, organise activities, and achieve timely outcomes in a range of clinical and non-clinical situations.
- A calm, stable and approachable manner.
- Reliability.
- Advanced ability to provide timely, accurate, legible and complete clinical records and workload data.
- Initiative to improve personal and professional skills by seeking and acting on constructive feedback and by actively participating in self-directed and programmed professional development.
- Willingness and ability to work safely and effectively in other areas of the Hospital for out of hours work (where this is required) or during extenuating circumstances eg significantly reduced staffing.
- Ability to perform basic life support procedures.

Experience

- Substantial and recent experience in the clinical specialty to enable input at a senior clinician level.
- Demonstrated involvement in contemporary physiotherapy and clinical specialty specific professional development.
- Experience in managing complex clinical situations with minimal professional supervision.
- Experience in staff or student supervision.
- Experience with initiating and completing service improvement activities.

Knowledge

- Extensive evidence based clinical knowledge, sufficient to enable safe and effective work with minimal supervision in the relevant clinical specialty.
- Awareness of responsibilities with regard to work health and safety.
- An understanding of the wider health system environment and issues affecting physiotherapy services in public hospitals.

- Knowledge of research methodologies and clinical evaluation processes.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Willingness to undertake relevant formal education is highly desirable.
- A relevant post-graduate qualification.

Personal Abilities/Aptitudes/Skills:

- Ability to use data management, analysis and reporting programs.

Experience

- Experience in clinical teaching or research.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission 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 Strategic 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:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

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
- Repat Health Precinct (RHP)

- 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 SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, 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, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN visit centraladelaide.health.sa.gov.au.

Division/ Department:

Allied Health Directorate

The Allied Health Directorate provides management and governance for allied health services across Central Adelaide LHN. Allied health professionals are a key part of the clinical team delivering a range of clinical, diagnostic and support services in hospital, ambulatory and community health settings. Allied health is a collective term for a number of professional groups each with distinct identities, educational pathways, professional registration or membership requirements.

The Allied Health Directorate consists of discipline based departments operating across Central Adelaide campuses, the Reform and Quality Unit as well as hosting a number of specialist functions such as the Aboriginal and Torres Strait Islander Liaison Unit, The Wellness Centre and Healthcare Chaplains.

The Allied Health Directorate also provides professional support for allied health staff and services governed by other parts of Central Adelaide and work closely with the Clinical Directorates across Central Adelaide.

The Allied Health Directorate administers approximately \$30M and employs around 600 staff.

Physiotherapy

Physiotherapy covers the spectrum of CALHN services across the acute, sub-acute and ambulatory continuum to the local community, admitted country patients and via specific State-wide services (Spinal Cord Injury, Brain Injury, Burns, Adult Cystic Fibrosis, Lung Transplant, Adult Haemophilia and metropolitan SA Prison Health). CALHN Physiotherapists and Physiotherapy Assistants provide campus-based and off-site services in patients' homes and community hydrotherapy facilities. Clinical services include assessment of patients' cardiorespiratory, musculoskeletal and neurological status and their functional performance; and therapy programs addressing physical impairments, pain and cognitive/behavioural issues affecting function. Several advanced practice roles exist within the service in the musculoskeletal area. The service is committed to quality improvement, evidence based practice, the ongoing development of staff, clinical research and the teaching and training of physiotherapy and related students.

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:
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