

POSITION

OFFICIAL DESCRIPTION



Health
Barossa Hills Fleurieu
Local Health Network

Job Title	Clinical Senior Physiotherapist	Classification	AHP3	Position Number	TBA
Region	Barossa hills Fleurieu Local Health Network	Term		Position Created	
Area	BHFLHN – Community Health Service	FTE	0.8	Last Updated	08/03/2022
Criminal History Clearance Requirements:		<input checked="" type="checkbox"/> DHS Working with Children check <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> NDIS Worker Check			
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)			

Broad Purpose of the Position

The Senior Physiotherapist is an experienced and highly competent clinician who delivers quality services and / or provides clinical / professional leadership to allied health professionals working in Barossa Hills Fleurieu Local Health Network in South Australia. Responsible for contributing to improvements in the quality, safety and community needs-driven distribution of services across the Rural Region, the Senior Physiotherapist works with allied health staff, managers and other stakeholders on model of care and workforce development initiatives

Qualifications

Must hold a recognised qualification within the Physiotherapist profession, and be eligible for (full) membership of the Physiotherapist Professional Association. For those professions requiring Registration all requirements to obtain and maintain current registration must be fulfilled.

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 Statement

BHFLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. BHFLHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

<p>Special Conditions</p> <ul style="list-style-type: none"> > A current driver's license is essential, as is a willingness to drive on country roads and travel in light aircraft as required. Intra state travel will be required; interstate travel may be required. > Flexibility and some out of hours work may be required > 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 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS). > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups. > Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit. > National Police Certificates must be renewed every 3 years thereafter from date of issue. > Working With Children Checks must be renewed every 5 years thereafter from date of issue. > NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue. > 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. 	<p>Key Relationships</p> <ul style="list-style-type: none"> ▪ Reports to Out of Hospital Team Leader (Barossa). ▪ Expected to negotiate own formal clinical supervision arrangement, in accordance with the <i>BHFLHN Allied Health Clinical Support Framework</i> ▪ Ensures clinical supervision is accessible to all Physiotherapists working in BHFLHN / Rural Region, including through the provision of clinical supervision. ▪ Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community ▪ Maintains cooperative and productive working relationships, including with the relevant Professional Association(s). ▪ Works closely with the Principal Allied Health Advisor and other allied health leaders and stakeholders within BHFLHN and South Australia. ▪ May be required to temporarily fulfill a higher position, appropriate to the skills and capacity of the incumbent 	
<p>Key Result Areas</p>	<p>Generic Requirements</p>	<p>Specific or Local Requirements</p>

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<p>1. Technical Skills and Application</p>	<p>1.1 . Apply specialist professional expertise (including as a <i>Rural Generalist</i> or within a specific discipline specialty) in the provision of complex clinical and / or consultancy services across BHFLHN and / or within the relevant professional networks.</p> <p>1.2 Operate with professional independence, clinical competence and highly developed reflective-practice skills, drawing on professional direction in the application of new or sophisticated techniques.</p> <p>1.3 Apply detailed knowledge of BHFLHN strategic directions, health unit operations, service delivery and workforce issues, and very high level professional skills to achieve responsibilities of a complex and varied nature.</p> <p>1.4 Provide advice to management on professional service development, practice and redesign, in response to demand and client needs.</p> <p>1.5 Experience working with Aboriginal consumers.</p>	<p>As the Senior Physiotherapist the incumbent provides physiotherapist services to clients referred to the BHF Out of Hospital Program</p> <p>Contribute to the identification, establishment and implementation of clinical protocols for the provision of Physiotherapist across the BHFLHN.</p> <p>Provide specialist advice and consultative services to the Principal Allied Health Advisor / Country Health Executive as required</p>
<p>Key Result Areas</p>	<p>Generic Requirements</p>	<p>Specific or Local Requirements</p>
<p>2. Personal and Professional Development</p>	<p>2.1 Work under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work, including providing advice to Management / Executive on the effective allocation of resources in the delivery of services across BHFLHN.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <p>2.3 Attending all mandatory training and actively pursuing other development as required to maintain currency of clinical knowledge</p> <p>2.4 Actively developing the professional skills and competencies in others, by contributing to or facilitation education and training activities and acting as a mentor and / or clinical supervisor to less experienced staff.</p> <p>2.5 Utilising the support of mentors and peers, and fostering strong relationships with Universities, Professional Associations and other key stakeholders.</p> <p>2.6 Actively participating in the Professional Development and Review (PDR) process, including developing and pursuing a personal / professional development plan in consultation with your line manager; and facilitating this process for staff under your supervision.</p> <p>2.7 Facilitate the development of knowledge of effective practice by encouraging and supporting research, evaluation of services, and information sharing between professionals across BHFLHN, through relevant Networks and other forums.</p> <p>2.8 May have <i>managerial responsibilities</i>, being responsible for:</p>	<p>Provide clinical leadership and support to Allied Health Professionals within BHFLHN, including through the provision of clinical supervision and supporting others to access appropriate clinical supervision and support.</p> <p>Coordinate clinical placements for physiotherapy students across BHFLHN or multi-disciplinary placements within the BHFLHN.</p> <p>Contribute to clinical education of BHFLHN staff and professional students</p> <ul style="list-style-type: none"> ▪ Contribute to clinical research and undertake quality evaluation in the physiotherapy services ▪ Facilitate access to training and development opportunities for Physiotherapy staff ▪

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	<p>2.9 Leadership, guidance and / or line management of a multi-disciplinary or specialist team within the BHF Region or across BHFLHN and / or a professional network.</p> <p>3 Attainment of Team or BHF operational goals & objectives, and the facilitation and application of human resource management principles including performance management and development.</p> <p>3.1 May have <i>Senior Clinical Educator and / or Senior Researcher responsibilities</i>, including:</p> <p>4 the coordination of clinical placements for a profession across BHFLHN or multiple professions within a RURAL REGION;</p> <p>5 contribution to clinical education within BHFLHN or in partnership with Universities;</p> <p>5.1 conducting research and / or quality evaluation within a cluster, whole of BHFLHN or within the professional network</p> <p>5.2 Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training.</p>	
<p>2 Client / Customer Service</p>	<p>2.1 Treat all clients with respect, identifying and pursuing opportunities to work in partnership with stakeholders to improve the quality of BHFLHN services.</p> <p>2.2 Promote cultural safety by valuing and promoting the cultural needs of local communities and providing advice on service or system-level changes required at the BHFLHN level to meet these needs.</p> <p>2.3 As a clinical / professional leader, contribute to improvement the patient-journey driven distribution of services and ensuring client-centred practice and community engagement principles are embedded into the planning, delivery and evaluation of services.</p> <p>2.4 Ability to engage appropriately with Aboriginal consumers and community members to improve health outcomes and provide a culturally safe service.</p>	<ul style="list-style-type: none"> ▪ Support intake points to identify appropriate candidates for Community Health Services and its programs. ▪ Improve client outcomes for Out of Hospital services and its programs. ▪ Provide a clinical leadership role for clients referred to the BHFLHN services ▪ Consult and engage with consumers, carers and service providers to identify needs, and ensure needs of high risk / minority groups are considered in the development of BHFLHN Physiotherapy services
<p>3 Administration and Documentation</p>	<p>3.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics.</p> <p>3.2 Contribute to the efficient and effective use of materials and resources.</p> <p>3.3 Prepare reports and / or recommendations to assist management decision making</p> <p>3.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems (including Quality Risk & Safety [QRS], Adequate Records Management [ARM], Client Management Engine [CME] and My Aged Care [MAC].</p> <p>3.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role</p>	<ul style="list-style-type: none"> ▪ Contribute to / facilitate the accurate reporting against Key Performance Indicators ▪ Develop appropriate clinical and administrative resources to inform Physiotherapy practice and services in BHFLHN. Ensure accurate and timely completion of the documentation and reporting requirements of BHFLHN, and BHF Health Services.

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	3.6 May be required to coordinate discrete projects and / or contribute to areas of policy that are considered to be complex, requiring discipline knowledge and experience, and which are undertaken under limited direction.	
4 Teamwork and Communication	<p>4.1 Contribute to BHFLHN-level strategic workforce planning and service development, to ensure services are effective, efficient, equitably distributed (according to need) and based on evidence.</p> <p>4.2 Promote intra-disciplinary collaboration between clinicians across BHFLHN and the development of inter-professional and across-sector partnerships to improve the quality, safety and integration of services.</p> <p>4.3 Apply high level interpersonal skills which engender the trust, cooperation and commitment of others to work together to achieve change.</p> <p>4.4 Communicate and negotiate effectively, both verbally and in writing, at all levels within BHFLHN and with external agencies.</p> <p>4.5 Provide clinical leadership in the application of BHFLHN strategic directions, values and priorities within the relevant discipline and / or specialty area(s).</p>	<ul style="list-style-type: none"> ▪ Contribute to the planning and development of physiotherapy services across BHFLHN, especially in relation to BHF. ▪ Develop and maintain strong links with physiotherapy staff and Team leaders to ensure sharing of information, effective use of resources, integration of services and collaboration on joint-solutions where practical ▪ Represent BHF at relevant forums
5 Continuous Improvement	<p>5.1 Contribute to the planning and development of physiotherapy services across BHFLHN, especially in relation to BHF.</p> <p>5.2 Develop and maintain strong links with physiotherapy staff and Team leaders to ensure sharing of information, effective use of resources, integration of services and collaboration on joint-solutions where practical</p> <p>5.3 Represent BHFLHN at relevant forums</p>	<ul style="list-style-type: none"> ▪ Contribute to or lead the evaluation of Physiotherapy services ▪ Monitor physiotherapy services to identify clinical risks, emerging trends and opportunities for improvement ▪ Work with stakeholders to design corrective action and present recommendations to BHF Executive.
Approved by Authorised Officer / /	Accepted by Incumbent / /

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Job Title	Physiotherapist	Classification	AHP3
LHN	Barossa Hills Fleurieu Local Health Network	Term	Temporary
Area	Gawler/Barossa	FTE	0.8

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. They may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – <i>refer to page 1 for minimum qualification requirements</i> b) Broad professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts ▪ Previous involvement in service development, including research & evaluation ▪ Change management & project management skills / experience ▪ Competency in applying primary health care principles c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> ▪ <u>creativity, adaptability, resourcefulness, prioritization & problem solving skills</u>
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. E.g.: <i>relevant</i> additional professional development or qualifications b) Information about <u>your leadership / management style and experience</u>
3. Client / Customer Service	a) Knowledge of and commitment to BHFLHN services, priorities & strategic directions. b) Examples that demonstrate skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Information about relevant skills, experience and training – including those related to data management, competent use of technology etc.
5. Teamwork and Communication	a) Examples of how you have contributed previously to service planning and development b) Outline your communication, team work and <u>problem solving skills, with examples</u>
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research