

POSITION DESCRIPTION



Job Title	Physiotherapist, Rural Generalist	Classification	AHP1	Position Number	P23419
LHN	Eyre and Far North Local Health Network	Term	As per contract	Position Created	17/02/2020
Area	Country Health Connect	FTE	As per contract	Last Updated	March 2024
Criminal History Screening Requirements		<input checked="" type="checkbox"/> DHS Working with Children Check (WWC) <input checked="" type="checkbox"/> NPC Aged/Vulnerable <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)			

Broad Purpose of the Position

With clinical support from the Senior Physiotherapist, the Physiotherapist is responsible to the Regional Community Health Team Leader for contributing to the delivery of a comprehensive and integrated range of health services, appropriate to the needs of the local community. To achieve this, the Physiotherapist works as a member of a multi-disciplinary team, including health professionals and service providers from other sectors, and utilises a combination of preventative, early intervention, treatment and evaluation approaches.

The incumbent is able to reside in any of the following communities: Port Lincoln, Elliston, Streaky Bay, Ceduna, Wudinna, Cleve, Cowell, Kimba, Tumby Bay or Cummins. The incumbent will be required to provide a regional service to more than one community within the Eyre & Far North Region including those listed above on a regular and rostered schedule.

Qualifications

Must hold a recognised qualification within the relevant allied health profession, and be eligible for full membership of the relevant Professional Association.

For those disciplines requiring Registration, all requirements to maintain current registration must be fulfilled. For self-regulated professions it is desirable to participate in the professional associations' accredited continuous professional development program.

Confidentiality and 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.

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Cultural Statement

The Eyre and Far North Local Health Network welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Eyre and Far North Local Health Network is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

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 SA Health values and strategic directions.

General Requirements

*NB References to legislation, policies and procedures includes any superseding versions

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

- > Work Health and Safety Act 2012 (SA) - maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act 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.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA).
- > SA Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, 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.
- > Health Practitioner Regulation National Law (South Australia) Act 2010.
- > *Mental Health Act 2009 (SA)* and Regulations.
- > *Controlled Substances Act 1984 (SA)* and Regulations.
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > SA Health / EFNLHN policies, procedures, guidelines and standards.

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Special Conditions

- A current driver's license is essential, as is a willingness to drive on country roads and travel in light air craft 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 Australia Police confirming the clearance is for the purpose of working in Aged Care.
- Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Working 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.
- 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.
- The incumbent will be required to comply with the requirements of the EFNLHN Procedure for Credentiaing Allied Health and Scientific Health Professionals.

Key Relationships

- Receives line supervision from Regional Community Health Team Leader
- Works under Clinical Supervision and direction from the AHP2 Physiotherapist in accordance with the *Regional SA Allied Health Clinical Support Framework*.
- Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community
- May be required to temporarily fulfill a higher position, appropriate to the incumbent's skills and capacity

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Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	<p>1.1 Provide a broad range of clinical services, selecting, adopting and applying methods, procedures and standards which are generally well established and straight forward.</p> <p>1.2 Exercise professional judgment within prescribed areas, with support from a Clinical Senior to verify methods and results.</p> <p>1.3 Provide straight forward clinical services, including one-on-one, group and health promotion activities.</p> <p>1.4 Manage and prioritise personal workload.</p>	<ul style="list-style-type: none"> ▪ Provide a broad range of physiotherapy services in various settings across the region, including individual, group and population health initiatives; ▪ Apply Primary Health Care and Community Development Principles to the planning and delivery of services; ▪ Provide physiotherapy services in clinical areas including but not limited to: inpatients, outpatients, paediatric and aged care clients.
2. Personal and Professional Development	<p>2.1 Operate under direct supervision (which will decrease as experience increases), and draw on support from experienced peers of diverse professional backgrounds and /or Managers as required.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <ol style="list-style-type: none"> a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge; b. Applying reflective practice skills; c. Utilising the support of mentors and peers; d. Actively participating in the professional development and review (PDR) process. <p>2.3 Contribute to the development of knowledge of effective practice through research, evaluation of services and information sharing with peers.</p> <p>2.4 With at least 12 months post-graduate experience, may be required to review aspects of the work of peers, provide professional advice to more recently employed allied health professionals, and contribute to the supervision of students / AH assistants.</p>	<ul style="list-style-type: none"> ▪ Receive clinical advice, mentorship and support from local AHP2 Physiotherapist; ▪ Receive regular clinical support, supervision, and direction from an AHP2 Senior Physiotherapist, under formal arrangement in accordance with the EFNLHN Allied Health Professional Clinical Support Policy. ▪ Develop and maintain inter and intra-professional clinical networks within EFNLHN and SA Health, actively sharing and seeking out knowledge of effective practice. ▪ Actively participate in the regional country SA Physiotherapy Network. ▪ With experience, provide support to peers and contribute to the supervision of work experience students / allied health assistants. ▪ Adopt a proactive approach to developing and maintaining contemporary knowledge and skills in Physiotherapy.
3 Client / Customer Service	<p>3.1 Treat all clients with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area.</p> <p>3.2 Promote cultural safety by valuing & promoting the cultural needs of the community.</p>	<ul style="list-style-type: none"> ▪ Support consumers through the patient journey, providing effective assessment, timely referrals, accurate information, coordinated care and prompt follow up; ▪ Utilise service eligibility and prioritization frameworks to inform work plans and services in accordance with community needs.

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	3.3 Apply client-centred practice and community engagement principles in the provision of services, ensuring clients are meaningfully involved in all aspects of their care.	
4 Administration and Documentation	<p>4.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics.</p> <p>4.2 Contribute to the efficient and effective use of materials and resources.</p> <p>4.3 Prepare reports which incorporate recommendations on straight forward operations.</p> <p>4.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>4.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role.</p> <p>4.6 May be required to undertake projects or assignments of limited scope and complexity, or contribute to a minor phase of a broader / more complex project.</p>	<ul style="list-style-type: none"> ▪ Maintains appropriate statistics and records in accordance with SA Health and EFN LHN requirements. ▪ Contributes to a range of health promotion programs within the region. ▪ Utilise the Safety Learning System (SLS) to report patient risks, incidents, and client feedback.
5 Teamwork and Communication	<p>5.1 Participate in service planning to improve the effectiveness, efficiency, equitable distribution and evidence-based nature of EFN LHN services.</p> <p>5.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>5.3 Work positively within a team, develop effective working relationships and contribute constructively to achieving team goals.</p> <p>5.4 Communicate effectively with a range of people (both verbally and in writing).</p> <p>5.5 Work in accordance with SA Health and EFN LHN's vision, mission, strategic priorities and values.</p>	<ul style="list-style-type: none"> ▪ Contribute constructively and actively as a member of the multi-disciplinary team; ▪ Actively participate in Team meetings and activities; ▪ Actively participate in region-wide and local site staff forums as required
6 Continuous Improvement	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards.</p> <p>6.2 Contribute to the ongoing monitoring, evaluation and review of services.</p> <p>6.3 Proactively respond to client complaints and feedback.</p> <p>6.4 Contribute to discipline-specific and trans-professional research and service development, through data collection, collation,</p>	<ul style="list-style-type: none"> ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Physiotherapy services in the Eyre & Far North LHN. ▪ Contribute to local quality improvement activities and the Accreditation process.

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	analysis and the development of recommendations on basic operations. 6.5 Comply with the <i>Code of Ethics for South Australian Public Sector Employees</i> .	
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EFNLHN Values

The values of EFNLHN are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

Accountability	Connected	Respect	Caring
✓ We value taking responsibility for all that we do	✓ We value being part of our local community and our LHN community	✓ We value every individual and their uniqueness	✓ We value providing compassionate care to those who need it
✓ We value acting with integrity when striving to achieve our goals	✓ We value listening and collaborating with others	✓ We value being considerate and kind to ourselves and others	✓ We value putting our consumers at the centre of everything we do
✓ We value following through on what we say we will do	✓ We value two-way communication	✓ We value the diversity of our communities and the people in them	✓ We value taking the time to understand our consumers and their needs

Code of Ethics

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.

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.

Aboriginal Health

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Approved by Authorised Officer / /	Accepted by Incumbent / /
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APPLICANT GUIDELINES



Job Title	Physiotherapist, Rural Generalist	Classification	AHP1
LHN	Eyre and Far North Local Health Network	Term	As per contract
Area	Country Health Connect	FTE	As per contract

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 six Key Result Areas (KRA) separately using dot points. Refer to the table below for some suggestions of the type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. These 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 <i>(suggestions of information to include in your application)</i>
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) - <i>refer page 1 for minimum qualification requirements.</i> b) Professional experience <i>relevant to this role:</i> <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles; ▪ Previous involvement in service development (may include outcome measures, research & evaluation); ▪ Project management skills or knowledge of project management principles; ▪ Examples of competency in applying primary health care principles c) <i>Examples of other skills, knowledge or experiences that demonstrate your suitability for the role [e.g.: creativity, resourcefulness, flexibility, adaptability, problem solving skills.]</i>
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. May include reference to training or additional qualifications <i>of relevance to this role.</i> b) Any experience in leadership and management - work or non-work roles.
3. Client / Customer Service	a) Knowledge of Regional LHN or EFNLHN services, priorities and strategic directions. b) Previous experience & skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Highlight <i>relevant</i> skills, experience or training. Include reference to specific systems or software programs <i>if relevant.</i>
5. Teamwork and Communication	a) Outline your communication and team work skills, <i>with examples.</i> b) <i>Examples of your ability to contribute to an effective team, including working with diverse health professionals, the community and service providers from other sectors.</i>
6. Continuous Improvement	a) <i>Examples of how you have contributed previously to quality improvement, evaluation and research or demonstrated understanding of how this role would contribute to continuous improvement.</i>