



**ROLE DESCRIPTION**

<b>Role Title:</b>	Senior Physiotherapist HASDS		
<b>Classification Code:</b>	AHP3	<b>Position Number</b>	P55354
<b>LHN/ HN/ SAAS/ DHA:</b>	Central Adelaide Local Health Network (LHN)		
<b>Site/Directorate</b>	Integrated Care		
<b>Division:</b>	Integrated Care		
<b>Department/Section / Unit/ Ward:</b>	Hospital Avoidance Supported Discharge Service		
<b>Role reports to:</b>	Team Manager, Hospital Avoidance and Supported Discharge Service		
<b>Role Created/ Reviewed Date:</b>	May 2024		
<b>Criminal History Clearance Requirements:</b>	<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)		
<b>Immunisation Risk Category:</b>	<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**

<b>Primary Objective(s) of role:</b>
<p>This senior physiotherapist position will form a part of the multidisciplinary Integrated Care (IC) team to provide culturally appropriate comprehensive assessment, clinical intervention and care coordination. Integrated Care is a growing and exciting area to work, serving as an important conduit between primary care and hospital specialty services.</p> <p>The service supports Integrated Care hospital avoidance, supported discharge and hospital substitution models. The role will promote and advocate a ‘home first’ approach, where multidisciplinary assessment and intervention will be delivered outside the acute hospital setting. The senior physiotherapist will be required to work across CALHN sites and within Integrated Care, as required and in line with clinical need.</p> <p>The role will focus on the assessment and management of clients with complex health needs who are experiencing gaps in health responses and will provide short-term intervention and facilitation of care transition to acute, sub-acute and community services. The service supports clients with complex comorbidities which may be acute, subacute or chronic including musculoskeletal conditions, recurrent falls and mobility restrictions. This position will play a key role in our hospital avoidance clinics, providing physiotherapy and generalised allied health input to patients who are on the trajectory to ED but whose needs cannot be managed in the community.</p> <p>This senior physiotherapist will also advocate, undertake and contribute to Integrated Care service development opportunities and pathways, that promote increased utilisation of services and service opportunities. They will also provide professional support and leadership to less experienced staff and students and contribute to educational activities.</p> <p>Allied health is a key component of our 7-day service model; regular weekend work will be required.</p> <p>Integrated Care is committed to embedding virtual care / telehealth alongside traditional methods of consultation (face to face or phone).</p>

**Key Relationships/ Interactions:**

Internal

- Reports to Team Manager at relevant site.
- Role will be professionally supported by the CALHN Physiotherapy – Allied Health department and adhere to clinical supervision requirements.
- The physiotherapist will receive clinical advice and professional support, guidance, and supervision from the delegated Senior Physiotherapist.
- Is responsible for the management of own work practice on a day-to-day basis
- Maintains close collaborative working relationships with all level 3 and level 4 Nurses within CALHN, CALHN Allied Health leads and relevant medical specialists.
- Maintain effective relationships to develop and coordinate strategic responses to the health needs of complex clients including but not limited to, Emergency Departments, Acute wards and 'off site' services.
- Maintains cooperative and productive working relationships with all members of the broader health care team.
- Works collaboratively with other members of the CALHN Integrated care multidisciplinary teams across CALHN.

External

- Maintain effective relationships to develop and coordinate strategic responses to the health needs of who's care needs can be met within the community and/or intermediate care setting, including but not limited to NGO's, GP's, SAAS and PHN

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- Broad spectrum of clinical conditions to be competently managed with relative independence.
- Discharge planning in complex clinical situations.
- Clinical supervision of physiotherapy staff and students in a high pressure multi-disciplinary environment.
- Keeping professionally up to date with relevant research, technological advances and models of care.
- Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- Working collaboratively within the multidisciplinary team and across organisational sites/Programs and promotes communication processes to enable best patient/client outcomes.
- Understanding the needs of complex and vulnerable client groups, particularly those who are vulnerable, homeless or marginalised, often with concurrent comorbid medical and psychosocial health needs.
- The position will be required to work across CALHN sites.
- Broad spectrum of clinical conditions to be assessed and treated.
- Education of patients in self-management strategies.
- Working in a multi-disciplinary or inter-disciplinary team.
- Representing Physiotherapy and Integrated Care in multiple and varied forums.

**Delegations:**

N/A

Refer to the HR Delegations and Financial Delegations document

**Staff supervised: N/A**

Direct

Indirect

**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.

**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 sensitivity and respect 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](http://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
<p>Contribute to the provision of high-quality patient centred clinical care within one's specific clinical specialty by:</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Using communication skills of an advanced level of maturity and empathy to engage successfully with patients, their families and care providers.</li> <li>• Managing complex cases, with minimal professional supervision, either as primary therapist or as consultant to other members of the physiotherapy team or Integrated Care.</li> <li>• Recording timely information regarding assessments and interventions in patients' medical records.</li> <li>• Attending and actively participating in multidisciplinary clinical activities such as ward rounds and meetings.</li> <li>• Delegating appropriate tasks within physiotherapy and multidisciplinary team and ensuring that delegated tasks are performed safely and effectively.</li> <li>• Seeking and incorporating relevant evidence and/or accepted best practice in the selection and application of physiotherapy methods and techniques.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<p>Contribute to the effectiveness and efficiency of the physiotherapy service by:</p>	<ul style="list-style-type: none"> <li>• Using advanced self-organisation, communication, and teamwork skills to complete clinical, administrative, representative, and quality improvement activities.</li> <li>• 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.</li> <li>• Actively contributing to Integrated Cares continuing professional development and formal performance review programs.</li> <li>• Providing professional support and oversight of AHP1, AHP2 and support staff as required.</li> <li>• Actively contributing to the planning, development and implementation of departmental policies and procedures as they pertain to one's specific clinical specialty.</li> <li>• Initiating, implementing, and completing quality improvement activities within one's specific clinical specialty.</li> <li>• Informing the relevant integrated care nurse unit manager and/or divisional director of issues arising within the specialist area, including service demand and client needs.</li> <li>• Advising the integrated care divisional director on professional service delivery development, practice and redesign, and other opportunities for improvement as they pertain to one's specific clinical specialty.</li> <li>• Undertaking and/or leading specific project work on issues relevant to one's specific clinical specialty.</li> </ul>

<p>Contribute to physiotherapy or clinical specialty specific knowledge by:</p>	<ul style="list-style-type: none"> <li>• Conducting research and supporting other members of one's physiotherapy and specialist multidisciplinary teams in research and evaluation activities.</li> </ul>
<p>Actively contribute to the educational activities of one's physiotherapy and specialist multidisciplinary teams by:</p>	<ul style="list-style-type: none"> <li>• Supervising, teaching and lecturing other staff members, visitors, staff of external agencies and students as required.</li> </ul>
<p>Professional leadership</p>	<ul style="list-style-type: none"> <li>• Promote continuity and consistency of care in collaboration with the Team Manager of the service.</li> <li>• Act as a resource person within an area based on knowledge, experience, and skills.</li> <li>• Assisting the Team Manager.</li> <li>• The provision of protocol-based management to patients receiving hospital treatment in the home/community/clinic setting.</li> <li>• Maintaining data on patients managed in the Integrated Care service to report to the Organisation.</li> <li>• Maintaining guidelines and protocols for home/community/clinic-based care.</li> <li>• Promoting continuity and consistency of care through the continuum supporting and promoting early discharge from hospital.</li> </ul>

## Knowledge, Skills and Experience

### Educational/Vocational Qualifications

- A degree or other qualification which entitles registration as a Physiotherapist with the Australian Physiotherapy Board through the Australian Health Practitioner Regulation Agency (AHPRA).

### Personal Abilities/Aptitudes/Skills:

- Sound clinical practice for a broad range of muscular skeletal, recurrent falls, mobility issues including frailty and other conditions.
- Ability to communicate effectively (both verbally and in writing) with clients, carers, staff and relevant others.
- Ability to prioritise workload and meet deadlines.
- Proven ability for flexibility, innovation and creativity within the whole of service setting.
- Ability to participate in and foster teamwork and cooperation within a highly functioning Multidisciplinary team and between the broader team setting.
- Ability to provide services without direct supervision using client centred approaches that are ethically and culturally appropriate and include respecting principles of confidentiality.
- Ability to apply sound professional judgement to routine work situations.
- Ability to engage in reflective practice and initiate seeking professional/clinical supervision and support when required.

### Experience

- Clinical experience working in Physiotherapy within an acute tertiary hospital and/or community setting.
- Current experience as a clinician in the assessment and provision of high-quality clinical care to clients with a variety of muscular skeletal, recurrent falls and/or complex conditions affecting mobility.
- Experience in working with clients from diverse value systems and cultural differences.
- Clinical experience working in a community setting to support clients to self-manage muscular skeletal and other health issues.
- Demonstrated ability to implement changes in practice to support evidence-based Physiotherapy.
- Experience in planning and implementing service improvements, quality activities or research.

### Knowledge

- Well-developed clinical knowledge, sufficient to enable safe and effective work with appropriate indirect supervision in any area of physiotherapy within CALHN, to effectively work in an outreach community setting.
- Evidence-based knowledge on the management of musculoskeletal issues, recurrent falls and other mobility concerns.
- Well-developed knowledge of community-based services and relevant referral pathways including My Aged Care.
- Awareness of responsibilities with regard to work health and safety.
- Well-developed knowledge of Evidence Based Practice.



## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- Training or postgraduate qualifications in relevant clinical, supervisory or skills.
- Additional coursework in area of appropriate clinical skills.
- Demonstrated involvement in relevant professional development including external resources.

### **Personal Abilities/Aptitudes/Skills**

- Demonstrated ability in planning and implementing changes to service delivery.
- Awareness of organisations and their strengths and weaknesses and the complexity of Health Care provision.
- Research skills.
- Ability to make positive contributions towards improving service quality.

### **Experience**

- Experience in quality improvement activities.
- Experience in working with vulnerable clients experiencing complex needs within mental health and disability context.

### **Knowledge**

- Knowledge of NDIS.
- Knowledge of self-management principles to address the needs of vulnerable groups.
- Advanced knowledge of complexities related to vulnerable clients, in particular those of Aboriginal or Torres Strait Islander descent.

## **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
- 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](http://centraladelaide.health.sa.gov.au).

## **Division/ Department:**

Integrated Care develops implements and maintains pathways and partnerships within CALHN and CALHN community services to provide a cohesive and comprehensive patient health journey that aims to meet whole of health needs resulting in reduces length of stay within acute hospitals and reduced presentations to the acute sector. This service provides direct clinical intervention and specialist clinical services and provides expert advice to clinicians within CALHN services and the CALHN community. Integrated Care supports the delivery of flexible services and models of care to meet the needs of the local population group include site-based services, outreach services, in-reach into CALHN sites.

## 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

*People first*

#### Behaviours

- 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.

*Ideas driven*

- 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.

*Future focussed*

- 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.

*Community minded*

- 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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