Position	Physiotherapist
Classification	AHP1
Division	RAP
Department / Section / Unit / Ward	AH/Physiotherapy
Role reports to	Operationally: > Nominated physiotherapy supervisor for roster Professionally: > Director Physiotherapy
CHRIS 21 Position Number M62576	**Role Created / Review Date** 07/01/2020
Criminal History Clearance Requirements ☐ Aged (NPC) ☐ Child - Prescribed (Working with Children Check) ☒ Vulnerable (NPC) ☐ General Probity (NPC)	**Immunisation Risk Category** Category A (direct contact with blood or body substances

JOB SPECIFICATION

Primary Objective(s) of role:

Provide physiotherapy services to Rehabilitation, Aged and Palliative (RAP) patient service areas. The physiotherapist is responsible for the assessment and management of patients which results in improved patient care and outcomes.

Direct Reports: (List positions reporting directly to this position)

> May be required to supervise Allied Health Assistants depending on roster allocation.

Key Relationships / Interactions:

Internal:

> RAP physiotherapy supervisor
> Other RAP team members

External:

> Community agencies

Challenges associated with Role:

Major challenges currently associated with the role include:

> Rotational position undertaking various rosters to support RAP service profile, may be required to work across different sites.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

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 SALHN values and strategic directions.

General Requirements

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

- National Safety and Quality Health Care Service Standards.
- *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children's Protection Act 1993* (Cth) – 'Notification of Abuse or Neglect'.
- *Public Interest Disclosure Act 2018*.
- Disability Discrimination.
- Information Privacy Principles.
- 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.

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.

Special Conditions

- 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* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- Working with Children Clearance must be renewed every five (5) years.
- 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- 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 2008* 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.
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Key Result Areas and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	> Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan.
Clinical	> Provide appropriate, safe and effective physiotherapy management (assessment and treatment) of patients referred within the scope of the Rehabilitation Aged and Palliative (RAP) division physiotherapy services, including hydrotherapy. > Ensure caseload is managed appropriately by treating patients according to priority. > Ensure relevant physiotherapy information is provided by maintaining records (casenotes and departmental) and statistical system in accordance with departmental guidelines. > Participate in provision of co-ordinated health care by liaising with medical, nursing and other professional staff regarding patient care in meetings, ward rounds, clinics and providing written reports or other communications. > Facilitate patient discharge by maintenance of close links with community and other resources. > Gain and maintain experience across clinical areas by participating in physiotherapy roster rotations within the Physiotherapy Department, the hospital and the community. > Contribute to supervision of physiotherapy/allied health assistants and physiotherapy students on placement by providing opportunities for such under direction of the clinical supervisor
Education and Staff Development	> Assist in promotion of professional development by participating in ongoing involvement with quality improvement projects, self-appraisal, performance development, in-service education programmes and research. > Assist in achievement of departmental goals by contribution to all activities as appropriate. > Contribute to clinical rosters on a roster basis across all areas of physiotherapy by becoming involved in updating all clinical aspects and reviewing evidence based outcome activities. > Attend ongoing education programmes when resources permit and disseminate information to the Physiotherapy Department or Allied Health Division as appropriate. > Assist in education of patients, staff and the public by preparing and presenting education programmes. > Maintain core competencies via “On line education” and attendance at periodic practical training in key areas
Departmental	> Contribute to departmental decision making by attendance at meetings and acting as Chairperson, or Minute Secretary as required. > Contribute to projects and research in the department by undertaking elements of projects as determined by clinical supervisor.
Contribution to effective operation of unit	> Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers.

	> Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

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

Personal Abilities/Aptitudes/Skills

- Physiotherapy skills in assessment and management of a broad range of conditions
- Ability to set priorities and manage one's time effectively including the ability to supervise physiotherapy students and assistants.
- Empathy and ability to work with a range of patient ages and conditions with an ability to act responsibly in an emergency situation
- Ability to communicate effectively with a wide variety of personnel and maintain effective work relationships, such as the ability to work in a multidisciplinary team situation.
- Capable of meeting job demands with an ability to competently undertake pool rescue protocol per RAP procedures
- Proven commitment to the principles and practise of:
  - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
  - Quality management and the provision of person and family centred care.
  - Risk management.

Experience

Evidence of experience in a training program sufficient to develop necessary skills to deliver high quality and safe care consistent with the National Safety and Quality Health Care Service Standards.

Knowledge

- Awareness of National Safety and Quality Health Service Standards.
- Understanding of Delegated Safety Roles and Responsibilities.
- Understanding of Work Health Safety principles and procedures.
- Understanding of Quality Management principles and procedures.
- Awareness of person and family centred care principles and consumer engagement principles and procedures.
- Knowledge of professional physiotherapy requirements of patient care

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2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- Ability to implement quality improvement practices.
- Counselling and teaching skills.
- Basic keyboard and computing skills.
- Interest in personal development within the department and within the physiotherapy profession

Experience

- Proven experience in basic computing skills, including email and word processing.

Knowledge

- Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- Certificate ,Diploma or Masters degree in a relevant post graduate course

Other Details

- N/A

Organisational Overview

Our mission at SA Health 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.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

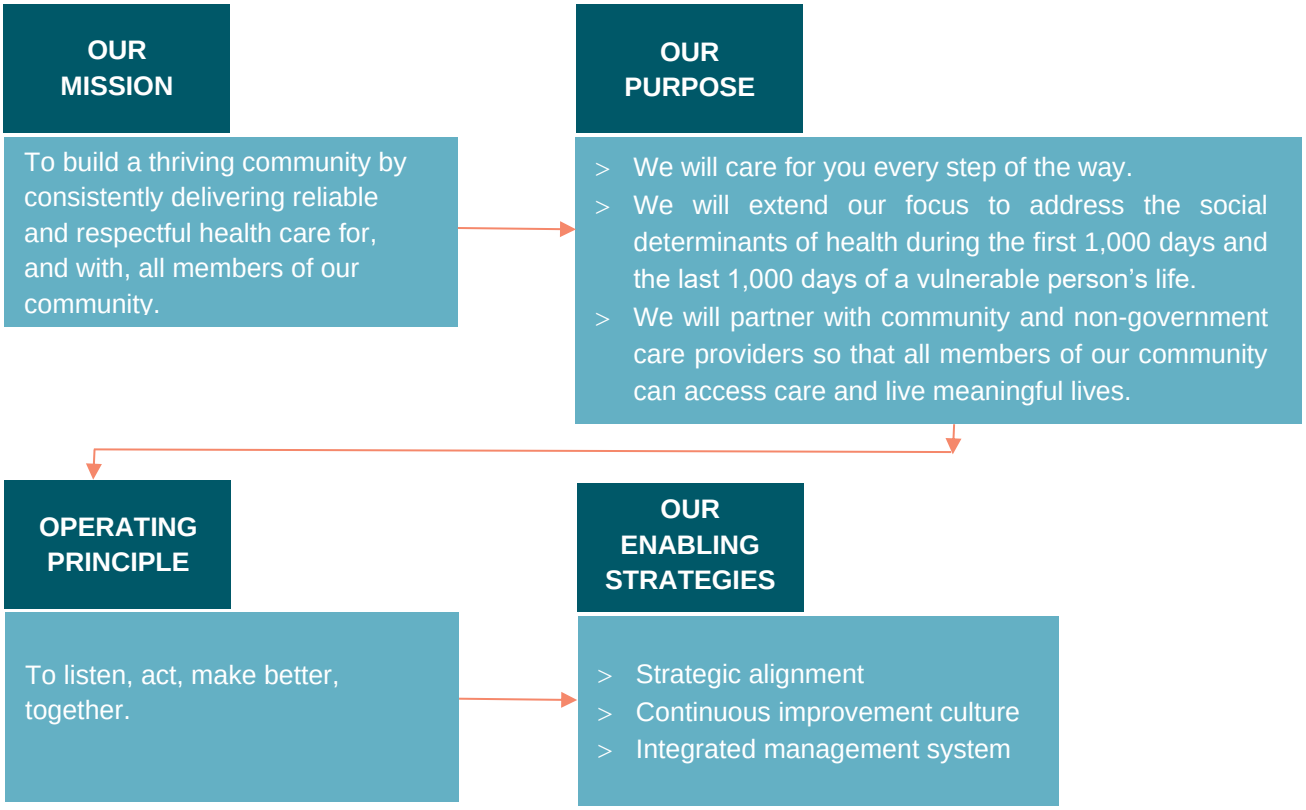
Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- Flinders Medical Centre
- Noarlunga Hospital
- GP Plus Health Care Centres and Super Clinics
- Mental Health Services
- Sub-acute services, including Repat Health Precinct
- Jamie Larcombe Centre
- Aboriginal Family Clinics



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; it sets out the **South Australian Public Sector Values** as:

- **Service** – We proudly serve the community and Government of South Australia.
- **Professionalism** – We strive for excellence.
- **Trust** – We have confidence in the ability of others.
- **Respect** – We value every individual.
- **Collaboration & engagement** – We create solutions together.
- **Honesty & integrity** – We act truthfully, consistently, and fairly.
- **Courage & tenacity** – We never give up.
- **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Acknowledgement

Role Acceptance

I have read and understand the responsibilities associated with the Physiotherapist in the Division of Rehabilitation, Aged and Palliative Care and organisational context and the values of SA Health as described within this document.

Name

Signature

Date