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## SA Health Job Pack

Job Title	Physiotherapist (COVID-19 Surge) - (Multiple Positions)
Eligibility	Open to Everyone
Job Number	782351
Applications Closing Date	Positions will remain open until filled
Region / Division	Barossa Hills Fleurieu Local Health Network
Health Service	BHFLHN – Community and Allied Health Directorate
Location	The positions advertised may initially be located at Gawler, Angaston, Mount Barker, Strathalbyn and Victor Harbor. Please be aware that we also have Hospitals/Aged Care Facilities located at Eudunda, Kapunda, Tanunda, Kangaroo Island, Gumeracha and Mt Pleasant and staff may be deployed to these locations as needed.
Classification	AHP1/AHP2
Job Status	Temporary for up to 6 months - Full time, Part time & Casual opportunities available
Salary	AHP1 \$64,519 - \$78,761 p.a. (pro-rata) AHP2 \$83,152 - \$96,329 p.a. (pro-rata) Salaries listed are gross base salary ranges only (this does not include any applicable allowances, loadings or superannuation).

## Contact Details

Full name	Elizabeth McClintock
Phone number	8393 1805
Email address	<a href="mailto:elizabeth.mcclintock@sa.gov.au">elizabeth.mcclintock@sa.gov.au</a>

## Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Working with Children Check (WWCC) - **DHS**
- ☒ National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- ☒ Unsupervised contact with Vulnerable groups- **NPC**
- ☐ Unsupervised contact with Aged Care Sector- **DHS**
- ☐ No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at [www.sahealth.sa.gov.au/careers](http://www.sahealth.sa.gov.au/careers) - see Career Information, or by referring to the nominated contact person below.

# Immunisation

## **Risk Category A (direct contact with blood or body substances)**

*This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)*

## Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✍ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✍ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

\* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements

# POSITION DESCRIPTION



<b>Job Title</b>	Physiotherapist	<b>Classification</b>	AHP1	<b>Position Number</b>	TBD
<b>LHN</b>	Barossa Hills Fleurieu (BHF)	<b>Term</b>	Temporary	<b>Position Created</b>	
<b>Area</b>	Barossa Hills Fleurieu Region (BHFR)	<b>FTE</b>	Various	<b>Last Updated</b>	9/12/2021
<b>Criminal History Clearance Requirements:</b> <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					
<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)					

## Broad Purpose of the Position

Under the direct Supervision of an experienced Physiotherapist the Physiotherapist AHP1 will contribute 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 the Multi professional team, including health professionals and service providers from other sectors, and utilizes a combination of preventative, early intervention, treatment / therapy and evaluation approaches. Physiotherapists are employed to provide direct clinical care in the inpatient and outpatient setting, predominantly in Mt Barker Hospital for the purpose of this role.

## Qualifications

Must hold a recognised qualification within the Physiotherapy profession, and be eligible for full membership of the Physiotherapy Board of Australia. For those professions requiring Registration, all requirements to obtain and maintain current registration must be fulfilled. For self regulated professions it is desirable to participate in the professional association accredited continuing professional development program.

## 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

# POSITION DESCRIPTION

## 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 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.
- Will be required to comply with the requirements of the BHFLHN Procedure for Credentialling Allied Health and Scientific Health Professionals
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met

## Key Relationships

- Receives line supervision from Team Leader Out of Hospital Team
- Receives clinical supervision, advice and support from the Clinical Senior Physiotherapist under formal arrangement in accordance with the *BHFLHN Allied Health Clinical Support Framework*.
- Draws on multi-professional and clinical networks for support in specialty areas of service delivery.
- 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

# POSITION DESCRIPTION

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 prioritize personal work load.</p> <p>1.5 Experience working with Aboriginal consumers.</p>	<p>The Physiotherapist provides a broad range of therapy services within the Barossa Hills Fleurieu (BHF) Out of Hospital Team including acute, outpatient and community settings.</p> <p>2 Provides individual, group and population health services targeting at risk and priority clients and groups within the community, in accordance with service eligibility and prioritisation criteria. .</p>
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> <ul style="list-style-type: none"> <li>a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge</li> <li>b. Applying reflective practice skills</li> <li>c. Utilising the support of mentors and peers</li> <li>d. Actively participating in the professional development and review (PDR) process</li> </ul> <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 and allied health assistants.</p> <p>2.5 Will have a general understanding of Aboriginal culture and a willingness to undertake further training in this area.</p>	<ul style="list-style-type: none"> <li>▪ Receive clinical supervision, direction, advice, mentorship and support from the Senior Physiotherapist</li> <li>▪ Develop and maintain inter and intra-professional clinical networks within the region, BHFLHN and South Australia, actively sharing and seeking out knowledge of effective practice</li> <li>▪ Participate in the BHF Physiotherapy Network</li> <li>▪ With experience, provide support to peers and contribute to the supervision of work experience students / allied health assistants</li> </ul>
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 &amp; promoting the cultural needs of the community.</p> <p>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</p> <p>3.4 Will have experience in working with Aboriginal Consumers</p>	<ul style="list-style-type: none"> <li>▪ Facilitates clinical assessment, treatment, cross referral and review as required for clients referred to the BHFR Out Of Hospital Program.</li> <li>▪ Assign and supervise services allocated to the Allied Health Assistant.</li> <li>▪ Utilise and review service prioritisation and eligibility criteria</li> <li>▪ The development, oversight and implementation of outcome based care plans as required by clients referred to the program.</li> </ul>

# POSITION DESCRIPTION

		<ul style="list-style-type: none"> <li>Ensure the implementation of evidenced based practice and procedures in the design of client care plans.</li> <li>Coordinates, in consultation with the team, the delivery of a range of physiotherapy services to clients and carers referred to the program.</li> <li>Facilitates client utilisation of existing community based mobility programs</li> <li>Maintains own case load and ensure the accurate documentation and reporting of assessments, review, referrals and update of own client files (case management)</li> </ul>
Administration and Documentation	<p>3.5 Comply with organisational requirements for the accurate and timely completion of documentation and statistics</p> <p>3.6 Contribute to the efficient and effective use of materials and resources.</p> <p>3.7 Prepare reports which incorporate recommendations on straight forward operations.</p> <p>3.8 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>3.9 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role</p> <p>May be required to undertake projects or assignments of limited scope and complexity, or contribute to a part of a broader / more complex project.</p>	<ul style="list-style-type: none"> <li>Maintains appropriate statistics and records in accordance with BHFLHN and regional requirements</li> <li>Contributes to a range of health promotion programs within the BHF Region.</li> <li>Use the Safety learning System (SLS) to report patient clinical risks and incidents</li> </ul>
4 Teamwork and Communication	<p>4.1 Participate in service planning to improve the effectiveness, efficiency, equitable distribution and evidence-based nature of BHFLHN services.</p> <p>4.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>4.3 Work positively within a team, develop effective working relationships and contribute constructively to achieving team goals .</p> <p>4.4 Communicate effectively with a range of people (both verbally and in writing)</p> <p>Work in accordance with BHFR's vision, mission, strategic priorities and values</p>	<ul style="list-style-type: none"> <li>Contributes constructively and actively as a member of the BHFR Out of Hospital multi-disciplinary team</li> </ul> <p>5 Actively participates in BHF Team meetings, BHF Regional Staff Meetings and other relevant organisational meetings as required.</p>
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, analysis and the development of recommendations on basic operations.</p>	<ul style="list-style-type: none"> <li>Contribute to the ongoing review, development and evaluation of the effectiveness of Physiotherapy services in the BHF Region.</li> </ul>

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**Health**  
Barossa Hills Fleurieu  
Local Health Network

	6.5 General understanding of Aboriginal culture and a willingness to undertake further training in this area. 6.6 Complying with the Code of Ethics for Public Sector Employees.		
<b>Approved by Authorised Officer</b>	..... / /	<b>Accepted by Incumbent</b>	..... / /

# APPLICANT GUIDELINES



**Health**  
Barossa Hills Fleurieu  
Local Health Network

<b>Job Title</b>	Physiotherapist	<b>Classification</b>	AHP1
<b>LHN</b>	Barossa Hills Fleurieu Local Health Network	<b>Term</b>	18/03/2021
<b>Area</b>	Barossa Hills Fleurieu Region	<b>FTE</b>	0.5

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"> <li>▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts</li> <li>▪ Previous involvement in service development, including research &amp; evaluation</li> <li>▪ Change management &amp; project management skills / experience</li> <li>▪ Competency in applying primary health care principles</li> </ul> c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> <li>▪ creativity, adaptability, resourcefulness, prioritization &amp; problem solving skills</li> </ul>
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 <i>your</i> leadership / management style and experience
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. c) Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training in this manner. d) Experience working with Aboriginal consumers. e)
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 problem solving skills, with examples
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research. b) General understanding of Aboriginal culture and a willingness to undertake further



# POSITION DESCRIPTION



<b>Job Title</b>	Physiotherapist	<b>Classification</b>	AHP2	<b>Position Number</b>	TBD
<b>LHN</b>	Barossa Hills Fleurieu Local Health Network	<b>Term</b>		<b>Position Created</b>	
<b>Area</b>	Various	<b>FTE</b>	Various	<b>Last Updated</b>	9/12/2021
<b>Criminal History Clearance Requirements:</b> <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					
<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)					

## Broad Purpose of the Position

The Physiotherapist applies clinical experience, increasingly generalist and/or specialist clinical knowledge and professional competence to plan, implement and evaluate a comprehensive and integrated range of services, appropriate to the needs of the local rural / remote community. The Physiotherapist (PT) works under reduced clinical direction, and may contribute to the clinical supervision of less experienced allied health professionals, allied health assistants and students. As a member of a multi-disciplinary team, including health professionals and service providers from other sectors, the Physiotherapist utilises a combination of preventative, early intervention, treatment/therapy and evaluation approaches including individual counseling, group programs, health promotion and community development projects.

## Qualifications

Must hold a recognised qualification within the Physiotherapy profession and fulfill all requirements to achieve and maintain current registration with the Physiotherapy Board of Australia.

## 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

# POSITION DESCRIPTION

## 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 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.
- Will be required to comply with the requirements of the BHFLHN Procedure for Credentialling Allied Health and Scientific Health Professionals
- 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.

## Key Relationships

- Receives line supervision from the Team Leader OOH Program
- Receives clinical supervision, advice and support from an experienced Senior Allied Health Professional under formal arrangement in accordance with the *BHFLHN Allied Health Clinical Support Framework*.
- May contribute to the supervision of less experienced professional officers, para-professional staff and students, under direction from the Clinical Senior
- 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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| <ul style="list-style-type: none"><li>▪ 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.</li><li>▪ Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.</li></ul> |  |
|---|--|

# POSITION DESCRIPTION



Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	<p>1.1 Apply professional expertise, developing generalist / specialist knowledge, clinical competence and experience to provide professional services to client groups in circumstances requiring increasingly complex practice skills.</p> <p>1.2 Exercise professional judgment in the selection and adaptation of established methods, procedures and techniques within the profession.</p> <p>1.3 May provide a broad range of clinical and consultative services across a range of service settings, including one-on-one, group based and health promotion activities.</p> <p>1.4 Manage and prioritise personal work load and support others in developing workload management plans, including in the allocation of team resources</p>	<ul style="list-style-type: none"> <li>▪ In collaboration with the Team Leader, contribute to the coordination and delivery of high quality, comprehensive and integrated PT services to BHFLHN clients</li> <li>▪ Contribute professional leadership in the application of clinical protocols and standards within the Community and Allied Health Directorate</li> <li>▪ Apply clinical skills to a broad scope of practice, delivering services which promote self care and personal responsibility, and are appropriate to the local rural / remote context</li> <li>▪ Coordinate an increasingly complex PT caseload and support other team members in managing the demands of the service</li> <li>▪ Apply Primary Health Care and Community Participation principles to ensure PT services are responsive to changing community needs and improve health outcomes</li> </ul>
2. Personal and Professional Development	<p>2.1 Work under reduced clinical supervision, and proactively draw on the support of experienced peers of diverse professional backgrounds, Clinical Seniors, Advanced Clinical Leads and / or managers when required.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <ol style="list-style-type: none"> <li>a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge</li> <li>b. Applying well-developed reflective practice skills to your own work, and supporting peers / students / supervised staff to develop reflective practice skills</li> <li>c. Utilising the support of mentors and peers</li> <li>d. 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 / clinical supervisor</li> <li>e. May provide professional leadership in the relevant network, including facilitating access to training for professional staff</li> </ol> <p>2.3 May be required to contribute to clinical / professional supervision, support and oversight of AHP1 level staff, allied health assistants and profession-specific professional students or multi-disciplinary student teams.</p> <p>2.4 Develop, share and support your peers to gain knowledge of effective practice through research, evaluation of services and information sharing (eg: via</p>	<ul style="list-style-type: none"> <li>▪ Receive clinical supervision, direction, advice, mentorship and support from the AHP3 Clinical Senior Physiotherapist.</li> <li>▪ In collaboration with the Team Leader and Clinical Senior PT, develop a formal Clinical Supervision agreement, fulfill all obligations under this agreement, and review it annually.</li> <li>▪ Develop and maintain inter and intra-professional clinical networks within the BHFLHN, actively sharing and seeking out knowledge of effective practice</li> <li>▪ Actively participate in the BHFLHN Network</li> <li>▪ Provide clinical support to less experienced professional and support staff in the Team</li> <li>▪ Contribute to the supervision of Physiotherapy students on clinical placement in the Region</li> </ul>

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	professional networks and presenting papers for conferences and / or publishing)	
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 and promoting the cultural needs of the community.</p> <p>3.3 Contribute to improvements in the patient-journey driven distribution of services and apply client-centred practice and community engagement principles in development and delivery of services; ensuring clients are meaningfully involved in all aspects of their care</p>	<ul style="list-style-type: none"> <li>▪ Develop and apply increasing understanding of the needs of rural, aged, culturally diverse and Aboriginal communities.</li> <li>▪ Ensure clients / customers receive appropriate physiotherapy services by applying cultural sensitivity, social justice and community participation principles</li> <li>▪ Support consumers through the <i>Patient Journey</i>, providing effective assessment and triage, timely referrals, accurate information, coordinated care and prompt follow up.</li> <li>▪ Provide education and training to community health/RAC staff and other service providers as required</li> <li>▪ Utilise and review service prioritisation and eligibility criteria</li> </ul>
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 and / or recommendations to assist management decision making</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 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.</p>	<ul style="list-style-type: none"> <li>▪ Contribute to the review, development and adaptation of clinical and administrative resources to support physiotherapy services, community health programs, RAC services and projects</li> <li>▪ Maintain appropriate statistics and records in accordance with BHFLHN and health unit / regional requirements.</li> <li>▪ Contribute to the effective research, planning, coordination, reporting and evaluation of minor projects or aspects of major projects as required.</li> <li>▪ Utilise the Safety Learning System (SLS) to report patient risks, incidents and client feedback</li> </ul>
5 Teamwork and Communication	<p>5.1 Utilise professional knowledge and skills in contributing to research and / or service development activities at the local level and / or within your profession across BHFLHN; to support the effective, efficient, equitable distribution (according to need) and evidence-based nature of BHFLHN 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, foster teamwork and support others to develop effective working relationships and achieve team goals</p> <p>5.4 Communicate and negotiate effectively (both verbally and in writing) with a diverse range of people including clients, the community, team members, management and other stakeholders</p>	<ul style="list-style-type: none"> <li>▪ Contribute to the effective functioning of the multi-disciplinary team and quality of services by continually developing and applying: <ul style="list-style-type: none"> <li>◦ clinical skills within the scope of professional practice;</li> <li>◦ knowledge of your own profession, other professions and other services;</li> <li>◦ skills in communication, collaboration and partnership building</li> </ul> </li> <li>▪ Actively participate in team meetings and activities</li> <li>▪ Actively participate in regional and local site staff forums as required</li> </ul>

# POSITION DESCRIPTION

	5.5 Work in accordance with SA Health and BHFLHN's vision, mission, strategic priorities and values		<ul style="list-style-type: none"> <li>Provide regular reports to the Team Leader regarding waiting lists, service issues, service planning &amp; other relevant issues as required.</li> </ul>
6 Continuous Improvement	6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards, and support supervised staff / students to comply with requirements. 6.2 Proactively seek opportunities to improve professional tasks and services, by monitoring service access, emerging trends and community needs, and contributing to ongoing evaluation of services. 6.3 Seek client feedback on services and respond proactively to client complaints and feedback. As required, contribute to investigations of client complaints, with a view to informing systematic improvements in services. 6.4 Contribute to discipline-specific and multi-professional research, service development, and advances of techniques used, through research (under direction), data analysis, evaluation of services and development of recommendations to assist Management decision making. 6.5 Complying with the Code of Ethics for Public Sector Employees.		<ul style="list-style-type: none"> <li>Contribute to the ongoing review, development and evaluation of the effectiveness of Physiotherapy services in the region</li> <li>Required to contribute to local quality improvement activities and the Accreditation process.</li> <li>Contribute to the effective use of clinical resources, through optimising the balance between direct service provision to individuals and groups, preventative and health promotion activities and consultancy to external agencies.</li> <li>In collaboration with the Team Leader, develop reports, submissions and proposals as required</li> </ul>
Approved by Authorised Officer	..... / /	Accepted by Incumbent	..... / /

# APPLICANT GUIDELINES



**Health**  
Barossa Hills Fleurieu  
Local Health Network

<b>Job Title</b>	Physiotherapist	<b>Classification</b>	AHP2
<b>LHN</b>	Country Health SA Local Health Network	<b>Term</b>	Temp )
<b>Area</b>	BHFR CHC Out of Hospital Barossa	<b>FTE</b>	0.6)

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 in the delivery of Inpatient, Outpatient, Aged Care and Rehabilitation physiotherapy services: <ul style="list-style-type: none"> <li>▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts</li> <li>▪ Previous involvement in service development, including research &amp; evaluation</li> <li>▪ Change management &amp; project management skills / experience</li> <li>▪ Competency in applying primary health care principles</li> </ul> c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> <li>▪ creativity, adaptability, resourcefulness, prioritization &amp; problem solving skills</li> </ul>
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 your leadership / management style and experience
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 problem solving skills, with examples
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research