



## ROLE DESCRIPTION

Role Title:	Level 1 Physiotherapist		
Classification Code:	AHP1	Position Number	M41114 (RAH) M57380 (QEH)
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (CALHN)		
Hospital/ Service/ Cluster	RAH / QEH / HRC		
Division:	Allied Health		
Department:	Physiotherapy		
Role reports to:	Senior Manager Physiotherapy CALHN via relevant Principal Physiotherapist		
Role Reviewed Date:	May 2020		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		
Immunisation Risk Category:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

## ROLE CONTEXT

### Primary Objective(s) of role

The Level 1 Physiotherapist provides physiotherapy services and participates in the Discipline's educational, quality improvement and planning activities. These lead to improved clinical outcomes for the patients of the Central Adelaide Local Health Network (CALHN), including the Royal Adelaide Hospital (RAH), the Queen Elizabeth Hospital (TQEH) and Hampstead Rehabilitation Centre (HRC).

### Key Relationships/ Interactions

#### Internal

- > Principal/Senior Physiotherapist of the team to which he/she is rostered
- > Other members of the Discipline
- > Medical, nursing and other allied health members of the health care team

#### External

- > Patient referrers
- > Providers of follow-up services to patients discharged from the service

### Challenges associated with Role

Major challenges currently associated with the role include:

- > Broad spectrum of clinical conditions to be assessed and treated
- > Education of patients in self-management strategies
- > Discharge planning in complex clinical situations
- > Multi-disciplinary teamwork

### Delegations

Nil.

## 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 Criminal and Relevant History Screening.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (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.
- > Required to rotate through any of the Discipline's clinical and relieving rosters across all sites within CALHN, including RAH, TQEH and HRC.
- > You will be rostered to work ordinary hours over five, six or seven days of the week and/or work reasonable overtime, including out of hours/weekend work. Roster arrangements may be reviewed/varied, in order to meet organisational requirements.
- > Participation in aquatic physiotherapy is required in some clinical areas.
- > Current driver's licence is essential.
- > Travel between the various locations at which the Discipline provides services is required.

## 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's Protection Act 1993 (Cth) – '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 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.*

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 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.

### **Resilience**

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Contribute to the provision of high quality patient centred clinical care by:	<ul style="list-style-type: none"> <li>&gt; using a competent level of professional knowledge and skill to 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>&gt; using competent communication skills to engage with patients, their families and care providers</li> <li>&gt; seeking supervision / guidance from experienced staff for non-routine clinical situations i.e. when more complex problem solving, professional decision making and practice skills are required</li> <li>&gt; recording timely information regarding assessments and interventions in patients' medical records</li> <li>&gt; attending and actively participating in multidisciplinary clinical activities such as ward rounds and meetings</li> <li>&gt; delegating appropriate tasks to physiotherapy assistants and ensuring that delegated tasks are performed safely and effectively</li> <li>&gt; incorporating relevant evidence and/or accepted best practice in the selection and application of physiotherapy methods and techniques.</li> </ul>
Contribute to the effectiveness and efficiency of the physiotherapy service by:	<ul style="list-style-type: none"> <li>&gt; using sound self-organisation, communication and team skills to help deliver a consistent and reliable standard of service</li> <li>&gt; adhering to Discipline, CALHN, SA Health and Public Sector policies and procedures</li> <li>&gt; participating in the Discipline's and the organisation's continuing professional development and performance review programs</li> <li>&gt; providing information, feedback and ideas that assist departmental planning and review as required</li> <li>&gt; participating in quality improvement and research activities linked to the organisation's strategic direction</li> <li>&gt; contributing to relevant key performance indicators within one's clinical area.</li> </ul>
Contribute to educational activities by:	<ul style="list-style-type: none"> <li>• contributing to the continuing professional development of one's team and Discipline</li> <li>• participating in professional development activities within the broader Hospital environment.</li> </ul>

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications**

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

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

- > Sufficient physical strength, flexibility and endurance for the manual handling requirements of the caseload, including out of hours work.
- > Ability to apply sound professional judgement to routine work situations.
- > Ability to implement patient centred and evidence based practice in routine clinical presentations.
- > Good written and verbal communication skills.
- > Ability to work effectively in a variety of teams.
- > Ability to interact with people in a tactful, sensitive and ethical manner.
- > Ability to manage time effectively.
- > Reliability.
- > Flexibility to respond to the needs of the organisation and one's fellow workers.
- > Commitment to share the weekend and public holiday load of 7-day service delivery according to organisational expectations.
- > Ability to provide timely, accurate, legible and complete clinical records and workload data.
- > Ability to improve personal and professional skills by accepting and acting on constructive feedback and by participating in self-directed and programmed professional development.
- > Ability to perform basic life support procedures.
- > Ability to perform, or willingness to learn, deep water rescue in a pool environment.

#### **Experience**

- > Experience as a physiotherapist in an acute hospital or rehabilitation facility providing services to adults.
- > Experience working within a multi-disciplinary team.

#### **Knowledge**

- > Clinical knowledge, sufficient to enable safe and effective work with appropriate supervision in a variety of clinical areas.
- > Awareness of responsibilities with regard to work health and safety.

### **DESIRABLE CHARACTERISTICS**

#### **Educational/Vocational Qualifications**

- > Demonstrated involvement in relevant professional development.
- > For recent graduates, a demonstrated high level of achievement in the clinical courses of their entry-level program.

#### **Experience**

- > Experience in an acute hospital or rehabilitation facility providing services to adults.
- > Experience in using Sunrise for clinical documentation.



## Organisational Context

### 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

### 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., Country Health SA 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 Care 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

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Hospital (SMH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over the SA Spinal Cord Injury Service (to be re-located to the Repat precinct in late 2021) and 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 Imaging, Pathology and Pharmacy, 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, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan, which is applicable to all Directorates and departments, will be implemented over the next three years.

## **Allied Health Directorate**

The Allied Health Directorate provides management and governance for allied health services across Central Adelaide LHN. Allied health professionals are a key part of the clinical team delivering a range of clinical, diagnostic and support services in hospital, ambulatory and community health settings. Allied health is a collective term for a number of professional groups each with distinct identities, educational pathways, professional registration or membership requirements.

The Allied Health Directorate consists of discipline-based departments operating across Central Adelaide campuses, the Reform and Quality Unit as well as hosting a number of specialist functions such as the Aboriginal and Torres Strait Islander Liaison Unit, The Wellness Centre and Healthcare Chaplains.

The Allied Health Directorate also provides professional support for allied health staff and services governed by other parts of Central Adelaide and work closely with the Clinical Directorates across Central Adelaide.

The Allied Health Directorate administers approximately \$30M and employs around 600 staff.

## **Physiotherapy**

Physiotherapy covers the spectrum of CALHN services across the acute, sub-acute and ambulatory continuum to the local community, admitted country patients and via specific State-wide services (Spinal Cord Injury, Brain Injury, Burns, Adult Cystic Fibrosis, Lung Transplant and Adult Haemophilia). CALHN Physiotherapists and Physiotherapy Assistants provide campus (hospital or health service) and off-site services in patients' homes and community hydrotherapy facilities. Clinical services include assessment of patients' cardiorespiratory, musculoskeletal and neurological status and their functional performance; and therapy programs addressing physical impairments, pain and cognitive/behavioural issues affecting function. Several advanced practice roles exist within the service in the musculoskeletal area. The service is committed to quality improvement, evidence-based practice, the ongoing development of staff, clinical research and the teaching and training of physiotherapy and related students.



## Values

### Central Adelaide Local Health Network Values

Our shared values confirm our common mission by promoting an organisational climate where the patient's needs are put first and where the teamwork and professionalism of our workforce help us to attract and retain the best staff. These values guide our decisions and actions.

<b>Patient Centred:</b>	Our patients are the reason we are here and we will provide the best service to our patients and customers
<b>Team Work:</b>	We value each other and work as a team to provide the best care for our patients
<b>Respect:</b>	We respect each other, our patients and their families by recognising different backgrounds and choices, and acknowledging that they have the right to our services
<b>Professionalism:</b>	We recognise that staff come from varied professional and work backgrounds and that our desire to care for patients unites our professional approach to practice

### 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:** Adam Govier

**Role Title:** Director, EP & Physiotherapy

**Signature:**

**Date:** 24/6/2019

## Role Acceptance

### Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document

**Name:**

**Signature:**

**Date:**