



ROLE DESCRIPTION

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| Role Title: | Advanced Practice Physiotherapist BRIGHT | | |
| Classification Code: | AHP4 | Position Number | TBA |
| LHN/ HN/ SAAS/ DHA: | Central Adelaide Local Health Network (LHN) | | |
| Site/Directorate | Integrated Care | | |
| Division: | Integrated Care | | |
| Department/Section / Unit/ Ward: | CALHN BRIGHT | | |
| Role reports to: | Team Manager, BRIGHT | | |
| Role Created/ Reviewed Date: | Aug 2024 | | |
| Criminal History Clearance Requirements: | <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children’s Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" 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

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| Primary Objective(s) of role: |
| <p>The Advanced Practice Physiotherapist Integrated Care is responsible for the provision of an advanced clinical physiotherapy service within the CALHN BRIGHT service. BRIGHT is a multidisciplinary service that sits uniquely at the interface of hospital and community, providing responsive comprehensive care for patients who would otherwise be on the trajectory to the emergency department or physical hospital.</p> <p>The Advanced Practice Physiotherapist will possess the required skills, experience and knowledge to take on a primary contact practitioner / lead clinician role for patients who present to the BRIGHT with a range of musculoskeletal injuries and mechanical spinal pain without direct supervision from the treating medical team. They will have the necessary expert level of skills and knowledge to identify patients requiring medical input and will initiate appropriate review by senior medical staff to manage more complex patients. This will involve the practice, or development of practice in areas that are outside of normal Physiotherapy scope. Examples include the management of simple fractures, ordering and interpreting appropriate imaging and the prescription of simple analgesia (credentialling via the CALHN Allied Health Credentialing Committee, as required).</p> <p>The incumbent will promote a 'home first' approach for patients presenting with other conditions, such as recurrent falls and mobility restrictions, providing assessment, care planning, short-term intervention and facilitation of care transition to acute, subacute and community services.</p> <p>This position will work alongside medical officers, nurse practitioners and nurses to streamline care delivery. To provide the necessary quality care in the framework of required benchmarking KPIs the Advanced Practice Physiotherapist will require expert specialist knowledge of evidence-based practice, contemporary methods, principles and skills.</p> <p>The incumbent will be required to lead and participate in an evaluation framework. 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.
- Professional linkages with 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 Medical Consultant.
- 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.
- Networks with other advanced allied health physiotherapists

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 as a primary contact practitioner / lead clinician
- Discharge planning in complex clinical situations.
- Maintaining professional currency with relevant research/standards of practice, technological advances and models of care.
- 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.

Delegations:

Nil

Refer to the HR Delegations and Financial Delegations document

Staff supervised: N/A

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.

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 |
|---|--|
| Contribute to the provision of high-quality patient centred clinical care by: | <ul style="list-style-type: none"> • 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. • Using communication skills of an advanced level of maturity and empathy to engage successfully with patients, their families and care providers. • Using a high level of professional knowledge, expertise and skill to independently manage a range of routine BRIGHT presentations within the defined scope of the role. |

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| | <ul style="list-style-type: none"> • Recognising conditions outside of the defined scope of the role, seeking supervision/guidance from appropriate medical, nurse practitioner and nursing staff to facilitate safe and effective care, and where appropriate, transfer care to medical staff. • Recording timely information regarding assessments and interventions in patients' medical records • Request appropriate imaging and tests to assist with accurate diagnosis and interpret the imaging and test results to deliver safe and effective care. • Actively participating in multidisciplinary clinical activities such as ward rounds and meetings. • Seeking and incorporating relevant evidence and/or accepted best practice in the selection and application of physiotherapy methods and techniques. • Providing an expert education and consultancy service to other staff |
| Contribute to the effectiveness and efficiency of the BRIGHT / Integrated Care physiotherapy service by: | <ul style="list-style-type: none"> • Using sound self-organisation, communication and team skills to help deliver a consistent and reliable standard of service • Adhering to Discipline, CALHN, SA Health and Public Sector policies and procedures • Participating in continuing professional development and performance review programs • Providing information, feedback and ideas that assist departmental planning and review as required • Participating in quality improvement and research activities linked to the organisation's strategic direction • Contributing to relevant key performance indicators within the clinical area. • Contributing to service planning for Integrated Care • Providing professional support to other allied health staff as required. • Actively contributing to the planning, development and implementation of departmental policies and procedures as they pertain to the service. |
| Contribute to physiotherapy or clinical specialty specific knowledge by: | <ul style="list-style-type: none"> • Leading and championing research relevant to the opportunities for advanced practice in the 'out of hospital' care setting. |
| Professional leadership | <ul style="list-style-type: none"> • Provide clinical supervision, orientation, mentoring, development and appraisal of other physiotherapists, assistant staff and students to ensure the maintenance of professional clinical standards. • Provide strong clinical leadership in the development of extended scope of physiotherapy practice. • Provide leadership to other physiotherapists to assist in their development towards extended scope of practice. • Promote continuity and consistency of care in collaboration with the Team Manager of the service. • Act as a resource person within an area based on knowledge, experience, and skills. |

Knowledge, Skills and Experience

Educational/Vocational Qualifications

- Degree or equivalent qualification which entitles registration with the Physiotherapy Board of Australia.
- Post graduate qualification in Musculoskeletal Physiotherapy, or in the process of completing this qualification.
- Eligible for credentialling as an Advance Scope of Practice Physiotherapist by the CALHN Allied Health Credentialing Committee or equivalent.

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 expert professional judgement to routine and complex work situations.
- Ability to implement patient centred and evidence-based practice in routine and complex clinical presentations.
- Good written and verbal communication skills.

- Ability to work effectively in teams.
- Ability to interact with people in a tactful, sensitive and ethical manner.
- Ability to manage time effectively.
- Ability to work under pressure.
- 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.
- Proven ability for flexibility, innovation and creativity within the whole of service setting.

Experience

- Significant and recent experience in advanced musculoskeletal practice to enable input at an advanced clinician level.
- Experience as a primary contact practitioner
- Experience working within a multi-disciplinary team.
- Experience in a clinical leadership role.
- Experience with initiating and completing service improvement activities.
- Sound clinical practice for a broad range of musculoskeletal, recurrent falls, mobility issues including frailty and other conditions.
- Experience in working with clients from diverse value systems and cultural differences.
- Demonstrated ability to implement changes in practice to support evidence-based Physiotherapy.
- Experience in planning and implementing service improvements, quality activities or research.

Knowledge

- Advanced knowledge in the provision of musculoskeletal physiotherapy practice for acute musculoskeletal presentations, sufficient to enable safe and effective work as a primary contact clinician.
- Evidence-based knowledge on the management of musculoskeletal issues, recurrent falls and other mobility concerns.
- Understanding of Quality Management principles and procedures
- Understanding of Delegated Safety Roles and Responsibilities

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Demonstrated involvement in relevant professional development.

Personal Abilities/Aptitudes/Skills

- Demonstrated ability in planning and implementing changes to service delivery.
- Practice-based research.

Experience

- Experience in quality improvement activities.
- Experience in using Sunrise for clinical documentation.
- Experience in interpretation of various types of imaging.
- Experience in casting.
- Experience in vestibular assessment and management.
- Experience in clinical teaching or research.

Knowledge

- Knowledge of community-based services and relevant referral pathways including My Aged Care and NDIS.
- Advanced knowledge of complexities related to vulnerable clients, including 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.

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

Behaviours

People first

- 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: