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SA Health Job Pack

Job Title	Senior Systems Integration Engineer
Job Number	669400
Applications Closing Date	28 September 2018
Region / Division	Department for Health and Wellbeing
Health Service	EPAS Program
Location	Adelaide CBD
Classification	ASO6
Job Status	Full Time / Term Contract (up to 28 December 2018)
Salary	$89,184-$94,543

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 Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☐ Vulnerable Person-Related Employment Screening - **NPC**
- ☒ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

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

Contact Details

Full name	EPAS Human Resources
Phone number	7425 3231
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Government of South Australia
SA Health

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

Government of South Australia

SA Health

ROLE DESCRIPTION

Role Title:	Senior Systems Integration Engineer
Classification Code:	ASO-6
LHN/ HN/ SAAS/ DHA:	DHA
Division:	eHealth Systems
Department/Section / Unit/ Ward:	EPAS Program
Role reports to:	EPAS Manager, Integration
Role Created/ Reviewed Date:	Reviewed May 2016; updated September 2016
Criminal History Clearance Requirements:	☒ Aged ☒ Child- Prescribed ☐ Vulnerable ☐ General Probity

ROLE CONTEXT

Primary Objective(s) of role:

> Provision of technical expertise in constructing data integration services between disparate information systems, providing data via Electronic Data Interchange - messaging and event, to or from the EPAS Solution.

> Contribute to technical services and competence to all phases of the Data Integration SDLC; analysis, specification, design, configuration/coding, comprehensive sequential testing – including end user acceptance testing, implementation, post implementation review and ongoing maintenance and support.

Direct Reports:

> Nil

Key Relationships/ Interactions:

Internal

> The Senior Systems Integration Engineer reports to the Manager, Integration

> Liaises with SA Health eHealth Systems technical and infrastructure staff.

> Liaises with SA Health clinical and administrative representatives

> Close working relationships with the EPAS implementation, business change, and training streams.

> Close working relationships with technical and management staff of the EPAS application vendor

> Close working relationship with EPAS application planning, design and configuration

External

> Liaises and works closely with external service providers, vendors and partners

Challenges associated with Role:

Major challenges currently associated with the role include:

> Comply with the EPAS Program Data Integration development framework, methodology and tools.

> Undertake all aspects of the data integration SDLC; analysis, specification, design, configuration/coding, comprehensive sequential testing – including end user acceptance testing,

implementation, post implementation review and ongoing maintenance and support

> Ensure that the data integration solution meets the business data management requirements as anticipated during the analysis, specification and design phase

Delegations:
Nil

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

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.

General Requirements:

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

> Work Health and Safety (WHS).
> Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
> Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
> Disability Discrimination.
> Code of Fair Information Practice.
> 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:

- > May be required to work outside of normal business hours or as part of a roster during specific periods
- > The incumbent may be required to travel or work across and/or be located at any of the Department of Health units/divisions as required
- > A flexible approach to the taking of leave is 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 Children's Protection Act (1993) must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion (DCSI).
- > 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 working in Aged Care.
- > Prescribed Positions will also require a NPC general probity clearance.
- > Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue.
- > 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.

Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Data Integration	> Comply with the EPAS Program Data Integration development framework, methodology and tools.
	> Undertake all aspects of the data integration SDLC; analysis, specification, design, configuration/coding, comprehensive sequential testing – including end user acceptance testing, implementation, post implementation review and ongoing maintenance and support
	> Provide technical expertise and guidance in the development of Data Integration between information systems using appropriate Health messaging formats e.g. HL7, XML, internal and external file or message transfers
	> Provide technical expertise and guidance in the development of Data Integration solutions for the SA Health message/file broker environments Cloverleaf and Ensemble
	> Ensure that the data integration solution meets the business data management requirements as anticipated during the analysis, specification and design phase
	> Ensure that all data integration applications are comprehensively documented including all dependencies and co-dependencies
	> Ensure that data integration applications knowledge is shared amongst the EPAS Data Integration Team, relevant SA Health eHealth Systems staff, EPAS and any third party vendor's technical resources
	> Provide a resource to support EPAS Program related data interchange applications; 24H x 7D x 365 days of the year by participating in an on call support roster
	> Liaise and coordinate with the Data Integration activities of the EPAS application and other third party vendor technical resources to ensure

	>	the ongoing performance, consistency and integrity of Data Integration services is in accordance with agreed standards
	>	Demonstrate a high level of original thinking, creativity and independent judgment in Data Integration matters
	>	Ensure that all aspects of Data Integration between systems are comprehensively and rigorously tested during development and staged migration to the Production environment
Risk Management	>	Comply with Data Integration SDLC framework, methodology and tools.
	>	Comply with the EPAS change management process at all times
	>	Ensure that all data integration applications are rigorously tested and accepted by the end user prior to their promotion to the EPAS Production environment.
	>	Conduct intra Data Integration Team quality assurance reviews of data integration applications to prospectively eliminate Production System incidents and problems
	>	Provide resources to participate in EPAS system testing to facilitate system stability, use-ability and conformance with agreed functional specifications
	>	Contribute to the EPAS Program Risk Management process by managing ensuring that risks are documented with plausible elimination or mitigation strategies.
	>	Ensure that appropriate solutions or mitigations are constructed, approved and implemented and that uncontrolled risks are escalated to EPAS Program Risk Management as required.
Continuous Improvement	>	Contribute to the development of an integrated team approach and culture which is highly responsive to the needs of the EPAS Program.
	>	Demonstrate appropriate behaviours which reflect a commitment to the
	>	Undertake training as required attaining and maintaining the required competency level of skills and knowledge applicable to the role.
	>	Support the development of a culture and ethos across the EPAS Program which is outcome and performance focused.
	>	Contribute to the generation of ideas for the improvement and review of work practices.

Knowledge, Skills and Experience
ESSENTIAL MINIMUM REQUIREMENTS
Educational/Vocational Qualifications

> Nil

Personal Abilities/Aptitudes/Skills:

> Proven ability to work within limited guidelines in a specialist or multi-disciplinary environment, manage high volumes of quality work within tight timeframes and use initiative, professional judgement and adaptability in order to respond to changing circumstances and priorities

> Capacity to identify, research and analyse highly complex data integration problems, develop innovative strategies for resolving them and implement major changes to system environments using appropriate methodologies, standards and documentation.

Experience

> Proven extensive technical expertise in the use of interface engine, information brokerage technology, all aspects of the EDI SDLC

> Proven extensive experience in creating and supporting data transfer mechanisms and protocols between complex computer systems within a large organisation including providing specialist technical knowledge and skills

> Proven experience in working on data integration projects involving the exchange of data between internal business and third party applications

> Proven extensive experience in managing significant computer interfaces and information brokers in a multi user environment including utilising a variety of operating systems and programs to coordinate complex system testing, maintenance and reporting and producing and maintaining a broad range of technical and user documentation

> Proven extensive experience in working as a collaborative team member in an expanded team environment that includes in house staff, contracted resources and third party application and infrastructure support services

Knowledge

> Demonstrated extensive knowledge in the use of interface engine and information broker technologies at both application and hardware levels to manage the integration of data and events across disparate information systems to support enterprise business outcomes

> Demonstrated extensive knowledge of Server Operating Systems – including Unix and Windows, scripting languages, and application servers

> Demonstrated extensive knowledge of a range of data integration and event messaging standards and solutions used in Health – such as but not limited to HL7 and XML

> Demonstrated extensive knowledge of common file transfer methods such as but not limited to MQ,X.400, AS2)

> Demonstrated knowledge of Java, C++, .Net

> Demonstrated knowledge of Ensemble

DESIRABLE CHARACTERISTICS
Educational/Vocational Qualifications

> Bachelor of Computer Science or equivalent

Personal Abilities/Aptitudes/Skills:

Experience
> Experience in the use of the Ensemble Integration Engine

Knowledge

> Knowledge of SA Health clinical and administrative systems

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 Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

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.

Health Network/ Division/ Department:

SA Health has committed to implementing a new Enterprise Patient Administration System ("EPAS") as the foundation of Australia's first fully integrated state-wide electronic Health Record ("eHR").

The implementation of an EPAS will signal significant change throughout SA Health. Most, if not all, medical, nursing, midwifery, allied health and support staff will be affected by the introduction of the new system and in particular the new capabilities and associated ways of working that will result from the introduction of an EPAS.

Clinical leadership and engagement will be paramount to drive business change across the health system with particular focus on developing new business models of patient care which the EPAS solution will be configured to support. As a result, clinical engagement for the EPAS program will need to commence in the planning phase for the Program and continue throughout the implementation and post-implementation phases to ensure effective and efficient delivery of the EPAS Program. The SA Health EPAS Program is a clinical Program that uses information technology to support clinical practice innovation. Therefore embedding an ethos of innovation and clinical engagement through the course of the Program is critical.

The EPAS Program brings together SA Health leadership, the clinical community, administration and ICT staff into a single Program Team responsible for the implementation of EPAS across all South Australia's health care facilities. The EPAS solution will play a central role in supporting the South Australian health reform agenda by providing the means of transforming SA Healthcare: A single information system for partnerships in care at all times in all places.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

> We are committed to the values of integrity, respect and accountability.
> We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
> We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

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 SA Health as described within this document.

Name: **Signature:**

Date: