



ROLE DESCRIPTION

Role Title:	Senior Clinician, Interdisciplinary AH Professional (IDP)		
Classification Code:	AHP3	Position Number	M42679
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (CALHN)		
Site/Directorate	Allied Health Directorate – Neuroscience and Rehabilitation		
Division:	Neuroscience and Rehabilitation (NSR)		
Department/Section / Unit/ Ward:	Hampstead Rehabilitation Centre Queen Elizabeth Hospital		
Role reports to:	Director of relevant Allied Health Profession		
Role Created/ Reviewed Date:	October 2023		
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 type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" 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 Senior Interdisciplinary Professional (IDP) Clinician is a highly experienced clinician who works collaboratively with the Multi-disciplinary team, to deliver quality services to patients/clients within NSR.

The Senior IDP Clinician, in collaboration with other members of the team, patients and their families/carers, delivers, facilitates and supports the rehabilitation process through the coordination, delivery and development of clinical services and team processes according to team priorities.

The incumbent will undertake a range of inter-disciplinary clinical assessment, consultation and intervention tasks, including coordination of NDIS processes and discharge planning.

Responsibilities of the Senior IDP include service planning, provision and evaluation, as well as research and quality activities. The IDP clinician will have sound working knowledge of NDIS processes and associated discharge planning.

Key Relationships/ Interactions:

Internal

- Accountable to the relevant discipline director, for inter-disciplinary delivery within the relevant unit.
- Operationally and for discipline specific issues, reports to the Director of their specific Allied Health or Nursing Profession through the Senior Manager/Nurse Lead of that profession.
- Works closely with multidisciplinary members of relevant unit and clinicians across the wider NSR service.
- Accesses profession specific supervision and continuing professional education through appropriate CALHN Allied Health or nursing directorate channels.

- Participates in meetings and sub-committees as required.

External

- Liaises with other groups and organisations delivering services to relevant clients, including general rehabilitation programs within SA Health and the private sector, disability service providers and community organisations.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Maintaining up-to-date knowledge of community-based services, including changes to services and government policies such as the National Disability insurance Scheme.
- Lead on high quality, resource efficient service delivery, in line with SA Health and CALHN strategic objectives and rehabilitation Key performance indicators.
- Complex discharge planning
- Managing a busy workload and competing demands requiring the ability to organise and prioritise workload and time.
- Facilitating multi-disciplinary and inter-agency team working

Delegations:

Delegated Level Nil in accordance with CALHN's Delegation of Authority Document

Staff supervised: 0

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.

- May be required to be rostered and 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.
- A current driver's licence is essential.
- Travel between various service locations and patients' homes will be required.
- Must be prepared to participate in ambulatory and/or inpatient services.
- May be required to work in areas outside of one's normal portfolio during certain circumstances, e.g. periods of reduced staffing or over Christmas/New Year.
- May be required to work at other sites within the Central Adelaide Local Health Network.

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 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 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
Responsible, for the development and provision of high-quality clinical service delivery	<ul style="list-style-type: none"> • Provides Interdisciplinary assessments for the patients admitted to the relevant ward, makes interpretations of assessment findings, and formulates and implements interdisciplinary interventions & discharge plans in collaboration with patients, carers, and relevant other clinicians. • Coordinate multidisciplinary processes for discharge planning, including coordination and collation of NDIS documentation requirements, liaison with NDIS Health Liaison Officer, NDIS plan implementation, escalation of delays, liaison with patients and their families/carers and the multidisciplinary team. • Monitor and report on patient journey and length of stay data, including attending relevant meetings • Developing, reviewing, and evaluating clinical protocols, policies, procedures, and resources within a best practice framework within a service stream.
Deliver specialist clinical services in line with professional background	<ul style="list-style-type: none"> • Providing specialist clinical services to clients, both in an interdisciplinary and discipline specific capacity, in line with professional qualifications background. • Ensuring documentation is consistent with service policy and practice. • Providing information to patients, families, carers, and community services. • Undertaking comprehensive discharge planning in conjunction with other team members. • Independently interpret NDIS plans and supports to facilitate safe discharge.
Contribute to service development, education and quality improvement	<ul style="list-style-type: none"> • Participate in the coordination and delivery of the continuing education program for the multi-disciplinary team • Participate in research; leading or supporting other team members, to improve services and outcomes for patients • Participate in and lead reviews and changes to components of service delivery models across relevant work area. Develop and modify NDIS processes for the Multidisciplinary team as required. Work with stakeholders across CALHN to streamline processes across services
Training and Education	<ul style="list-style-type: none"> • Contribute to the education program within the relevant unit • Provide supervision to undergraduate and post-graduate students within discipline profession, and provide support to students on placement from other disciplines • Display a commitment to continuous personal and professional development and pursues professional development opportunities. • Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge (which may include post-graduate study).

	<ul style="list-style-type: none"> • Participating in the SA Health Clinical Supervision Framework with an experienced discipline senior clinician. • Applying developing reflective practice skills. • Utilises the support of mentors and peers. • Actively participating in the Professional Development and Review (PR&D) process.
<p>Demonstrate clinical leadership and teamwork across the service</p>	<ul style="list-style-type: none"> • Lead, develop and foster a positive work culture which is based on SA Health's values • Demonstrate leadership to coordinate service delivery, quality improvements and other team processes • Delegate tasks to assistant and administrative staff as appropriate, ensuring they are completed safely and appropriately • Promote the competent performance of staff by providing appropriate orientation, supervision, staff development and performance management and peer review, as required

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- Appropriate Degree or equivalent qualification which entitles registration with one of the following:
 - Physiotherapy Board of Australia,
 - Occupational Therapy Board of Australia
 - Eligibility for full membership of the Australian Association of Social Workers.

Personal Abilities/Aptitudes/Skills:

- Ability to function as a leader in an interdisciplinary team, demonstrating and fostering teamwork and collaboration
- Ability to organise, set priorities and manage time/resources effectively for self and other team members according to clinical demands and service priorities
- Ability to analyse issues and formulate suitable solutions, negotiating and managing conflict or problems that arise constructively and efficiently.
- Advanced ability to communicate effectively verbally and in writing with staff at all levels, clients, families and community agencies.
- Ability to identify client and service needs, set plans, achieve objectives and evaluate program outcomes.
- Ability to provide education to staff within a multi-disciplinary setting
- Demonstrated competence and relevant high-level professional skills based on discipline background.
- Ability to advocate for staff and clients and be responsive to consumer feedback.
- Demonstrated ability to work independently with minimal supervision
- Demonstrated expertise to contribute to the advancement of clinical practice through research projects, involvement in policy and service planning and active participation in quality improvement activity.

Experience

- Extensive experience of allied health clinical service, leading to an understanding of clinical practice in the rehabilitation, hospital or ambulatory setting
- Experience in working in a multi-disciplinary team
- Experience in supervision and clinical teaching
- Extensive clinical experience in evidence-based health care
- Experience with identifying and implementing service improvement and evaluation activity
- Experience working with NDIS, including NDIS access, planning and plan implementation.
- Experience working with support coordinators to access supports.

Knowledge

- Clinical experience working in a rehabilitation setting.
- Knowledge of the roles and responsibilities of clinicians in the multidisciplinary team and an understanding of how an interdisciplinary role would compliment the skills and specialties of other members of the team
- Knowledge of discipline specific evaluation and outcome measures and techniques.
- Excellent knowledge of community services and resources.
- Knowledge of research methodologies and clinical evaluation processes, in particular outcome measurement, analysis and reporting.

- Experience in care coordination and accessing community-based services including Disability and aged care service providers and funding bodies.
 - Experience in service evaluation, and planning and implementing service improvements, quality activities or research.
 - Demonstrated ability to implement changes in practice to support evidence based clinical service delivery in rehabilitation
 - Proven experience in computing skills, including email and word processing to facilitate effective use of an electronic medical Record and Patient Administrative System and other relevant systems.
- Working knowledge of relevant discharge pathways and services including NDIS, insurance schemes, my aged care.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- Higher degree or additional qualifications in relevant field

Personal Abilities/Aptitudes/Skills:

- Demonstrated interest in developing clinical leadership skills especially in regard to implementing service improvement practice.

Experience

- Experience in the rehabilitation setting
- Experience in disability clinical care and advocacy

Knowledge

- Knowledge of current policies relating to people with disabilities
- Understanding of the management and rehabilitation.

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.

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

People first

Behaviours

- 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: