

Position	Senior Cardiac Physiologist
Classification	AHP3
Division	Medicine, Cardiac and Critical Care
Department / Section / Unit / Ward	Cardiology
Role reports to	Operationally: > Network Operations Manager Non-Invasive Cardiology, FMC, SALHN Professionally: > Cardiology Network Director, FMC, SALHN
CHRIS 21 Position Number M54835/M62493	Role Created / Review Date 31/03/2022
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Senior Cardiac Physiologist is responsible for independently performing routine diagnostic tests in the disciplines of Echocardiography, intervention, ambulatory monitoring and pacemaker assessment. It also involves the performance of more complex tasks relating to implantable defibrillators, stress echocardiography, 3D and strain analysis, and training staff. The Senior Cardiac Physiologist will also be required to assist with emergency on-call procedures and participate in an on call roster for echocardiograms.

The Senior Cardiac Physiologist will have a clinical, management, education or research focus and may demonstrate elements of more than one or all skills. This position is focussed on a senior clinical practitioner and senior clinical educator role with an interest in research.

Direct Reports: (List positions reporting directly to this position)

> N/A

Key Relationships / Interactions:

Internal:

- > Patient / client interactions that are supportive, flexible and culturally aware to meet the needs of a diverse population
- > Receives line supervision from the Network Operations Manager who is responsible operationally to the Director of Echocardiography
- > Receives clinical supervision, advice and support from the level 3 or level 4 cardiac sonographer
- > May contribute to the supervision of less experienced professional officers, para-professional staff and students, under direction from Network Operations Manager
- > May be required to temporarily fulfill a higher position, appropriate to the incumbent's skills and capacity
- > Supports and works collaboratively with the less experienced members of the team

External:

- > Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Assisting with researching, collecting and analysing relevant data to inform quality practice
- > Providing care to patients and family members who may feel distressed
- > Dealing with competing priorities on a daily basis
- > Understanding the complexities of working in a multi-disciplinary role
- > Greater focus on outcomes and accountability.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in 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'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.
- > Participation on on-call rosters will be required.
- > Have current driver's license and be willing to drive.
- > Out of hours work will be required.
- > Travelling between SALHN sites may be required.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan.
Specialising within a discipline	<ul style="list-style-type: none"> > Provide efficient and effective high quality clinical caseload involving cardiac diagnostic testing without supervision > Demonstrate increased professional expertise, competence and experience to perform any standard or complex professional task within the discipline of adult echocardiography > Attain greater specialised knowledge within the discipline > Provide professional services to client groups in circumstances requiring increasingly <i>complex</i> practice skills > Exercise greater specialised knowledge within the discipline and achieve higher level of outcomes under reduced clinical supervision within the discipline > Apply professional judgement to select and apply new and existing methods and techniques in the field of Echocardiography in consultation with the department > Demonstrate expertise obtained through appropriate professional development and experience > Provide comprehensive and timely written reports for all studies undertaken > Assist cardiologists with Exercise / Dobutamine Stress Echocardiography and Transoesophageal Echocardiography > Undertake routine diagnostic testing including ECGs, Holter and BP monitoring and Exercise testing > Undertake standard and complex diagnostic procedures within adult echocardiography > Provide a comprehensive echocardiographic imaging service to the paediatric patient including those in the Neonatal Unit > Undertaking routine diagnostic testing including ECGs, Holter and BP monitoring and exercise testing > Ensure the maintenance and provision of appropriate standards in the provision of cardiac testing > Effectively liaising with clinical and multidisciplinary staff > Identifying opportunities for improvement in professional tasks including developing and leading ongoing quality improvement activities with other staff > Providing clinical supervision, support and oversight of AHP 1 and AHP2 and support staff > Provide support in the development, evaluation and implementation of new methods / standards > Maintain professional records in accordance with departmental and hospital guidelines.

Provide advice to management	<ul style="list-style-type: none"> > Provide written reports for all studies undertaken > Assist Cardiologists with Exercise / Dobutamine Stress Echocardiography and Transoesophageal echocardiography – including involvement with interventional procedures > Participate in inter and intra departmental research projects
Contribute to educational activities related to area of expertise	<ul style="list-style-type: none"> > Contribute specialized knowledge to; participate in, and facilitate training programs / activities within the department > Participate in the teaching activities of the Echocardiography department > Provide clinical supervision, support and oversight of AHP 1, AHP2 and support staff > Share clinical experience by participating in peer support, presenting case studies at staff meetings and reporting on workshops / seminars / conferences attended > Liaise with education providers regarding educational outcomes of professional placements > Undertake research into education principles, models of best practice in training and education and training program development as required > Contribute to discipline specific research or professional placement improvement initiatives > In conjunction with the Network Departmental manager, co-ordinate staff in the development of complex cardiac testing and research activities > Co-ordinate day to day activities of the Investigational Officers > Co-ordinate the technical workload including all complex cardiographic testing and report > Responsible for storage and archiving of technical studies and reports > Maintain and review technical protocols and standard procedures > Contribute specialized knowledge to; participation in, and facilitation of training programs / activities within the discipline > Participate in the teaching activities of the Echocardiography department > Facilitate and provide educational activities for staff and students > Participate in the training of Echocardiographers > Provide echocardiographic support for inter and intra departmental research trials.
Provide a consultancy service	<ul style="list-style-type: none"> > Participate in the development of a high quality Cardiac Investigations service > Participate in the overall management of the department in accordance with hospital policy by observing administrative and clinical protocols, participating in staff planning discussions and providing ongoing assessment of clinical support / education materials. > Ensure a customer – oriented approach to service delivery as a key philosophy of the Cardiac Investigations Department. > Provide cover as required in the absence of the Network Operations Manager Cardiac Non Invasive Investigations.

Evaluation	<ul style="list-style-type: none"> > Actively contribute to the provision of high quality, evidence based patient services > Assist in the planning and implementation of service improvement programs in Echocardiography and to evaluate the effectiveness of service provision and ensure continuation of a high standard of client care > Participate in team and individual staff appraisal systems that link performance to key results determined by the priorities of the service and the department, which endeavour to determine and meet the needs of the broad range of consumers. > Maintain and develop clinical and professional skills > Participate in ongoing professional development e.g. attending relevant conferences and workshops, reading professional journals and texts and attending Cardiology Grand Rounds > Undertake regular performance reviews with the Network Operations Manager Cardiac Non Invasive Investigations > Accrue Continuous Professional Development points as required for registration by the Australian Sonographers Accreditation Registry > Effectively liaise with clinical and academic staff > Provide support and technical expertise to the development, evaluation and implementation of new methods > Participate in the conduct and evaluation of appropriate quality control and assurance programs > Assess and review the standards and work of other professional personnel.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

Bachelor degree in a relevant science or health related field; and either:

- a) Graduate Diploma in Cardiac Sonography (or equivalent); and
- b) registration as an Accredited Sonographer as administered by the Australasian Sonographer Accreditation Registry (ASAR), or its equivalent;

or

- a) Bachelor degree in a relevant science or health related field; and
- b) Graduate Diploma of Cardiac Electrophysiology (or its recognised equivalent); or
- c) equivalent skills acquired from extensive training and/or experience, as approved by the relevant delegate – only applicable to existing employees within scope for translation to the AHP Professional Stream.

Personal Abilities/Aptitudes/Skills

- > Competent basic and advanced skills in adult echocardiography including the ability to develop, evaluate and implement new procedures
- > Ability to co-ordinate day to day activities of self, including provision of supervision, support and training of junior staff
- > Ability to foster a multi-skilled team approach and to communicate effectively with all levels of the organization
- > Ability to handle confidential and sensitive information in a professional manner
- > High level of communication skills with patients, co-workers, technical and medical staff
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety
 - Quality management and the provision of person and family centred care
 - Risk management.

Experience

- > Allied Health professional with at least 3 years post registration experience
- > Current experience and knowledge of adult Echocardiography as provided in a tertiary care hospital
- > Experience in Stress Echocardiography (Exercise and Dobutamine), 3D Echocardiography, contrast Echocardiography, and Strain analysis, Transoesophageal Cardiography with an understanding of the care of the patient undergoing Transoesophageal Echocardiography
- > Experience in training junior technical and medical staff in Echocardiography
- > Proven experience in basic computing skills, including email and word processing
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards
- > Understanding of Delegated Safety Roles and Responsibilities
- > Understanding of Work Health Safety principles and procedures
- > Understanding of Quality Management principles and procedures
- > Awareness of person and family centred care principles and consumer engagement principles and procedures
- > Broad, comprehensive knowledge of cardiac physiology and Echocardiography practice and their application to a wide range of conditions
- > Comprehensive scientific knowledge of the methodology, interpretation, applications and validation of tests undertaken by the cardiac investigations service
- > A sound knowledge of Cardiopulmonary Resuscitation (CPR)

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- > Ability to adopt a problem solving approach to the delivery of care
- > Ability to work well in pressure situations

Experience

- > Broad based post graduate experience with adult patients in both the inpatient and out patient setting.
- > Acute hospital experience
- > Experience with 3D, contrast and strain imaging
- > Previous experience in supervising student cardiac physiologists undertaking post graduate study
- > Experience in clinical research or quality assurance programs which demonstrate the ability to plan, execute and report on outcomes
- > Experience in pacemaker assessment

Knowledge

- > Awareness of the Charter of Health and Community Services rights.

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.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

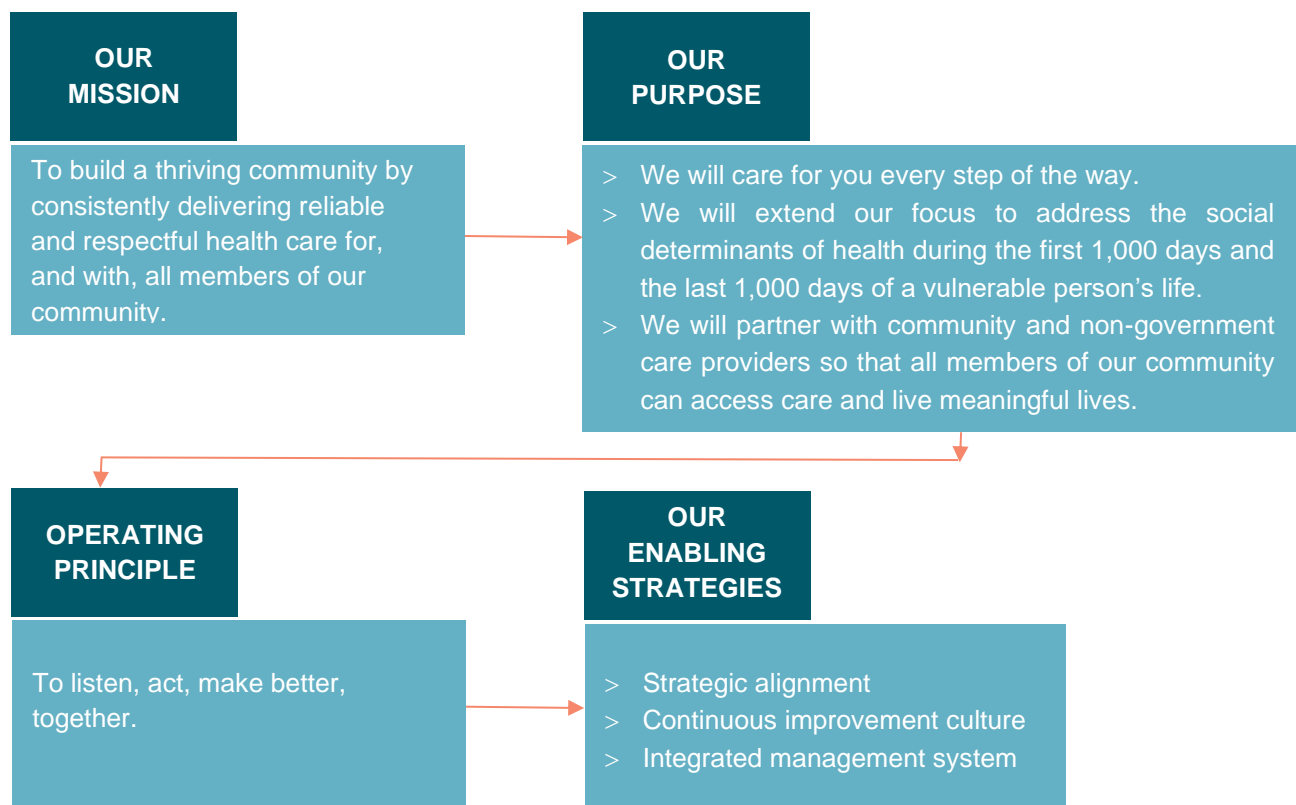
Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Senior Cardiac Physiologist in the Division of Medicine, Cardiac and Critical Care and organisational context and the values of SA Health as described within this document.

Name

Signature

Date