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## SA Health Job Pack

Job Title	Senior Claims Consultant
Eligibility	Open to Everyone
Job Number	864676
Applications Closing Date	10/5/2024
Region / Division	Barossa Hills Fleurieu Local Health Network
Health Service	Rural Support Service - Work Health & Safety and Injury Management
Location	Location negotiable (Flexible working arrangements including working from home).
Classification	ASO6
Job Status	Temporary full-time position (13-month contract from commencement date)
Salary	\$97,022 - \$102,626 p.a.

## Contact Details

Full name	Kelly Summers
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## 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 Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Working with Children Check (WWCC) - **DHS**
- ☐ National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- ☒ Unsupervised contact with Vulnerable groups- **NPC**
- ☐ Unsupervised contact with Aged Care Sector- **DHS**
- ☐ No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

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

# Immunisation

## **Risk Category C (minimal patient contact)**

*This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category C (minimal patient contact). [Please click here for further information on these requirements.](#)*

## 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 [Guidelines for Applicants](#) for further information regarding

- Salary Packaging
- Opportunities for movement within SA Health
- Flexible working arrangements
- Criminal History screening and background checks
- Immunisation requirements
- Rights of review
- Information for applicants



## ROLE DESCRIPTION

<b>Role Title</b>	Senior Claims Consultant
<b>Classification Code</b>	ASO6
<b>Position Number</b>	P21015, P21022 and P37848
<b>Local Health Network</b>	Barossa Hills Fleurieu Local Health Network Inc (BHFLHN) as host
<b>Hospital / Service / Cluster / RSS</b>	Rural Support Service (RSS)
<b>Department/Section / Unit/ Ward</b>	Work Health & Safety and Injury Management
<b>Role reports to</b>	Manager - Work Health & Safety and Injury Management
<b>Role Created/ Reviewed Date</b>	August 2023
<b>Criminal History Clearance Requirements</b>	<input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> NDIS Worker Screening <a href="#">Please click here for further information on these requirements</a>
<b>Immunisation Risk Category</b>	Category C (Minimal patient contact)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Senior Claims Consultant is accountable to the Director - Workforce, Safety & Culture through the Manager, Work Health & Safety and Injury Management. The Senior Claims Consultant co-ordinates and is accountable for, in consultation with the relevant Return to Work Consultant, the injury management program for specific regional LHN(s) to which they are aligned. The Senior Claims Consultant provides consultancy and services that influence the LHN to apply a positive, best practice culture for the management of work-related injury that complies with legislation, performance standards and accreditation standards.

### Direct Reports:

> Nil

### Key Relationships/ Interactions:

#### Internal

- > Works in partnership with the six regional LHN and RSS Senior Executives, Managers, Senior HR Consultants, Senior Work Health & Safety Consultants and regional LHN staff
- > Works in partnership with other Workforce, Safety & Culture team members as required.

#### External

- > Works closely with Department of Health & Well-being Corporate and System Support Services
- > Works closely with medical providers, allied health providers, the Crown, unions, legal providers and SA Employment Tribunal.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Coordinating and being accountable for, in consultation with the relevant Return to Work Consultant, the injury management program for specific regional LHN(s) to which they are aligned, including being accountable for expenditure of large amounts of regional LHNs funds related to work-related injury.
- > Where required, working across all six regional local health networks and the RSS, and regional and rural areas of South Australia.
- > Minimal availability of medical, allied health and imaging providers and the complexity in sourcing providers in regional and rural locations.
- > Distances between work sites, and distances travelled by regional and rural workforce.
- > Requirement for injured workers to travel long distances to obtain medical assessment and treatment, and the need to establish and maintain a network of telehealth providers
- > Lack of suitable and alternative duties in small regional and rural health units, which significantly complicates early intervention, return to work and job-seeking processes
- > Working within provisions of changing, complex legislation (Return to Work Act, 2014) and enterprise bargaining agreements, and keeping informed on, and applying, emerging legal precedents.

**Delegations:**

RSS financial delegation level 6.

**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 RSS values and strategic directions.

**General Requirements:**

\*NB References to legislation, policies and procedures includes any superseding versions

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 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.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA).
- > SA Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, 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.
- > Health Practitioner Regulation National Law (South Australia) Act 2010.
- > *Mental Health Act 2009 (SA)* and Regulations.
- > *Controlled Substances Act 1984 (SA)* and Regulations.
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > SA Health, Barossa Hills Fleurieu Local Health Network Inc. and Rural Support Service policies, procedures and standards.

#### 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 Statement:

RSS (hosted by BHFLHN) welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Rural Support Service is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

#### Special Conditions:

\*NB Reference to legislation, policies and procedures includes any superseding versions

- > 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 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- > 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 employment involving unsupervised contact with vulnerable groups.
- > Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- > National Police Certificates must be renewed every 3 years thereafter from date of issue.

- > Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- > NDIS Worker Screening Check must be renewed every 5 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.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<b>Coordinate IM program implementation, management and review for specific regional LHN(s)</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant co-ordinates and is accountable for, in consultation with the relevant Return to Work Consultant, the injury management program for specific regional LHN(s) to which they are aligned. The Senior Claims Consultant provides consultancy and services that influence the LHN to apply a positive, best practice culture for the management of work-related injury.</li> <li>&gt; The Senior Claims Consultant applies significant knowledge and competence to ensure the LHN(s) has an equitable and cost-effective injury management program to achieve and maintain reduction in the human and financial impact of workers compensation claims. The Senior Claims Consultant continuously reviews, implements and evaluates the injury management program and practices, making recommendations for improvements, applying and evaluating those improvements.</li> <li>&gt; The Senior Claims Consultant will, where required, assist with the provision of injury management programs for other regional LHN(s).</li> </ul>
<b>Injury management service provision</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant works under minimal direction to manage workers compensation claims for the LHNs to which they are aligned, and at times spanning all six regional local health networks and the RSS, using innovation to proactively and effectively address sensitive and complex matters to ensure best levels of support and recovery and minimal financial expenditure.</li> <li>&gt; The Senior Claims Consultant applies their extensive knowledge of the Return to Work Act, 2014 (the Act) and legal precedents to determine compensability of claims, and average weekly earnings, and to address complex and sensitive barriers as they arise.</li> <li>&gt; The Senior Claims Consultant works extensively with medical providers referring complex claims for medical assessment, obtaining clinical notes and imaging reports, and interpreting and applying medical information for the determination and management of claims.</li> <li>&gt; The Senior Claims Consultant works extensively with legal providers and unions, applying their extensive knowledge of the Act, legal precedents, South Australian Employment Tribunal (SAET) and legal aspects of managing complex claims, to represent the six regional local health networks and the RSS at SAET. The Senior Claims Consultant identifies opportunities for resolution of matters before SAET, provides direction to legal practitioners on resolution of legal matters and accepts accountability for legal outcomes. The Senior Claims Consultant provides high level advice and recommendations to LHN Senior Managers on legal matters and negotiates resolution of disputes, including redemption of weekly payments and medical expenses, on behalf of the six regional LHNs.</li> <li>&gt; The Senior Claims Consultant approves costs in accordance with their financial delegation, liaising with medical, allied health and legal providers to ensure expenditure is reasonable.</li> <li>&gt; The Senior Claims Consultant manages permanent impairment assessment (PIA) entitlements by applying their extension knowledge of the complex PIA processes.</li> </ul>



	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant works with the Senior Return to Work Consultant and six regional local health networks on additional compensation claims, determining and managing claims in accordance with the relevant enterprises bargaining agreement.</li> <li>&gt; The Senior Claims Consultant performs the role of Senior Return to Work Consultant in times of high volumes of workload and team leave, as requested by the Manager – WHS&amp;IM, to ensure provision of injury management services to regional LHNs.</li> </ul>
<b>Active resolution of complexities facing regional and rural workplaces</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant is aware of the additional challenges in managing work-related injury in regional and rural areas, and identifies and applies strategies to effectively address and manage those challenges:             <ul style="list-style-type: none"> <li>- Lack of availability of medical, allied health and imaging providers, the complexity in sourcing providers in regional and rural locations, the requirement for injured workers to travel long distances to obtain medical assessment and treatment, and the need to establish and maintain a network of telehealth providers</li> <li>- Lack of understanding by regional and rural medical and allied health providers of the South Australia workers compensation system and their role within the system, and the requirement to provide information and education for providers</li> <li>- Lack of suitable and alternative duties, which significantly complicates early intervention and job-seeking processes</li> <li>- Distances between work sites, and distances travelled by regional and rural workforce</li> <li>- The difficulty in locating workforce in regional and rural areas, including workforce fit for the roles for which they are employed</li> <li>- Workplace fatigue</li> <li>- The at times unique relationships between LHN Managers and staff.</li> </ul> </li> </ul>
<b>Injury management consultancy and advisory service</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant provides an expert consultancy and advisory service to a wide range of clients including Senior Managers, Executives, Senior HR Consultants, Senior WHS Consultants, staff, other WS&amp;C members and external stakeholders to ensure best practice approaches to the management of work-related injury and the reduction of its impact on the six regional local health networks and their staff.</li> <li>&gt; The Senior Claims Consultant meets regularly with regional LHN Chief Executive Officers, other Executives, Senior HR Consultants and Senior WHS Consultants to provide overview of, and strategize on, complex claims, and provide overview of the South Australian workers compensation Scheme and advice on best practice management of work-related injury.</li> <li>&gt; The Senior Claims Consultant will assist the Manager – WHS&amp;IM in writing injury management training modules, and will facilitate delivery of the modules, for regional LHN Managers and Supervisors.</li> </ul>
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant works in close partnership with Return to Work Consultants, unions, legal representatives, Executives, Senior Managers, Senior HR Consultants, Senior WHS Consultants, medical and legal providers and other WS&amp;C members to achieve proactive intervention related to work related injury.</li> <li>&gt; The Senior Claims Consultant works with local health network Executives, Senior Managers, Senior Human Resource (HR) Consultants and Senior Work Health &amp; Safety (WHS) Consultants to assist to address and resolve issues within LHN workplaces. The Consultant will recommend and apply strategies to address workforce issues and dispute resolution and contribute toward positive workplace culture. This includes provision of advice to Managers, Senior HR Consultants and Senior WHS Consultants on best practice approaches to management of both work-related and non-work-related injuries including degenerative and psychological injury.</li> </ul>
<b>Mentorship</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant will share their expertise with junior team members by providing significant training, mentoring and up-skilling to prepare team members for Consultant leave backfill and succession planning.</li> <li>&gt; The Consultants will write training modules for the team's training library and facilitate training sessions for WHS&amp;IM team members.</li> </ul>
<b>Monitor, review, report and continuous improvement</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant will undertake, on behalf of the Manager - WHS&amp;IM, file reviews of the management by other Senior Claims Consultants, and Return to Work Consultants, within the team of provision claims management services, and early intervention, return to work and job-seeking services, to ensure compliance with</li> </ul>

	<p>relevant legislation and the team's Standards, and to identify areas where further development is required.</p> <ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant will use their expertise to ensure effective management of acute and long term complex cases. They will apply their extensive knowledge, skills and experience to identify resolution of issues facing injured workers in regional and rural areas. They contribute to planning, policy and procedure development and review under the direction of the Manager – WHS&amp;IM and are involved with continuous quality improvement activities.</li> <li>&gt; The Senior Claims Consultant participates in audit and other accreditation activities as directed by the Manager - WHS&amp;IM.</li> </ul>
<b>Project management</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant will manage projects as directed by the Manager – WHS&amp;IM that span, and have significant impact on, the six regional LHNs and the RSS.</li> </ul>
<b>Development and review of policy</b>	<ul style="list-style-type: none"> <li>&gt; The Senior Claims Consultant will contribute discussion and ideas on SA Health policy related to injury management practices, and other areas as required such as OCPSE Standards, Injury Management Standards of Practice Principles and amendments to the Return to Work Act, 2014 and its application.</li> </ul>



## Knowledge, Skills and Experience

### **ESSENTIAL MINIMUM REQUIREMENTS**

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

- > Nil

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

- > Significant knowledge and expertise in managing all aspects of complex workers compensation claims from commencement to closure, particularly with a large, self-insured employer and within the public sector.
- > Demonstrated ability to strategize, analyse and manage complex matters before the SA Employment Tribunal, with the ability to provide direction to legal practitioners on resolution of legal matters and accept accountability for legal outcomes.
- > Demonstrated ability to manage redemptions, permanent impairment assessments and section 56 and 58 entitlements, identifying and addressing significant barriers.
- > Ability to lead multi-dimensional groups through complex and at times volatile processes remaining calm and using sound judgement and significant conflict management and resolution skills to identify and apply solutions.
- > Ability to demonstrate and apply innovative thought and sound judgement and formulate suitable management strategies and make independent decisions in a complex and changing environment.
- > Demonstrated exceptional interpersonal, written and verbal communication skills, and ability to negotiate in a clear, concise and effective manner with people at all levels, liaising effectively with employees, senior management, health professionals, lawyers and a range of key stakeholders to achieve appropriate best practice outcomes.
- > Ability to prioritise high volumes of workload to meet deadlines under limited direction.
- > Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training in this area.

#### **Experience**

- > Extensive experience in applying provisions of the Return to Work Act, 2014 and legal precedents to manage all aspects of complex workers compensation claims in sensitive and volatile environments.
- > Extensive experience in writing medical report requests, and interpreting medical and imaging reports, and clinical notes, related to work-related injury.
- > Extensive experience in negotiating and processing lump sum payments, including redemptions, permanent impairment assessments and section 56 and 58 entitlements.
- > Experience in representing employers in complex matters before the South Australia Employment Tribunal and providing direction to legal practitioners on resolution of legal matters.
- > Extensive experience in conflict management and identifying appropriate solutions to conflict situations.
- > Extensive experience in developing, implementing, reviewing and adjusting injury management services and employing early intervention and best practice IM strategies and techniques.
- > Extensive experience in communicating and negotiating with a range of stakeholders, gaining commitment and involvement in complex and evolving processes, to achieve the most effective outcomes.
- > Experience in developing, implementing and reviewing IM programs, processes and procedures.
- > Experience working with Aboriginal consumers.

#### **Knowledge**

- > Extensive working knowledge of the Return to Work Act, 2014, its application, interpretation and philosophical base.
- > Significant knowledge of best practice related to the management of complex workers compensation claims.
- > Significant knowledge of the SA Employment Tribunal practices and processes, and management of complex matters before SAET.
- > Knowledge of challenges in managing work-related injury in regional and rural areas, with the ability to identify and apply practical strategies to effectively address and manage those challenges.
- > General understanding of Aboriginal culture and a willingness to undertake further training in this area.

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- > Post-secondary qualifications in a relevant discipline (eg psychology, government, human resources, injury management) and/or significant relevant experience.

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

- > Nil

### **Experience**

- > Nil

### **Knowledge**

- >
- > Nil

## Organisational Context

### Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

### Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke & Northern Local Health Network and SA Ambulance Service.

### Health Network/Division/Department: Rural Support Service (RSS)

In 2018 the South Australian Government, through SA Health, introduced a governance reform process which culminated in the establishment from 1 July 2019 of regional local health network (LHN) governing boards. With the transfer of responsibility from the former Country Health SA LHN to the new regional LHN governing boards, the RSS was formally established on 1 July 2019.

The RSS is currently hosted within BHFLHN, and the BHFLHN Governing Board has the responsibility for overall governance of the RSS. The RSS is led by an Executive Director, RSS Governing Board and RSS Leadership Committee and operates in collaboration with each of the regional LHNs, providing a range of specialised clinical and corporate services at economies of scale. The RSS also delivers several state-wide services for and with all ten SA Health LHNs.

The WHS&IM team is within the RSS Workforce, Safety & Culture work stream.

## Values

### RSS Values

RSS staff embody the South Australian public sector values:

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

### 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.

## OFFICIAL

- > 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.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

### Reconciliation

SA Health acknowledges culture and identify as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health's vision for reconciliation is that the gap is closed on Aboriginal health disadvantage, and that Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

## Approvals

### Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

**Name:**

**Role Title:**

**Date:**

**Signature:**

## Role Acceptance

### Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of the RSS as described within this document.

**Name:**

**Date:**

**Signature:**