

i can

...do something  
more meaningful



## SA Health Job Pack

Job Title	Physiotherapist – Northern Adelaide Geriatric Service
Job Number	679587
Applications Closing Date	25 January 2019
Region / Division	Northern Adelaide Local Health Network
Health Service	Modbury Hospital
Location	Modbury
Classification	AHP2
Job Status	Permanent Full-Time
Indicative Total Remuneration*	\$90,046 - \$104,475 p.a.

## 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](http://www.sahealth.sa.gov.au/careers) - see Career Information, or by referring to the nominated contact person below.

## Contact Details

Full name	Sophie Farminer
Phone number	81612056
Email address	Sophie.farminer@sa.gov.au

# 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



## ROLE DESCRIPTION

<b>Role Title:</b>	Physiotherapist
<b>Classification Code:</b>	AHP2
<b>LHN/ HN/ SAAS/ DHA:</b>	Northern Adelaide Local Health Network
<b>Hospital/ Service/ Cluster</b>	Modbury Hospital
<b>Division:</b>	Aged Care, Rehab & Palliative Care
<b>Department/Section / Unit/ Ward:</b>	Northern Adelaide Geriatric Service
<b>Role reports to:</b>	NUM Community GEM
<b>Role Created/ Reviewed Date:</b>	
<b>Criminal History Clearance Requirements:</b>	<input checked="" type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Physiotherapist (AHP2) is accountable to the Nursing Director Aged Care, Rehabilitation & Palliative Care Division for the provision assessment and treatment services for geriatric inpatients and outpatients of NALHN which aims to optimise health outcomes. The incumbent will rotate through a series of clinical services.

The Physiotherapist applies clinical experience, increasing clinical knowledge and professional competence to plan, implement and evaluate comprehensive and integrated services to the needs of clients of NALHN. The Physiotherapist (AHP2) works under limited direct supervision clinical supervision and may provide direction and support to less experience therapists, allied health assistants and students.

The Physiotherapist works collaboratively with the Allied Health multi-disciplinary team and liaises directly with medical, nursing staff of NALHN and with other community agencies.

### Key Relationships/ Interactions:

- > The incumbent is responsible to the Nursing Director Aged Care Rehabilitation and Palliative Care.
- > Professionally reports to the Physiotherapy Clinical Lead.
- > Works in consultation with the Nurse Unit Manager of Northern Adelaide Geriatrics Service
- > The Physiotherapist works collaboratively with other members of multi-disciplinary team, including nursing, medical and allied health members, and liaises with providers of NALHN and other community agencies

### Challenges associated with Role:

Major challenges currently associated with the role include:

- > Managing a busy workload and competing demands requiring the ability to organise and prioritise workload and time.
- > Ability to assist with diverse activities and key accountabilities requiring the ability to work as a member of a team across a number of allied health professionals
- > Working with patients/carers/families with complex needs who may display challenging behaviours

### Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Ensure the provision of high quality Physiotherapy services that maximises patient health outcomes by:	<ul style="list-style-type: none"><li>&gt; Using increasing professional knowledge and skills to provide assessments interpret findings and plan and implement interventions plans in conjunction with the patient, carers and other health professionals</li><li>&gt; Managing with reduced supervision, non-routine clinical situations when more complex problem solving, professional decision making and practice skills are required</li><li>&gt; Ensuring documentation is consistent with service policy and practice.</li><li>&gt; Undertaking comprehensive discharge planning in conjunction with other team members.</li><li>&gt; Maintaining and developing clinical and professional knowledge and skills.</li></ul>
Provide effective coordinated Inter-Disciplinary care by:	<ul style="list-style-type: none"><li>&gt; Working collaboratively with members of other disciplines within NALHN.</li><li>&gt; Participating actively in Multi-Disciplinary service teams and projects.</li></ul>
Maintain and develop clinical and professional skills by:	<ul style="list-style-type: none"><li>&gt; Participating in departmental and hospital professional development programs.</li><li>&gt; Contributing to departmental administration through staff meetings.</li><li>&gt; Contributing to the development of departmental procedures and policies.</li><li>&gt; Participating in quality improvement activities, research and performance enhancement.</li></ul>
Participate in the development of a high quality palliative service by:	<ul style="list-style-type: none"><li>&gt; Participation in departmental meetings.</li><li>&gt; Participation in the development of resources and new information.</li><li>&gt; Participation in research and evaluation of the Physiotherapy service.</li><li>&gt; Undertaking data input, and participating in reviewing and evaluating data produced by clinical information management system (CME).</li></ul>
Provision of training and supervision of clinical Physiotherapy students by:	<ul style="list-style-type: none"><li>&gt; Providing support to undergraduate students and to work experience students.</li><li>&gt; Providing a role model, by demonstrating professional behaviour, and clinical reasoning.</li></ul>
Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement, including:	<ul style="list-style-type: none"><li>&gt; Participating in, and facilitating the delivery of, collaborative team work and effective continuous learning and professional development.</li><li>&gt; Actively participating in continuous Quality Improvement activities, including the identification of performance standards and increased efficiencies.</li></ul>

--	--

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

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

- > Appropriate Degree or equivalent qualification which entitles registration with the Physiotherapy Board of Australia.

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

- > Demonstrated competency and knowledge in Physiotherapy assessment and treatment techniques.
- > Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with NALHN objectives.
- > Demonstrated ability to communicate effectively both verbally and written.
- > Demonstrated time management skills to effectively manage a caseload.
- > Demonstrated commitment and ability to work effectively in inter-disciplinary teams.
- > Demonstrated ability to undertake the physical demands of the job

#### **Experience**

- > Demonstrated competency in the clinical management and treatment of a broad range of conditions.
- > Demonstrated experience in the use of Microsoft Office (including Word and Excel) and database packages.

#### **Knowledge**

- > Understanding of Work Health and Safety principles and procedures.
- > Understanding of the Australian National Safety & Quality Health Service Standards.
- > Demonstrated broad knowledge of Physiotherapy professional standards.
- > Knowledge of continuous quality improvement principles and methods
- > Demonstrated knowledge in the development, implementation and evaluation of departmental policies and procedures relevant in a health setting.

### **DESIRABLE CHARACTERISTICS**

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

- > Demonstrated commitment to excellence and innovation in work practices.
- > Demonstrated flexibility and ability to adapt to changing service provision needs.

#### **Experience**

- > Experience working as a clinician in a hospital or community based Palliative Care service
- > Proven experience in basic computing skills, including email and word processing.
- > Experience in the use of outcome measures to evaluate efficacy of treatments.

#### **Knowledge**

- Knowledge of the South Australian public health system
-

### 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 Criminal and Relevant History Screening.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (Cth).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

### General Requirements:

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

- > *Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.*
- > *Return to Work Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.*
- > *Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia 2014.*
- > *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)*
- > *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 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.

### **Cultural Commitment:**

NALHN 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, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce

### **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.

### **Resilience:**

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



## 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, the Minister for Ageing, and the Minister for Mental Health and Substance Abuse. The Department for Health and Ageing 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., Country Health SA 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 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:

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

The Northern Adelaide Local Health Network (NALHN) provides a range of acute and sub acute health services for people of all ages and covers 16 Statistical Local Areas and four Local Government Areas (one of which crosses the Central Adelaide Local Health Network) and includes the following:

- Lyell McEwin Hospital
- Modbury Hospital
- Sub-Acute
- GP Plus Health Care Centres and Super Clinics
- Aboriginal Health Care Services
- Mental Health Services (including two statewide services – Forensics and Older Persons)

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

## 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 understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document

**Name:**

**Signature:**

**Date:**

### Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17		Minor formatting with order of information amended.