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SA Health Job Pack

Job Title	Physiotherapist
Job Number	672699
Applications Closing Date	23 November 2018
Region / Division	Southern Adelaide Local Health Network
Health Service	Allied Health & Intermediate Care Services
Location	Noarlunga
Classification	AHP2
Job Status	Full-time Temporary until 21 October 2019
Total Indicative Remuneration*	\$86,052 - \$99,495 per annum

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

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

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

Contact Details

Full name	Anne Lonergan
Phone number	0401 152 366
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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



Southern Adelaide Local Health Network (LHN) JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

Role Title:	Physiotherapist
Classification Code:	M56761
LHN/ HN/ SAAS/ DHA:	SOUTHERN ADELAIDE LOCAL HEALTH NETWORK
Hospital/ Service/ Cluster	
Division:	Allied Health & Intermediate Care Services
Department/Section / Unit/ Ward:	Intermediate Care Services, Respiratory Team
Role reports to:	Operationally: ICS Respiratory Team Leader Professionally: ICS Senior Physiotherapist (AHP3)
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

Job Specification

Primary Objective(s) of role:
<p>As a member of a respiratory team in Intermediate Care Services (ICS) the physiotherapist is accountable for delivering culturally appropriate, equitable, comprehensive, high quality and contemporary respiratory focused physiotherapy services for patients in the Intermediate Care Service.</p> <p>This role is based in the ICS respiratory team. The respiratory team is a multidisciplinary team providing respiratory services in the community for patients with chronic respiratory conditions. The focus of this role is to provide home based respiratory rehabilitation programs; Airways clearance clinic as well as facilitating community based pulmonary rehabilitation and providing the necessary pre assessment and treatment services for this cohort of patients.</p> <p>The Physiotherapist will work in collaboration with patients, other disciplines and relevant government or non-government organisations across services and sectors. The successful applicant will use professional judgement to plan, develop, deliver and evaluate physiotherapy services related to the ICS service priority areas.</p> <p>Within this context, the services that are provided by the Physiotherapist will contribute to the achievement of the goals and objectives of the SALHN Intermediate Care Implementation Plan which aims to provide:</p> <ul style="list-style-type: none"> Integration between hospital and community settings Assessment, care planning and coordination of intermediate care delivery Short term rapid response pathways and partnerships Supported hospital discharge, avoidance and substitution programs. <p>The position also contributes to the ongoing continuous improvement and development of quality services to patients through the delivery of support, advice, guidance and education to other health professionals and students, and through contributing to planning, policy development and service review processes.</p>

Key Relationships/ Interactions:

- Reports to the ICS Respiratory Team Leader for all operational matters and the delivery of expected activity and team organisational requirements
- Maintains a professional reporting relationship for physiotherapy practice and standards with a Physiotherapist senior
- As a member of the multidisciplinary team, maintains cooperative and productive working relationships with all members of the health care team, students and other relevant government or non-government organisations across services and sectors.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Keeping professionally up to date with relevant research, technological advances and models of care.
- Working appropriately and in a culturally respectful way with patients and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- Working collaboratively within the multidisciplinary team, across organisational teams and other providers across sectors and services, addressing presenting challenges and promotes communication processes to enable effective patient flow and best patient/client outcomes.

Delegations: (as defined in SALHN instruments of delegations)

Nil

Resilience:

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

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

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

- Will be required to participate in the ICS Performance Review and Development process.
- Job and Person Specifications are reviewed regularly as part of the ongoing Performance Review and Development process.
- Will be required to work within other locations of the Southern Adelaide LHN.
- Some out of hours work may be required.
- Must have a current driver's licence and be willing and able to drive.
- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* (Cth) or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007* (Cth).
- 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 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.

STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES

Intermediate Care focused physiotherapy services by:

- Providing physiotherapy assessment that enable appropriate evidence based physiotherapy interventions such as Respiratory rehabilitation, airway clearance management, exercise prescription, gait re-education, prescription of appropriate mobility, transfer and other aids
- Planning and coordinating services including those involving other disciplines or agencies as required to meet individual health care needs
- Appropriately documenting assessments, interventions and patient management plans
- Attending and actively participating in clinical meetings (eg Discharge Planning meetings, Case Conferences, team meetings etc) as required
- Effectively managing clinical caseload in line with ICS prioritisation strategies and other key performance indicators
- Ensuring appropriate clinical handover for patients being transferred to the care of other professionals
- Working within an interdisciplinary team based model of care, liaising with other Health Professionals to ensure patient assessment and treatment is coordinated and appropriate
- Encouraging the active participation of patients and their families/carers in their assessment, treatment, and discharge planning
- Establishing and developing internal and external networks of service providers in order to deliver the best possible client resources and pathways and to act as a consultant in the area of community based physiotherapy services

Contribute to the continual quality improvement of Intermediate Care Services, particularly in the areas of physiotherapy by:

- Contributing to the strategic planning for physiotherapy services across relevant work areas, incorporating regular evaluation of services and reporting on quality improvement activities
- Working with team members and stakeholders to contribute to the development of service delivery models that improve client pathways with integrated health service delivery
- Contributing to reviewing and updating relevant procedures, guidelines and resources to ensure they reflect best practice
- Working with the ICS Respiratory Team Leader and relevant Service Coordinator/s to monitor workloads and clinical outcomes, effectively managing own individual performance against agreed objectives and in accordance with the appropriate standards of practice
- Demonstrating commitment to achieving and complying with National Safety & Quality Health Service Standards
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Contributing to the achievement of evidence based best practice by:

- Contributing to the analysis and interpretation of performance against agreed key performance objectives
- Maintaining and analysing data and reports to ensure compliance with relevant agency and government standards and reporting requirements
- Working collaboratively within a multidisciplinary team, including contributing professional physiotherapy expertise input across streams and facilitating complex multi-disciplinary service delivery
- Contributing to the provision of professional learning across Intermediate Care services by delivering in-house education, mentoring and support to other clinical staff as required
- Undertaking research or quality activities relevant to area of work

Working in conjunction with the ICS Service Coordinators, contribute to the effective learning, support and professional leadership within the work area by:

- Supporting AHP1/OPS2 staff and students allocated to the work area to contribute to high quality and timely service delivery, and to assist them in prioritising their clinical responsibilities and workload

Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements

Commitment to achieving and complying with National Safety & Quality Health Service Standards.

Acknowledged by Occupant: _____ Date: ____/____/____

Person Specification

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 ability to:

- Utilise high level communication skills to effectively work with, and resolve issues and conflict with, people with diverse value systems, cultural differences and special needs, including clients, multi-disciplinary health professionals, other organisations and providers, and the community
- Undertake a range of evidence based physiotherapy interventions on an individual and group basis that address the physical, emotional and social aspects of clients health and wellbeing
- Organise workloads, under limited direction in a high-demand multifaceted environment and as part of a multi-disciplinary team
- Critically and reflectively evaluate own work, and maintain own professional development to meet requirements
- Demonstrate innovation and contribute to quality improvement activities
- Be flexible, adaptive and responsive to change, aligning with key organisational priorities and particularly in an environment with competing demands and changing service partners
- Develop rapport and engage with people with the aim of increasing client potential for self-management
- Apply a high level of professional accountability, integrity, ethical standards and decision making, and to be self-aware and positive when faced with difficult clinical and interpersonal situations.
- Use professional judgement in clinical decision making, which contributes to the development of new and innovative service models to respond to the changing needs of the health system and the community
- Demonstrated computing skills, including email, word processing and use of client databases
- Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, diversity and WHS;
 - Quality management and client oriented service;
 - Risk management.

Experience

- Demonstrated experience working as a clinician across the Acute/Community interface
- Demonstrated experience working as a clinician with chronic disease, in particular Respiratory, Cardiac as well as an understanding of the fragility pathways
- Demonstrated experience in the delivery of relevant models and practices within a rehabilitation framework

Knowledge

- Knowledge and understanding of chronic disease and chronic disease management.
- Understanding of hospital avoidance and supported discharge strategies.
- Understanding of the social determinants of health and their impact on patients with chronic disease
- Understanding of Work Health Safety principles and procedures
- Understanding of Quality Management principles and procedures
- Understanding of Delegated Safety Roles and Responsibilities
- Awareness of National Safety and Quality Health Service Standards

DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- Willingness to upskill in all areas of respiratory physiotherapy
 - Community based and/or Intermediate Care research and evaluation skills
 - Willingness to be involved in research and program development
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Experience

- Experience working with Respiratory patients
 - Experience and understanding of rehabilitation principals especially related to home base and community services
 - The ability to work autonomously
 - Experience in using a range of computer based hardware and applications, including electronic client databases
 - Demonstrated ability to implement changes in practice to support evidence based clinical physiotherapy
 - Previous experience working with Aboriginal people; people; from other Culturally and Linguistically Diverse backgrounds; people with mental illness, disabilities or other vulnerable groups
 - Demonstrated experience in providing support and direction to less experienced staff
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Knowledge

- Clinical knowledge in the physiotherapy management of patients with chronic disease
 - Awareness of the Charter of Health and Community Services rights
 - Knowledge of local service providers and their potential for contributing to the holistic and integrated delivery of services, which supports ongoing client health and well-being
 - Awareness of the principles, philosophy and practice of an Intermediate Care Service, particularly within the context of the needs of various populations in the southern regions of Adelaide
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Educational/Vocational Qualifications (considered useful in carrying out the responsibilities of the position)

- Relevant Post-graduate qualifications or experience.
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Other details

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, socio economic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

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

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

SA Health Challenges:

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

Health Network/ Division/ Department:

The Southern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the southern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 7,000 skilled staff provides high quality patient care, education, research and health promoting services.

Southern Adelaide LHN provides a range of acute and sub-acute health services for people of all ages, and has two hospitals, Flinders Medical Centre and Noarlunga Hospital.

Southern Adelaide LHN Intermediate Care Services will deliver multi-disciplinary clinical care, addressing complexity through targeted approaches to complex chronic disease management in the community, and supported hospital discharge and avoidance programs. There is a key focus on building partnerships across the care continuum supporting interfaces between acute sites, GPs, Primary Care and Community based services.

Mental Health Services provides a range of integrated services across community and hospital settings, targeted at all age groups, in collaboration with non-Government organisations and General Practice Network South.

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; it sets out the South Australian Public Sector values as:

- Service – Proudly serve the community and Government of South Australia.
- Professionalism – Strive for excellence.
- Trust – Have confidence in the ability of others.
- Respect – Value every individual.
- Collaboration & engagement – Create solutions together.
- Honesty & integrity – Act truthfully, consistently, and fairly.
- Courage & tenacity- Never give up.
- Sustainability – 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.

SALHN Vision

We believe in providing the standard of health care that we desire for our own families and friends.

SALHN core value TRUST

Building positive relationships; with our patients, employees and partners.

Approvals

Job and Person Specification Approval

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

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

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

Name:

Signature:

Date: