



## ROLE DESCRIPTION

<b>Role Title:</b>	Senior Medical Scientist		
<b>Classification Code:</b>	MeS3	<b>Position Number</b>	
<b>LHN/ HN/ SAAS/ DHW:</b>	Central Adelaide Local Health Network (LHN)		
<b>Hospital/ Service/ Cluster:</b>	Royal Adelaide Hospital		
<b>Division:</b>	Surgery 1		
<b>Department/Section / Unit/ Ward:</b>	Orthopaedics and Trauma Service		
<b>Role reports to:</b>	Head of Unit, Orthopaedics and Trauma Service		
<b>Role Created/ Reviewed Date:</b>	June 2024		
<b>Criminal and Relevant History Screening:</b>	<input type="checkbox"/> Aged (NPC or DHS) <input type="checkbox"/> Working With Children's Check (DHS) <input checked="" type="checkbox"/> National Police Check (NPC)		
<b>Immunisation Risk Category Requirements:</b>	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

## ROLE CONTEXT

### Primary Objective(s) of role:

The Senior Medical Scientist is responsible for the day-to-day management of the gait analysis clinic and reporting of the data back to clinicians and patients. In addition, he/she will be expected to undertake research under the direction of Prof Solomon directed primarily towards improving patients outcomes and decreasing costs of care which will also lead to peer-reviewed journal publications, conference presentations and policy documents. They will be required to interact with several key stakeholders including surgeons, nurses, administrative staff, and industry partners (e.g., MedTech companies, imaging facilities).

### Direct Reports:

- MeS1 Dependant on current research projects
- MeS2 Dependant on current research projects

**Key Relationships/ Interactions:**Internal

- Membership of the Department's Research Executive Committee.
- Committee member of the RAH's Occupational Health and Safety Committee.
- Attends the Orthopaedic Departments Grand Round and Arthroplasty meetings.

External

- Required attendance at State meetings of the Australian Orthopaedic Association, annual National Australian Orthopaedic Association Scientific Meetings, and International orthopaedic scientific meetings.
- Liaise with external Universities and Research Institutes.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- Ensuring that projects are completed in a timely fashion and are presented at relevant meeting and published in peer-reviewed orthopaedic journals.

**Delegations:**

- Delegated Level 7 in accordance with CALHN's Delegation of Authority Document

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>Contribute to the gait assessment of orthopaedic patients to facilitate clinical assessment pre and post operatively as well as execution of translational projects and research.</p>	<ul style="list-style-type: none"> <li>• Providing a mechanism(s) for reporting gait analysis data to clinicians and patients for ongoing studies and clinical activities.</li> <li>• Management of allocated research budget and projects including monitoring the progress of projects, identification of short-term goals and deadlines, equipment budget; patient recruitment and clinical follow-up.</li> <li>• Collaborating with outside professionals in projects; use of biomechanical approaches for the analysis of human locomotion.</li> <li>• Collaborating with partners at key medical imaging facilities.</li> <li>• Actively participating in multi-disciplinary clinical, applied and basic science research programs including offering novel ideas on research directions and possible future publications and professional collaborations.</li> <li>• Undertaking and researching information including literature reviews and pilot studies.</li> <li>• Undertaking a detailed analysis of research results, including developing reports and recommendations, preparation of manuscripts, abstracts, and statistical evaluation for publication of results in peer reviewed journals, scientific papers, and presentation at state, national and international orthopaedic meetings, seminars and conferences.</li> <li>• Maintaining comprehensive records of work performed and results of studies, including data management of research studies and analyses including descriptive and basic inferential statistical analyses.</li> </ul>

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

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

- Honours degree in mechanical, electrical/electronics, mechatronic or biomechanical engineering (or equivalent).

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

- Sound organisational skills and ability to work within time constraints and meet deadlines.
- Meticulous attention to detail.
- Ability to work independently, with limited direction and harmoniously in a team environment.
- Ability to liaise and communicate, both written and verbally, effectively with all levels of staff and members of the public.
- Experienced in research protocol development and implementation.
- Experienced in data management and analysis.
- Experienced in preparation and submission of applications to institutional ethics committees.

#### **Experience:**

- Previous experience in an orthopaedic research setting.
- Previous experience with motion capture technology, inertial measurement units, and electromyography for modelling human locomotion in both pathological and healthy cohorts.
- Experienced in undertaking comprehensive literature reviews.
- Project management.
- Research report preparation.
- Qualitative and quantitative statistical analyses.

#### **Knowledge:**

- Substantial knowledge in the field of orthopaedic outcomes research processes.
- Knowledge of procedures regarding the security and confidentiality of patient's medical records.
- Knowledge of clinical information systems used within the hospital.
- Understanding of employee responsibilities with respect to Occupational Health and Safety principals and equal employment opportunities.

## **DESIRABLE CHARACTERISTICS**

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

- PhD (or close to completion) in musculoskeletal biomechanics.

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

- Problem-solving and decision-making skills to enable independent management of research projects.
- Accept accountability for own actions and for activities delegated to others.
- Demonstrated effective interpersonal skills by maintaining prompt courteous and accurate communications with the other staff, a variety of health care professionals and members of the public, including patients and their family members.
- Demonstrated high-level of oral and written communication skills.
- Ability to work effectively under pressure while remaining polite and considerate of colleagues.

### **Experience:**

- A strong track record of publishing in peer-reviewed journals, relative to opportunity
- Experienced participation in oral and poster presentations displayed at local, national and international scientific meetings.
- Previous experience with image analysis and the segmentation of musculoskeletal geometry from MRI/CT.
- Previous experience with modelling human motion using software packages such as OpenSim.
- High level of programming experience in packages such as MATLAB, Python, or R.
- Experience with the requirements of clinical studies including ethic applications; and contract management with government and industry sources of research funding.
- Familiarity with processes within the hospital to enable effective collaboration between departments to provide timely and reliable service as required for aspects of clinical based research studies (possibly not personal).

### **Knowledge:**

- Knowledge of orthopaedic literature related to each of the research projects currently being undertaken.

### Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

### 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)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

**Performance Development:**

The incumbent will be required to participate in the organisation's Performance Review and 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.

**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:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

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

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

### Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

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

### SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health 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.

### Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit [centraladelaide.health.sa.gov.au](http://centraladelaide.health.sa.gov.au)

# Values

## Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values	Behaviours
<i>People first</i>	<ul style="list-style-type: none"><li>- I am there for my patients and colleagues when they need me most.</li><li>- I put myself in my patients and colleagues shoes to understand their needs.</li><li>- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.</li><li>- I respect uniqueness in my colleagues, our patients and their families.</li></ul>
<i>Ideas driven</i>	<ul style="list-style-type: none"><li>- I look and listen to ensure I fully understand the problem and find a solution.</li><li>- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.</li><li>- I invest in my own learning and look for opportunities to explore and introduce new ideas.</li><li>- I am interested in critical research and how it informs creative thinking.</li></ul>
<i>Future focussed</i>	<ul style="list-style-type: none"><li>- I embrace leading practices and use them to evolve our ways of working.</li><li>- I lead and support change to improve patient and organisational outcomes.</li><li>- I am constantly on the look-out for opportunities to improve.</li></ul>
<i>Community minded</i>	<ul style="list-style-type: none"><li>- I put my hand up to lead work that matters.</li><li>- I am accountable and focused on value.</li><li>- I value and champion diversity.</li><li>- I embrace collaboration and constructive partnerships.</li></ul>

## 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.

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.

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

## Role Acceptance

### Employee 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:**

## Approvals

### Role Description Delegate Approval

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

**Name:**

**Role Title:**

**Signature:**

**Date:**