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SA Health Job Pack

Job Title	Allied Health Professional
Eligibility	Open to Everyone
Job Number	721277
Applications Closing Date	25 April 2022
Region / Division	Yorke and Northern Local Health Network
Location	Yorke and Northern Region
Classification	AHP1/ AHP2
Job Status	Casual
Salary	AHP1: \$32.98 - \$40.26 per hour + 25% casual loading AHP2: \$42.50 - \$49.24 per hour + 25% casual loading

Contact Details

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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 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:

- ☒ Working with Children Check - **DHS**
- ☒ Unsupervised Contact with Vulnerable Groups Employment Screening - **NPC**
- ☐ Disability Services Employment Screening - **DHS**
- ☐ 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.

Immunisation

Risk Category B (indirect contact with blood or body substances)

- 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 B (indirect contact with blood or body substances). [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 <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

Job Title	Social Worker	Classification	AHP1	Position Number	Insert no.
LHN	Yorke and Northern LHN	Term	casual	Position Created	Insert date
Area	Yorke and Northern	FTE		Last Updated	04/04/2019
Criminal History Clearance Requirements: <input checked="" type="checkbox"/> Child (DCSI) <input checked="" type="checkbox"/> Aged (NPC) <input 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)					
Qualifications Must hold a recognised qualification within Social Work profession, and be eligible for practicing membership of the Australian Association of Social Workers (AASW). As a self-regulated profession, it is desirable to participate in the AASW Continuing Professional education (CPE) Accreditation program					
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 CHSALHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. CSHALHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture					
Special Conditions <ul style="list-style-type: none"> A current driver's license is essential, as is a willingness to drive on country roads and travel in light air craft as required. Intra state travel will be required; interstate travel may be required. Flexibility and some out of hours work may be required. <i>Prescribed Positions</i> under the <i>Children's Protection Act (1993)</i> must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion (DCSI). 			Key Relationships <ul style="list-style-type: none"> Receives line supervision from Allied health Team Leader Works under Clinical Supervision and direction from the AHP3 Clinical Senior Social Worker in accordance with the <i>CHSA Allied Health Clinical Support Framework</i>. Draws on multi-professional clinical networks for support in specialty areas of service delivery Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community May be required to temporarily fulfill a higher position, appropriate to the incumbent's 		

<ul style="list-style-type: none"> ▪ <i>Approved Aged Care Provider Positions</i> as defined under the <i>Accountability Principles 1998</i> made in pursuant to the <i>Aged Care Act 2007 (Cth)</i> must obtain a satisfactory National Police Certificate (NPC) through the South Australia Police confirming the clearance is for the purpose of working in Aged Care. ▪ <i>Prescribed Positions</i> will also require a NPC general probity clearance. ▪ Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue. ▪ Will be required to comply with the requirements of the CHSALHN Procedure for Credentialling Allied Health and Scientific Health Professionals 	skills and capacity	
Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	1.1 Provide a broad range of clinical services, selecting, adopting and applying methods, procedures and standards which are generally well established and straight forward 1.2 Exercise professional judgment within prescribed areas, with support from a Clinical Senior to verify methods and results 1.3 Provide straight forward clinical services, including one-on-one, group and health promotion activities 1.4 Manage and prioritise personal workload	<ul style="list-style-type: none"> ▪ In collaboration with the Team Leader, contribute to the coordination and delivery of high quality, comprehensive and integrated Social Work services to eligible clients/groups across the cluster ▪ Contribute professional leadership in the application of clinical protocols and standards within the multi-disciplinary team and health unit/cluster. ▪ Apply clinical skills to a broad scope of practice, delivering services which promote self-care and personal responsibility , and are appropriate to the local rural context ▪ Coordinate an increasing complex Social Work caseload and support other team members in managing the demands of the service ▪ Contribute to improvements in health outcomes by applying Primary Health Care principles to the development and delivery of service. ▪ Contribute to the provision of comprehensive services to clients that are inpatient by development and participation in clinical programs, education, health promotion and quality improvement activities. ▪ Support other social worker positions as required by organization
2. Personal and Professional	2.1 Operate under direct supervision (which will decrease as experience increases), and draw on support from experienced peers of diverse professional backgrounds and /or Managers as required.	<ul style="list-style-type: none"> ▪ Participate in ongoing personal and professional development through attendance at team meetings, in-service programs and network

Development	<p>2.2 Display a commitment to continuous personal and professional development by:</p> <ol style="list-style-type: none"> Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge Applying reflective practice skills Utilising the support of mentors and peers Actively participating in the professional development and review (PDR) process <p>2.3 Contribute to the development of knowledge of effective practice through research, evaluation of services and information sharing with peers</p> <p>2.4 With at least 12 months post-graduate experience, may be required to review aspects of the work of peers, provide professional advice to more recently employed allied health professionals, and contribute to the supervision of students / AH assistants.</p>	<p>meetings.</p> <ul style="list-style-type: none"> Receive clinical supervision, direction, advice, mentorship and support from the Clinical Senior Social Worker In collaboration with the TEAM LEADER and Clinical Senior Social Worker, develop a formal Clinical Supervision agreement, fulfill all obligations under this agreement, and review it annually. Develop and maintain inter and intra-professional clinical networks within CLUSTER, CHSA and South Australia, actively sharing and seeking out knowledge of effective practice Actively participate in the CHSA Social Work Network Provide clinical support to less experienced professional staff in CLUSTER / TEAM Contribute to the supervision of Social Work students on clinical placement in the cluster Adopt a proactive approach to developing and maintaining contemporary knowledge and skills in social
3 Client / Customer Service	<p>3.1 Treat all clients with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area.</p> <p>3.2 Promote cultural safety by valuing & promoting the cultural needs of the community.</p> <p>3.3 Apply client-centered practice and community engagement principles in the provision of services, ensuring clients are meaningfully involved in all aspects of their care</p>	<ul style="list-style-type: none"> Maintain confidentiality at all times whilst respecting the values and wishes of clients Promote positive and harmonious relationships between clients, relatives and staff Target group identifies as hospital/inpatient and community generalist social work referrals Develop and apply increasing understanding of the needs of rural, culturally diverse and aboriginal communities. Ensure clients/customers receive appropriate social work services by applying cultural sensitivity, social justice, and community participation principles Support consumers through the Patient Journey, providing effective assessment and triage, timely referrals, accurate information, coordinated care and prompt follow up. Utilize and review service prioritization and eligibility criteria

		<ul style="list-style-type: none"> Act in a professional manner at all times when dealing with internal and external consumers, staff, peers &
4 Administration and Documentation	<p>4.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics.</p> <p>4.2 Contribute to the efficient and effective use of materials and resources.</p> <p>4.3 Prepare reports which incorporate recommendations on straight forward operations.</p> <p>4.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>4.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role</p> <p>4.6 May be required to undertake projects or assignments of limited scope and complexity, or contribute to a minor phase of a broader / more complex project.</p>	<ul style="list-style-type: none"> Clients referred for a service are to be responded to within 2 working days Submit client data via CME at minimum monthly reporting intervals Assisting the Community Care Team Leader in the development and management of the Social Work budget, including monitoring of expenditure and managing within the allocated funds. Use all resources in a responsible, effective and cost efficient manner Contribute to the review, development and adaptation of clinical and administrative resources to support Social Work services, community health programs and projects Utilize the Safety Learning System (SLS) to report patient risks, incidents and client
5 Teamwork and Communication	<p>5.1 Participate in service planning to improve the effectiveness, efficiency, equitable distribution and evidence-based nature of CHSALHN services.</p> <p>5.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>5.3 Work positively within a team, develop effective working relationships and contribute constructively to achieving team goals</p> <p>5.4 Communicate effectively with a range of people (both verbally and in writing)</p> <p>5.5 Work in accordance with SA Health and CHSALHN's vision, mission, strategic priorities and values</p>	<ul style="list-style-type: none"> Contribute to the effective functioning of the multi-disciplinary team and quality of services by continually developing and applying: <ol style="list-style-type: none"> clinical skills within the scope of practice appropriate to the social work profession knowledge of social work, other professions and other services skills in communication, collaboration and partnership building Actively participate in team meetings and activities Actively participate in cluster wide and local site staff forums as required Provide regular reports to the Team Leader regarding waiting lists, service issues, service planning and other relevant issues as required Works as a member of the multi-disciplinary Community Care Team, based in Port Pirie Attendance is expected at the Community Care Team Meeting & Community Care Department Coordinators meeting as well as other meetings

			relevant to clinical
6 Continuous Improvement	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards.</p> <p>6.2 Contribute to the ongoing monitoring, evaluation and review of services.</p> <p>6.3 Proactively respond to client complaints and feedback.</p> <p>6.4 Contribute to discipline-specific and trans-professional research and service development, through data collection, collation, analysis and the development of recommendations on basic operations.</p> <p>6.5 Complying with the Code of Ethics for Public Sector Employees.</p>		<ul style="list-style-type: none"> ▪ ▪ Required to contribute to local quality improvement activities and the Accreditation process. ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Social Work services in Mid North Cluster ▪ Contribute to the effective use of clinical resources, through optimizing the balance between direct service provision to individuals & groups, preventative and health promotion activities and consultancy to external agencies. ▪ In collaboration with the Team Leader, develop reports, submissions and proposals as required. ▪ Identify own responsibilities with regard to working safely ▪ Required to have a responsibility and obligation to comply with statutory and organizational requirements, procedures and rules that are introduced to protect the health and safety of people at the workplace, including the general public by: <ol style="list-style-type: none"> 1. complying with workplace policies and procedures 2. participating in all activities associated with the management of workplace health & safety 3. identifying and reporting all health and safety risks, accidents, incidents, injuries, property damage and mishaps at the workplace 4. correctly utilizing appropriate personal protective equipment ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Social Work services in RURAL REGION
Approved by Authorised Officer /	Accepted by Incumbent /

APPLICANT GUIDELINES



Job Title	Social Worker	Classification	AHP1
LHN	Yorke and Northern LHN	Term	Casual
Area	Yorke and Northern	FTE	No Fixed Hours

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of the type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. These may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria <i>(suggestions of information to include in your application)</i>
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) - <i>refer page 1 for minimum qualification requirements</i> b) Professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles ▪ Previous involvement in service development (may include outcome measures, research & evaluation) ▪ Project management skills or knowledge of project management principles ▪ Examples of competency in applying primary health care principles c) <i>Examples</i> of other skills, knowledge or experiences that demonstrate your suitability for the role. <ul style="list-style-type: none"> ▪ e.g.: creativity, resourcefulness, flexibility, adaptability, problem solving skills
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. May include reference to training or additional qualifications <i>of relevance to this role</i> . b) Any experience in leadership and management - work or non-work roles
3. Client / Customer Service	a) Knowledge of Yorke and Northern LHN services, priorities and strategic directions b) Previous experience & skills in community engagement, client-centred practice and cultural competency
4. Administration & Documentation	a) Highlight <i>relevant</i> skills, experience or training. Include reference to specific systems or software programs <i>if relevant</i> .
5. Teamwork and Communication	a) Outline your communication and team work skills, <i>with examples</i> b) <i>Examples</i> of your ability to contribute to an effective team, including working with diverse health professionals, the community and service providers from other sectors
6. Continuous Improvement	a) <i>Examples</i> of how you have contributed previously to quality improvement, evaluation and research or demonstrated understanding of how this role would contribute to continuous improvement