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SA Health Job Pack

Job Title	Physiotherapist - Child Health and Development
Eligibility	Open to Everyone
Job Number	878357
Applications Closing Date	10/10/2024
Region / Division	Barossa Hills Fleurieu Local Health Network
Health Service	Community and Allied Health
Location	Gawler/Barossa
Classification	AHP2
Job Status	Temporary Full time position working up to 17 October 2025
Salary	\$88,255 to \$102,240 p.a.

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 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 - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct 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 A (direct 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 [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

POSITION DESCRIPTION

Job Title	Physiotherapist - Paediatrics	Classification	AHP2	Position Number	
LHN	Barossa Hills Fleurieu Local Health Network	Term	Short-term	Position Created	
Area	Community and Allied Health	FTE	various	Last Updated	12/05/2023
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> DHS NDIS Working Screening Check <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups				
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)				

Broad Purpose of the Position

Under the supervision of the Clinical Senior Physiotherapist, the Physiotherapist (Community Care) will contribute to the delivery of a comprehensive and integrated range of health services appropriate to the Early Childhood Team. To achieve this, the Physiotherapist works as a member of a multi-disciplinary team, including health professionals and service providers from other sectors, and utilises a combination of preventative, early intervention, therapy and evaluation approaches as per the Regional Local Health Networks Model of Care Children's Health & Early Development Services.

Qualifications

Must hold a recognised qualification within the Physiotherapy profession, and be eligible for practicing membership of the relevant Professional Association. For those professions requiring Registration, all requirements to obtain and maintain current registration must be fulfilled.

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

Barossa Hills Fleurieu Local Health Network welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Barossa Hills Fleurieu Local Health Network is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture

Special Conditions

> A current driver's license is essential, as is a willingness to drive on country roads and travel in light aircraft as required. Intra state travel will be required; interstate travel may be required.

Key Relationships

> Receives line supervision from CHAD Team Leader and Program Manager Community Care

POSITION DESCRIPTION

<ul style="list-style-type: none"> > Flexibility and some out of hours work may be required. > 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. 	<ul style="list-style-type: none"> > Receives clinical supervision, advice and support from an experienced Senior Physiotherapist under formal arrangement in accordance with the <i>CHSA Allied Health Clinical Support Framework</i>. > May contribute to the supervision of less experienced professional officers, para-professional staff and students, under direction from the Clinical Senior > 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 skills and capacity
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Key Result Areas	Generic Requirements	Specific or Local Requirements
<p>1. Technical Skills and Application</p>	<p>1.1 Apply professional expertise, developing generalist / specialist knowledge, clinical competence and experience to provide professional services to client groups in circumstances requiring increasingly complex practice skills.</p> <p>1.2 Exercise professional judgment in the selection and adaptation of established methods, procedures and techniques within the profession.</p> <p>1.3 May provide a broad range of clinical and consultative services across a range of service settings, including one-on-one, group based and health promotion activities.</p> <p>1.4 Manage and prioritise personal work load and support others in developing workload management plans, including in the allocation of team resources</p>	<ul style="list-style-type: none"> ▪ Based within the Barossa Hills Fleurieu Local Health Network, Country Health Connect, the Physiotherapist provides a broad range of therapy services to children 0-7 years and their families who are eligible to receive services within the Community Care Team ▪ Provides individual, group and population health services targeting at risk and priority clients and groups within the community, in accordance with service eligibility and prioritisation criteria ▪ Assessment and provision of specialist equipment, therapeutic resources and specialized therapy techniques as required ▪ Identify and contribute to the development of partnerships and cooperative working relationships with

POSITION DESCRIPTION

		relevant stakeholders
<p>2. Personal and Professional Development</p>	<p>2.1 Work under reduced clinical supervision, and proactively draw on the support of experienced peers of diverse professional backgrounds, Clinical Seniors, Advanced Clinical Leads and / or managers when required.</p> <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 well-developed reflective practice skills to your own work, and supporting peers / students / supervised staff to develop reflective practice skills Utilising the support of mentors and peers Actively participating in the Professional Development and Review (PDR) process, including developing and pursuing a personal / professional development plan in consultation with your line manager / clinical supervisor May provide professional leadership in the relevant network, including facilitating access to training for professional staff <p>2.3 May be required to contribute to clinical / professional supervision, support and oversight of AHP1 level staff, allied health assistants and profession-specific professional students or multi-disciplinary student teams.</p> <p>2.4 Develop, share and support your peers to gain knowledge of effective practice through research, evaluation of services and information sharing (eg: via professional networks and presenting papers for conferences and / or publishing)</p>	<ul style="list-style-type: none"> ▪ Receive clinical supervision, direction, advice, mentorship and support from the Senior Physiotherapist ▪ Develop and maintain inter and intra-professional clinical networks within the region, Barossa Hills Fleurieu Local Health Network and South Australia, actively sharing and seeking out knowledge of effective practice ▪ Participate in BHFLHN and Regional LHN Physiotherapy Networks ▪ With experience, provide support to peers and contribute to the supervision of work experience students / allied health assistants ▪ Provide clinical support to less experienced professional staff in the Community Care Team ▪ Contribute to the supervision of Physiotherapy students on clinical placement ▪ Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training]
<p>3 Client / Customer Service</p>	<ol style="list-style-type: none"> 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. Promote cultural safety by valuing and promoting the cultural needs of the community. Contribute to improvements in the patient-journey driven distribution of services and apply client-centred practice and community engagement principles in development and delivery of services; ensuring clients are meaningfully involved in all aspects of their care 	<ul style="list-style-type: none"> ▪ Facilitates clinical assessment, treatment, cross referral and review as required for clients referred to the Children's Health and Development (CHAD) Team. ▪ Assign and supervise services allocated to the Allied Health Assistant (AHA 2/3) ▪ Utilise and review service prioritisation and eligibility criteria ▪ The development, oversight and implementation of outcome-based care plans as required by clients referred to the program ▪ Ensure the implementation of evidenced based practice and procedures in the design of client care plans ▪ Coordinates, in consultation with the team, the delivery of a range of physiotherapy services to clients and carers referred to the program ▪ Facilitates client utilisation of existing community-based programs

POSITION DESCRIPTION

		<ul style="list-style-type: none"> ▪ Maintains own case load and ensure the accurate documentation and reporting of assessments, review, referrals and update of own client files (case management) ▪ Support clients / carers / families to navigate the service system, providing effective assessment, treatment & therapy, timely referrals, accurate information, coordinated care and prompt follow up. ▪ Work within a confidentiality framework ▪ Have an appreciation and understanding of the needs of rural, CALD, Aboriginal and Torres Strait Islander communities and display cultural sensitivity in the development and delivery of services. ▪ Experience working with Aboriginal consumers.
<p>4 Administration and Documentation</p>	<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 and / or recommendations to assist management decision making</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 coordinate discrete projects and / or contribute to areas of policy that are considered to be complex, requiring discipline knowledge and experience, and which are undertaken under limited direction.</p>	<ul style="list-style-type: none"> ▪ Contribute to the development and review of activities relating to the efficient and effective functioning of the PT and broader CHAD team, including procedures, plans and protocols ▪ Maintain appropriate statistics and records in accordance with BHF LHN requirements ▪ Contribute to the effective research, planning, coordination, reporting and evaluation of minor projects or aspects of major projects as required ▪ Report any issues or concerns to the Program Manager, Community Care in a timely manner ▪ Utilise the Safety Learning System (SLS) to report client/consumer risks, incidents and client feedback
<p>5 Teamwork and Communication</p>	<p>5.1 Utilise professional knowledge and skills in contributing to research and / or service development activities at the local level and / or within your profession across BHFLHN; to support the effective, efficient, equitable distribution (according to need) and evidence-based nature of BHFLHN 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, foster teamwork and support others to develop effective working relationships and achieve team goals</p> <p>5.4 Communicate and negotiate effectively (both verbally and in writing) with a diverse range of people including clients, the community, team members, management and other stakeholders</p> <p>5.5 Work in accordance with SA Health and BHFLHN's vision, mission, strategic</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 clinical skills within the scope of your profession; knowledge of your own profession, other professions and other services and skills in communication, collaboration and partnership building ▪ Provide regular reports to the CHAD Coordinator and Program Manager regarding waiting lists, service issues, service planning and other relevant issues as required ▪ Contributes constructively and actively as a member of the CHAD multi-disciplinary team ▪ Actively participates in BHF Team meetings, BHF

POSITION DESCRIPTION

	<p>priorities and values</p>	<p>Regional Staff Meetings and other relevant organisational meetings as required</p> <ul style="list-style-type: none"> ▪ Support the coordination of services for children with special needs and ensure effective transitions across community settings 	
<p>6 Continuous Improvement</p>	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards, and support supervised staff / students to comply with requirements.</p> <p>6.2 Proactively seek opportunities to improve professional tasks and services, by monitoring service access, emerging trends and community needs, and contributing to ongoing evaluation of services.</p> <p>6.3 Seek client feedback on services and respond proactively to client complaints and feedback. As required, contribute to investigations of client complaints, with a view to informing systematic improvements in services.</p> <p>6.4 Contribute to discipline-specific and multi-professional research, service development, and advances of techniques used, through research (under direction), data analysis, evaluation of services and development of recommendations to assist Management decision making.</p> <p>6.5 Complying with the Code of Ethics for Public Sector Employees.</p>	<ul style="list-style-type: none"> ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Physiotherapy and Early Childhood services in the BHF LHN ▪ Interpret data to monitor effectiveness and adequacy of services, comply with data collection processes and reporting requirements ▪ Develop innovative interventions for clients based on theoretical concepts, research and client orientated outcome measures ▪ Comply with Universal Precautions for Infection Control 	
<p>Approved by Authorised Officer</p>	<p>..... / /</p>	<p>Accepted by Incumbent</p>	<p>..... / /</p>

APPLICANT GUIDELINES

Job Title	Physiotherapist - Paediatrics	Classification	AHP2
LHN	Barossa Hills Fleurieu Local Health Network	Term	Short-term contract
Area	Community and Allied Health	FTE	Various FTE

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 type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. They 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
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – <i>refer to page 1 for minimum qualification requirements</i> b) Broad professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts ▪ Previous involvement in service development, including research & evaluation ▪ Change management & project management skills / experience ▪ Competency in applying primary health care principles c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> ▪ creativity, adaptability, resourcefulness, prioritization & 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. E.g.: <i>relevant</i> additional professional development or qualifications b) Information about your leadership / management style and experience
3. Client / Customer Service	a) Knowledge of and commitment to Barossa Hills Fleurieu Local Health Network services, priorities & strategic directions. b) Examples that demonstrate skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Information about relevant skills, experience and training – including those related to data management, competent use of technology etc.
5. Teamwork and Communication	a) Examples of how you have contributed previously to service planning and development b) Outline your communication, team work and problem solving skills, with examples
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research