

POSITION DESCRIPTION

NSLHD – Health Professional Level 4 – Senior Clinician with Education Focus



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|---------------------------------------|--|
| Organisation | NSW Health |
| Local Health District / Agency | North Sydney Local Health District |
| Position Classification | Clinical Nurse Consultant Gde 2, Dietitian Lvl 4, Occupational Therapist Lvl 4, Physiotherapist Lvl 4, Psychologist, Social Worker Lvl 4, Speech Pathologist Lvl 4 |
| State Award | NSW Health Service Health Professionals (State) Award |
| Category | Allied Health |
| Website | https://nslhd.health.nsw.gov.au |

PRIMARY PURPOSE

The Senior Health Professional is an integral part of the Aged Care Assessment Services (ACAS) team, providing clinical leadership and high-quality services to consumers of the North Sydney Local Health District (NSLHD) in order to meet health and wellbeing needs.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been approved or recognised by the Therapeutics Goods Administration (TGA). Additionally, Category A workers are required to receive a booster dose three months after completing the primary course of COVID-19 vaccinations. New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate (IM011 immunisation medical exemption form) certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations.

For Category A applicants, if dose 3 is not yet due they can sign the undertaking form to confirm they will receive the vaccine within 6 weeks of the dose due date.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

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KEY ACCOUNTABILITIES

- Be accountable for the provision of a comprehensive assessment service (including services of a more complex nature) to older people in North Sydney Local Health District, including exercise of independent professional judgement in solving problems and managing complex situations.
- Demonstrate advanced clinical reasoning skills in the provision of aged care assessments and operate independently with minimum direct clinical supervision.
- Provide a consultative service in area/s of clinical expertise to clinicians across the district to promote the consistent provision of safe high-quality patient centered care.
- Promote quality and safety of services by providing clinical supervision and support to Level 1, 2 and 3 health professionals, non-clinical assessment service staff and students.
- Provide clinical and non-clinical in-service education programs and participate in performance development processes and provide supervision in order to contribute to staff professional growth.
- Provide guidance and opportunities for cohesion and peer support for non-clinical assessors by implementation of appropriate forums for example group education and supervision.
- Lead and participate in planning, implementing, evaluating and reporting on services to promote effective and efficient clinical service delivery.
- Identify and act on opportunities for improvement in clinical practice and develop and lead ongoing quality improvement activities in order to improve clinical care.
- Provide clinical and non-clinical in-service education programs to staff and students to facilitate learning across the team and profession.
- Participate in performance development processes in order to contribute to own professional growth.
- Lead and support cultural competence and a commitment to improve the health outcomes of Aboriginal people.

KEY CHALLENGES

- To lead, in an environment of constant change, improvement in the quality and efficiency of aged care assessment services and the patient/ client experience.

| KEY RELATIONSHIPS | |
|--|--|
| Who | Why |
| Manager Aged Care Assessment Services. | Reporting and escalation as a leading member of the team. |
| Members of the clinical and non-clinical assessment services team. | To work collaboratively with team and colleagues to provide efficient and effective care. Undertake professional growth and facilitate skill development and learning in others. |
| Other providers of aged care services, locally and across NSW. | Collaboration about service directions, speciality practice, clinical management and service requirements for ongoing support to LHD consultancy service. |
| Consumers, their families, carers and other relevant parties. | Provide complex expert advice/information about management plan communicate clearly to support informed decision making. |

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SELECTION CRITERIA

1. A bachelor or post graduate degree in Allied Health or Nursing with Registration with the Australian Health Practitioner Regulation Agency (Nursing, Occupational Therapist, Physiotherapist and Psychologist) or eligibility for membership with the peak professional association (Social Workers, Speech Pathologist or Dietician). For Nursing at least 5 years post registration experience and post-graduate qualifications and at least 3 years' experience working with frail older consumers and those with chronic illness in an ACAP role or current enrolment in or commitment to enrol in an approved postgraduate course within the next 12 months. For Allied Health, extensive specialist or broad generalist knowledge working with frail older consumers and those with chronic illness in an ACAS role. Statement of Attainment 4 (SOA4) training in My Aged Care (MAC) or equivalent.
2. Extensive experience in providing supervision or education to clinical and non-clinical staff and identifying opportunities to promote peer support for non-clinical staff.
3. Clinical proficiency and ability to work collaboratively as a member of an Aged Care Assessment Services team, taking leadership in clinical decision making.
4. Ability to effectively prioritise and organise own work.
5. Demonstrated commitment to evidence-based practice.
6. Demonstrated experience in leading ongoing quality improvement activities, high level problem solving and project management skills.
7. Demonstrated highly proficient written, verbal, interpersonal and negotiation skills.
8. Current license to drive in NSW with the ability to drive for work purposes.

OTHER REQUIREMENTS

The role and its responsibilities are to be carried out in a manner that is consistent with all relevant delegations, policies and procedures, at both the NSLHD and NSW Health levels. Consistent with this, all employees are:

1. Expected to model the NSW Health values and ensure all workplace conduct aligns with these values and the NSW Health Code of Conduct.
2. Required to identify, assess, eliminate/control and monitor hazards and risks within the workplace, to the extent of delegated authority for the role, as per Work Health Safety policy/procedure.
3. Expected to provide safe, high-quality healthcare and services, identify and manage clinical risk as applicable to the role, and participate in continuous improvement activities, in line with NSLHD's strong commitment to quality and safety.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

| NSW Public Sector Capability Framework | | |
|---|-------------------------------------|---------------------|
| Capability Group | Capability Name | Level |
|  Personal Attributes | Display Resilience and Courage | Adept |
| | Act with Integrity | Adept |
| | Manage Self | Adept |
| | Value Diversity | Intermediate |
|  Relationships | Communicate Effectively | Adept |
| | Commit to Customer Service | Adept |
| | Work Collaboratively | Intermediate |
| | Influence and Negotiate | Adept |
|  Results | Deliver Results | Intermediate |
| | Plan and Prioritise | Intermediate |
| | Think and Solve Problems | Adept |
| | Demonstrate Accountability | Intermediate |
|  Business Enablers | Finance | Intermediate |
| | Technology | Adept |
| | Procurement and Contract Management | Intermediate |
| | Project Management | Adept |

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NSW Public Sector Capability Framework

| Group and Capability | Level | Behavioural Indicators |
|--|--------------|---|
| Personal Attributes Act with Integrity | Adept | <ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way and encourage others to do so • Demonstrate professionalism to support a culture of integrity within the team/unit • Set an example for others to follow and identify and explain ethical issues • Ensure that others understand the legislation and policy framework within which they operate • Act to prevent and report misconduct, illegal and inappropriate behaviour |
| Relationships Communicate Effectively | Adept | <ul style="list-style-type: none"> • Tailor communication to the audience • Clearly explain complex concepts and arguments to individuals and groups • Monitor own and others' non-verbal cues and adapt where necessary • Create opportunities for others to be heard • Actively listen to others and clarify own understanding • Write fluently in a range of styles and formats |
| Relationships Commit to Customer Service | Adept | <ul style="list-style-type: none"> • Take responsibility for delivering high quality customer-focused services • Understand customer perspectives and ensure responsiveness to their needs • Identify customer service needs and implement solutions • Find opportunities to co-operate with internal and external parties to improve outcomes for customers • Maintain relationships with key customers in area of expertise • Connect and collaborate with relevant stakeholders within the community |
| Relationships Work Collaboratively | Intermediate | <ul style="list-style-type: none"> • Build a supportive and co-operative team environment • Share information and learning across teams • Acknowledge outcomes which were achieved by effective collaboration • Engage other teams/units to share information and solve issues and problems jointly • Support others in challenging situations |
| Results | Intermediate | <ul style="list-style-type: none"> • Complete work tasks to agreed budgets, timeframes and standards • Take the initiative to progress and deliver own and team/unit work |

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NSW Public Sector Capability Framework

| Group and Capability | Level | Behavioural Indicators |
|---|--------------|--|
| Deliver Results | | <ul style="list-style-type: none"> Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals Seek and apply specialist advice when required |
| Results Plan and Prioritise | Intermediate | <ul style="list-style-type: none"> Understand the team/unit objectives and align operational activities accordingly Initiate, and develop team goals and plans and use feedback to inform future planning Respond proactively to changing circumstances and adjust plans and schedules when necessary Consider the implications of immediate and longer term organisational issues and how these might impact on the achievement of team/unit goals Accommodate and respond with initiative to changing priorities and operating environments |
| Results Demonstrate Accountability | Intermediate | <ul style="list-style-type: none"> Take responsibility and be accountable for own actions Understand delegations and act within authority levels Identify and follow safe work practices, and be vigilant about their application by self and others Be alert to risks that might impact the completion of an activity and escalate these when identified Use financial and other resources responsibly |
| Business Enablers Technology | Adept | <ul style="list-style-type: none"> Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks Identify opportunities to use a broad range of communications technologies to deliver effective messages Understand, act on and monitor compliance with information and communications security and use policies Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business Support compliance with the records, information and knowledge management requirements of the organisation |
| Business Enablers Project Management | Adept | <ul style="list-style-type: none"> Prepare clear project proposals and define scope and goals in measurable terms Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements Prepare accurate estimates of costs and resources required for more complex projects |

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NSW Public Sector Capability Framework

| Group and Capability | Level | Behavioural Indicators |
|----------------------|-------|---|
| | | <ul style="list-style-type: none">• Communicate the project strategy and its expected benefits to others• Monitor the completion of project milestones against goals and initiate amendments where necessary• Evaluate progress and identify improvements to inform future projects |

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Job Demands for: NSLHD – Health Professional Level 4 - Senior Clinician with Education Focus

| Physical Demands | |
|--|---|
| Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous materials Frequent | Sitting - remaining in a seated position to perform tasks Not Applicable |
| Standing - remaining standing without moving about to perform tasks Not Applicable | Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes Not Applicable |
| Running - floor type: even/uneven/slippery, indoors/outdoors, slopes Not Applicable | Bend/Lean Forward from Waist - forward bending from the waist to perform tasks Not Applicable |
| Trunk Twisting - turning from the waist while sitting or standing to perform tasks Not Applicable | Kneeling - remaining in a kneeling posture to perform tasks Not Applicable |
| Squatting/Crouching - adopting a squatting or crouching posture to perform tasks | Leg/Foot Movement - use of leg and/or foot to operate machinery |

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| Not Applicable | Not Applicable |
| Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps Not Applicable | Lifting/Carrying - light lifting and carrying (0 to 9 kg) Not Applicable |
| Lifting/Carrying - moderate lifting and carrying (10 to 15 kg) Not Applicable | Lifting/Carrying - heavy lifting and carrying (16kg and above) Not Applicable |
| Reaching - arms fully extended forward or raised above shoulder Not Applicable | Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body Not Applicable |
| Head/Neck Postures - holding head in a position other than neutral (facing forward) Not Applicable | Hand and Arm Movements - repetitive movements of hands and arms Not Applicable |
| Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands Not Applicable | Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work Not Applicable |
| Driving - Operating any motor powered vehicle | |

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Not Applicable

Sensory Demands

Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens)

Not Applicable

Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries)

Not Applicable

Smell - use of smell is an integral part of work performance (e.g. working with chemicals)

Not Applicable

Taste - use of taste is an integral part of work performance (e.g. food preparation)

Not Applicable

Touch - use of touch is an integral part of work performance

Not Applicable

Psychosocial Demands

Distressed People - e.g. emergency or grief situations

Not Applicable

Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness

Not Applicable

Unpredictable People - e.g. dementia, mental illness, head injuries

Restraining - involvement in physical containment of patients/clients



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| Not Applicable | Not Applicable |
| Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies | |
| Not Applicable | |

Environmental Demands

| | |
|--|---|
| Dust - exposure to atmospheric dust | Gases - working with explosive or flammable gases requiring precautionary measures |
| Not Applicable | Not Applicable |
| Fumes - exposure to noxious or toxic fumes | Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE |
| Not Applicable | Not Applicable |
| Hazardous Substances - e.g. dry chemicals, glues | Noise - environmental/background noise necessitates people raise their voice to be heard |
| Not Applicable | Not Applicable |
| Inadequate Lighting - risk of trips, falls or eyestrain | Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight |
| Not Applicable | Not Applicable |
| Extreme Temperatures - environmental temperatures are less than 15°C or more than | Confined Spaces - areas where only one egress (escape route) exists |



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| 35°C Not Applicable | Not Applicable |
| Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground Not Applicable | Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls Not Applicable |
| Working At Heights - ladders/stepladders/scaffolding are required to perform tasks Not Applicable | Biological Hazards - exposure to body fluids, bacteria, infectious diseases Not Applicable |