

## Position Description

Position Title	Allied Health Professional – Leave Reliever Pool
Position Number	Dependant on qualification
Division	Community and Continuing Care
Department	Allied Health
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Grade 2 or 3 (dependent on experience) Exercise Physiologist, Occupational Therapist, Physiotherapist, Podiatrist, Social Worker or Speech Pathologist
Classification Code	Dependent on discipline
Reports to	Allied Health Reliever Pool Coordinator
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• National Disability Insurance Scheme (NDIS) Check (some disciplines)</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

## The Position

The Allied Health Reliever Pool Pilot will consist of a pool of Exercise Physiologists, Occupational Therapists, Physiotherapists, Podiatrists, Radiographers, Social Workers and Speech Pathologists to provide leave cover within the Loddon Mallee Local Health Service Network (LHSN). Leave Reliever Pool staff will be employed

by Bendigo Health, but may be allocated to work at any health service within the Loddon Mallee LHSN including Bendigo Health, Boort District Health, Dhelkaya Health, Echuca Regional Health, Heathcote Health, Inglewood and Districts Health Service, Kerang District Health, Mallee Track Health and Community Service, Mildura Base Public Hospital, Robinvale District Health Services, Rochester and Elmore District Health Service, and Swan Hill District Health. Leave Reliever Pool staff may be allocated to work in health services within a sub-regional pool within the Loddon Mallee LHSN (Loddon, Murray or Mallee).

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement and the Allied Health Grade Level Capabilities: Grade 2 or 3 Allied Health Professional. Please refer to links provided to these documents.

The Leave Reliever Pool Allied Health Professional (AHP) is responsible for the provision of clinical services within a designated clinical caseload in the relevant discipline in health services where they are allocated, appropriate to their level of experience and competency. Leave Reliever Pool AHPs are required to display autonomy of practice, whilst also contributing constructively to the interdisciplinary team.

The purpose of this position is to:

- Provide leave cover to health services within the Loddon Mallee LHSN where rostered or allocated to work.
- Provide best practice client centred clinical care to clients within designated caseloads in health services where rostered or allocated to work.
- Contribute to the development of the health service program, as well as the relevant discipline department as appropriate.
- Where required, Leave Reliever Pool AHPs may be rostered to work on weekends and public holidays.
- Leave Reliever Pool AHPs may be required to work away from home and to use their own vehicle for travel to health services depending on where they are rostered or allocated to work.

## Responsibilities and Accountabilities

The key responsibilities and duties of the Leave Reliever Pool AHP include, but are not limited to:

Key Responsibilities	Demonstrated by
<p><b>5. Provision of care</b></p>	<ul style="list-style-type: none"> <li>• Work independently within approved scope of practice to provide safe, evidence-based care according to organisational policies and protocols, taking responsibility for the quality of care at the point of care</li> <li>• Provide specialist knowledge, advice or guidance to other clinicians and consult with supervisor and senior staff to escalate concerns, risks, clinical complexity and barriers where required</li> <li>• Use specialist clinical reasoning to ensure timely and responsive management of referrals and waitlists, and guide others to prioritise and fairly distribute workloads, liaising with the team and other stakeholders as required</li> <li>• Document in the medical history consistent with relevant Bendigo Health procedures and departmental requirements</li> <li>• Complete required program reporting and statistical records for client – related and other activities within specified timeframes</li> <li>• Demonstrate understanding of ethical and cultural issues and vulnerable population groups and integrate this into practice.</li> </ul>

<p><b>2. Collaborative practice</b></p>	<ul style="list-style-type: none"> <li>• Work collaboratively with clients, their families and other stakeholders to establish a client focused multidisciplinary management plan, consistent with professional standards and evidenced based practice</li> <li>• Work collaboratively with the multidisciplinary team to deliver safe client-focused care, liaising with health professionals and agencies internal and external to Bendigo Health regarding clinical management where necessary</li> <li>• Provide clinical handover to ensure client care is maintained</li> <li>• Promote understanding, respect and trust between different groups to enable collaboration and positive care outcomes</li> <li>• Facilitate the smooth transition of clients through the health care system, collaborating and liaising with relevant services to ensure continuity of care for individual clients and their families.</li> </ul>
<p><b>3. Quality, innovation and improvement</b></p>	<p><b>Innovation and change</b></p> <ul style="list-style-type: none"> <li>• Proactively work with clients and colleagues to develop practical and creative solutions to workplace problems</li> <li>• Show initiative in developing and implementing an innovative and evidence-based approach to Allied Health service delivery</li> <li>• Contribute constructively to new ideas or change processes within the organisation, to promote a supportive, inclusive and cooperative work environment.</li> </ul> <p><b>Quality improvement and research projects</b></p> <ul style="list-style-type: none"> <li>• Contribute to the attainment and sharing of professional clinical expertise through initiating, supporting and/or leading quality and research activities as directed and supported by senior staff</li> <li>• Contribute to translating evidence into practice, through identifying clinical practice gaps, implementing and evaluating evidence-based care</li> <li>• Use specialist knowledge to assist in the development of relevant unit business and quality plans, policies and protocols, underpinned by best available evidence, data analysis and client feedback.</li> </ul> <p><b>Safety and risk management</b></p> <ul style="list-style-type: none"> <li>• Carry out compliance and improvement against the key elements of quality, safety and accreditation requirements as directed</li> <li>• Observe safe working practices and as far as able, protect own and others' health and safety</li> <li>• Lead and contribute to designated evaluation of service provision and risk management, in line with current evidence-based practice, data analysis and customer feedback.</li> </ul>
<p><b>4. Professional conduct</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate well-developed oral and written communication skills</li> <li>• Recognise issues that may lead to conflict, constructively addressing issues as they arise, and where required escalating for advice and resolution in line with Bendigo Health procedures and values</li> <li>• Display professionalism and well-developed interpersonal skills</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrate understanding of own personal and professional limitations, as well as that of supervisees and other staff, and escalate as required</li> <li>• Adhere to profession specific standards of professional practice</li> <li>• Participate in discipline and program meetings and working parties, or external forums, as directed</li> <li>• Assume responsibility for delegated discipline, program or organisational portfolios and projects</li> <li>• Work with operational and professional managers, or their delegates, to ensure that adequate time is allocated for non-clinical responsibilities such as participating in and providing clinical supervision, education, quality improvement and research, delegated portfolios, and attendance at meetings and committees.</li> </ul>
<b>5. Learning and Development</b>	<ul style="list-style-type: none"> <li>• Provide orientation, supervision and training of students, Grade 1 clinicians and Allied Health Assistants as required</li> <li>• Participate in clinical supervision in accordance with the Allied Health Clinical Supervision protocol</li> <li>• Demonstrate a commitment to lifelong learning and evidence-based practice through participating in professional development for self and supporting the knowledge and skill development of other professional groups</li> <li>• Use self-reflection techniques effectively to enhance care provision and interpersonal relationships</li> <li>• Complete all mandatory and required training and professional development requirements.</li> <li>• Support management to implement effective recruitment, retention, recognition and development strategies as delegated.</li> </ul>

Note that these are minimum requirements for Leave Reliever Pool staff. Any staff appointed to a Grade 3 classification will need to meet additional responsibilities and accountabilities and capabilities for Grade 3 AHPs.

### Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

## Key Selection Criteria

### Essential

1. Ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Scope of Practice procedure, including the following requirements as relevant for non-registered or registered disciplines:
  - **Non-registered Disciplines** (Exercise Physiology, Social Work & Speech Pathology): A degree in the qualification, including evidence of eligibility for membership of discipline specific professional body
  - **Registered Disciplines** (Occupational Therapy, Physiotherapy, & Podiatry): Current registration in relevant discipline with the Australian Health Professionals Regulation Agency (AHPRA).
2. Demonstrated experience and knowledge relevant to relevant discipline in a rural and regional health service setting.

3. Demonstrated understanding of contemporary practice and principles and evidence-based service delivery models for rural and regional health services.
4. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing specialist knowledge as required.
5. Demonstrated ability to work autonomously with effective organisation and time management skills to actively plan and manage clinical and non-clinical priorities and meet timeframes.
6. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with clients, carers, staff and the community.

## Desirable

7. Demonstrated ability to apply critical thinking, evaluate service delivery and contribute to the development of evidence based and innovative services.
8. Demonstrated commitment to continuous service improvement and demonstrated quality improvement skills including planning, process improvement, data analysis and evaluation.
9. Demonstrated ability to provide clinical supervision to students and staff.
10. Demonstrated conflict resolution and negotiation skills, and a willingness to seek appropriate support/assistance as required.

### Personal Qualities, Knowledge and Skills:

- Demonstrated motivation to strive for excellence.
- Demonstrated ability to foster a culture of openness, respect, accountability and professionalism in the workplace.
- Demonstrated flexibility and willingness to shift focus when priorities or circumstances change and adapt to new / different ways of doing things.
- Demonstrated ability to build and sustain positive working relationships.
- Demonstrated high level of self-confidence and an ability to successfully interact and communicate with a diverse range of people at all levels.
- Demonstrated emotional intelligence, particularly in stressful situations including responsibility for own actions and behaviours including knowledge of how they impact on self and others.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*