



## Aboriginal and Torres Strait Islander Talent Pool

The CHQ Aboriginal and Torres Strait Islander Talent Pool aims to increase the employment opportunities and workforce representation, valuing the unique perspectives, skills, and experiences of Aboriginal and Torres Strait Islander peoples.

### Role Description – Allied Health Practitioner (HP3)

<b>Job Ad Reference</b>	H23CHQ513140	<b>Classification</b>	HP3
<b>Role title</b>	Allied Health Practitioner (Occupational Therapy/ Psychology/ Social Work, Speech Pathology)	<b>Salary</b>	\$37.21 - \$56.41 per hour (temporary) \$45.77 – \$69.38 per hour (casual)
<b>Status</b>	Temporary full time Temporary part time Casual	<b>Closing date</b>	Ongoing
<b>Unit/Branch</b>	Children's Health Queensland Hospital and Health Service		
<b>Division/ Hospital and Health Service</b>	Children's Health Queensland Hospital and Health Service	<b>Contact Name</b>	CHQ Footprints Program
<b>Location</b>		<b>Contact Number</b>	CHQ_Footprints@health.qld.gov.au

### About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care through interprofessional teamwork at every level of our service and our continuous drive for service and operational excellence.

#### Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

#### Our Purpose

To offer the best: safe, expert, accessible child and family-centred care for children and young people.

#### Our Values

**Respect** – teamwork, listening, support - *We listen to others*

**Integrity** – trust, honesty, accountability - *We do the right thing*

**Care** – compassion, safety, excellence - *We look after each other*

**Imagination** – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

## Your Opportunity

The purpose of this role is to deliver services in any of the following roles within CHQ HHS; Occupational Therapy, Psychology, Social Work, Speech Pathology with the relevant department.

This includes:

- Detailed clinical assessment, patient education, therapeutic intervention and/or management and assistance with discharge planning within a multi-disciplinary context.
- Clinical education, training and supervision of students and allied health assistants.
- Participation and contribution to quality improvement and research activities under the guidance of senior staff.

## Your Role and Responsibilities

You will fulfil the accountabilities of this role in accordance with the CHQ HHS core values and as outlined below.

### **Clinical / Technical**

- Manage an allocated workload to deliver services, including assessment, intervention and evaluation within an interprofessional team in accordance with established clinical & departmental protocols, policies and procedures, utilising evidence based practice and ethical standards and under clinical practice supervision or professional guidance of senior staff.
- Apply increasingly independent clinical judgement to decision making under clinical practice supervision or professional guidance of senior staff.
- Manage an appropriate caseload using effective time management and prioritisation skills, including clinical and non-clinical responsibilities and the maintenance of accurate patient records and documentation.
- Complete accurate and timely reporting of service statistics.

### **Collaboration, Teamwork & Consumer Engagement**

- Actively participate in professional and interprofessional team meetings including clinical case conferences and departmental meetings.
- Liaise and work effectively in a professional manner with clients and their carers, other health professionals, students and external agencies to achieve a client centred approach, utilising negotiation and conflict resolution skills as required.
- Utilise high level communication and interpersonal skills to achieve optimal patient and service delivery outcomes, in addition to engaging consumers in care delivery.
- Work collaboratively with other members in your relevant health profession department.
- Represent the relevant Department on relevant committees or team projects as they arise or as delegated.

### **Individual and Work Unit Management**

- Develop clinical practice knowledge and expertise through active learning within the team and by engaging in professional development activities including completing and maintaining mandatory training requirements, participating in performance appraisal and development plans.
- Contribute to development of clinical practices, procedures and protocols within the relevant department with the support of senior staff.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.

### **Leadership**

- Provide education, direction and supervision for routine tasks to less experienced staff, students and foodservice and support staff, with the support of senior clinical staff. Where appropriate, act as primary supervisor for student training.
- Participate in change processes within the department with the support of senior staff.

### **Service Improvement**

- Participate in the identification, development, implementation and evaluation of quality and service improvement and/or research activities that enhance the delivery of relevant services and promote patient centred care.
- Assist in the identification, development, implementation and/or review of clinical practices, procedures and protocols in work areas using the principles of evidence based practice under the guidance of senior staff.

### **Position Reports To**

- Reports directly to relevant Team Leader, CHQ HHS

### **Staffing and Budgetary Responsibilities**

- Nil requirements

### **Qualifications/Professional Registration/Other Requirements**

- Appointment to this position requires proof of qualification and/or registration or membership with the appropriate association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
  - Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).
- **(Occupational Therapist)** The possession of a tertiary degree in Occupational Therapy from a recognised tertiary institution and registration as an Occupational Therapist with the Occupational Therapy Board of Australia (AHPRA) is a requirement for this role.
- **(Physiotherapist)** The possession of a tertiary degree in Physiotherapy from a recognised tertiary institution and registration as a Physiotherapist with the Physiotherapy Board of Australia (AHPRA) is a requirement for this role.
- **(Social Worker)** It is a mandatory requirement for all social work positions that the candidate is eligible

for membership to the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a university level Social Work degree accredited by the AASW, and that the candidate does not have any other outstanding professional competency or ethical issues or complaints known to the AASW which may preclude membership to the association. Overseas qualified Social Work candidates require a “certification of eligibility” letter from the AASW to confirm their eligibility for membership to the AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.

- **(Psychologist – General)** Applicants must possess an Australian Psychology Accreditation Council (APAC) accredited four year qualification in Psychology, and be eligible for provisional and/or general registration with the Australian Health Practitioners Regulation Agency (AHPRA), Psychology Board of Australia (PsychBA). While not mandatory, a Psychology Board of Australia (PsychBA) area of practice endorsement in Clinical Psychology/Clinical Neuropsychology/ Educational & Developmental Psychology or Health Psychology would be highly regarded, as would PsychBA approved Supervisor status.
- **(Psychologist - Area of practice endorsement required)** Applicants must possess an Australian Psychology Accreditation Council (APAC) accredited Postgraduate qualification, and a Psychology Board of Australia (PsychBA) area of practice endorsement in Clinical Psychology, Clinical Neuropsychology, Educational & Developmental Psychology or Health Psychology and general registration with the Australian Health Practitioners Regulation Agency (AHPRA), Psychology Board of Australia (PsychBA). PsychBA approved supervisor status would be highly regarded.
- **(Dietitian)** The possession a tertiary degree (or equivalent) in Nutrition and Dietetics from a recognised tertiary institution and to be eligible for membership of the Dietitians Association of Australia and accredited practising Dietitian (apd) credential is a requirement for this role.
- **(Speech Pathologist)** The possession of a tertiary degree in Speech Pathology from a recognised tertiary institution, providing eligibility for practicing membership to Speech Pathology Australia is a requirement for this role.

## How will you be assessed?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the ‘**Your Role and Responsibilities**’ described above, the ideal applicant will be able to demonstrate the following:

<b>Clinical / Technical</b>	Demonstrated ability to provide high quality, efficient, patient centred and evidence based Occupational Therapy, Psychology, Social Work or Speech Pathology assessment and management to patients in the relevant clinical area.
<b>Collaboration and Teamwork</b>	Demonstrated ability to use high quality verbal and written communication to work co-operatively within the multi-disciplinary team to achieve the best patient centred outcomes.
<b>Individual and Work Unit Management</b>	Demonstrated ability to develop clinical practice knowledge and expertise through active learning within the team and by engaging in professional development activities.
<b>Leadership</b>	Demonstrated ability or ability to rapidly acquire knowledge and skills to participate in the clinical education and training of students.
<b>Service Improvement</b>	Demonstrated ability or ability to rapidly acquire knowledge and skills to initiate, plan and evaluate local service development initiatives.

## Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

## Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health](#) website.
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

**NOTE** that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

