

i can

...do something
more meaningful



SA Health Job Pack

Job Title	Advanced Perfusionist
Eligibility	Open to Everyone
Job Number	736328
Applications Closing Date	Ongoing
Region / Division	Southern Adelaide Local Health Network
Health Service	Flinders Medical Centre
Location	Cardiothoracic Surgical Unit Clinical Perfusion Department
Classification	AHP4
Job Status	Full-time, temporary up to 21 September 2022
Total Indicative Remuneration	\$118,903 to \$129,359 per annum

Contact Details

Full name	Professor Rob Baker
Position Title	Director SALHN Perfusion Services
Phone number	8404 2015
Email address	rob.baker@sa.gov.au

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's Check (WWCC) - DHS	No
Vulnerable Person-Related Employment Screening - NPC	Yes
Aged Care Sector Employment Screening - NPC	No
General Employment Probity Check - NPC	Yes

Further information is available on the SA Health careers website at <https://www.sahealthcareers.com.au/information/>, or by referring to the nominated contact person above.

Immunisation Risk Category

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 <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

Position	Advanced Perfusionist
Classification	AHP4
Division	Division of Surgery and Perioperative Medicine
Department / Section / Unit / Ward	Cardiothoracic Surgical Unit
Role reports to	Operationally: <ul style="list-style-type: none"> Director, Cardiothoracic Surgical Unit Professionally: <ul style="list-style-type: none"> Director, Clinical Perfusion & Quality and Outcomes Department.
CHRIS 21 Position Number M55414	Role Created / Review Date 12/06/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Southern Adelaide Local Health Network (LHN) provides care for approximately 350,000 people living in the southern metropolitan area of Adelaide, as well as providing a number of state-wide and interstate services, and services to those in regional areas. More than 7,500 staff across 20 sites, including Flinders Medical Centre; Noarlunga Hospital; Noarlunga GP Plus Super Clinic; GP Plus Aldinga and GP Plus Marion; the Jamie Larcombe Centre; the Repat Health Precinct; and Aboriginal Family Clinics in Noarlunga and Clovelly Park provide high quality patient care, education, research and health promoting services.

Flinders Medical Centre (FMC) Cardiothoracic Surgical Unit (CTSU) performs approximately 450 cardiopulmonary bypass procedures per year, has an active Extra-corporeal Membrane Oxygenation (ECMO) programme to support critically ill patients in the intensive critical care unit, and a liver transplant program that performs approximately 20 procedures annually.

The Advanced Perfusionist is accountable to the Director of the Cardiac Surgery Clinical Perfusion and Quality and Outcomes Department for the provision of perfusion services which results in the safe care of patients undergoing cardio-pulmonary bypass and related procedures.

The Advanced Perfusionist provides professional leadership and direction in a number of specialised areas, such as research, service improvement and other initiatives across CTSU, which result in major impacts on provision of health services and the delivery of Perfusion services to a wide range of patients. As a consulting member of the multidisciplinary CTSU Team, the Advanced Perfusionist participates in strategic planning, safety, quality initiatives and accreditation as it pertains to the CTSU.

The Advanced Perfusionist participates and contributes to the Department of Health reviews as a perfusion specialist as required.

The Advanced Perfusionist operates as a senior professional specialist by providing leadership for projects primarily in the Cardiac Surgical discipline, but also across a range of disciplines, with a focus on improving patient outcomes for patients undergoing extracorporeal circulation support. Outcomes of these projects have a major impact on health service provision at local, state and national levels.

In this position, the Advanced Perfusionist has responsibility as an independent senior professional specialist for innovative and very complex work including:

- provision of services, activities, supervision and advice in the planning, development, implementing and monitoring of current and new approaches to assist the hospital to effectively meet service demand and improve health outcomes across a range of Perfusion services including:
 - cardiopulmonary bypass for open heart surgery;
 - extracorporeal membrane oxygenation (ECMO) for critically ill patients; and
 - veno-veno extracorporeal support for liver transplantation.
- Coordinating, supervising and capacity building other professional Perfusion staff in the implementation of evidence-based practice, service improvement and research activities.

To fulfil the responsibilities of this position, the Advanced Perfusionist will collaborate, consult, liaise and network with other senior professional staff from other disciplines at a range of levels, (local, national and international) and with organisations and institutions.

Outcomes of the work undertaken by the Advanced Perfusionist will result in the achievement of widespread recognition of expertise through acceptance for publication in peer-reviewed journals and presentation at peer-reviewed conferences at state and national level, both within the Perfusion discipline and other professional disciplines.

Direct Reports: (List positions reporting directly to this position)

> N/A

Key Relationships / Interactions:

Internal:

- Reports to the Director, Clinical Perfusion & Quality and Outcomes Department.
- Provides line management for junior perfusion staff.
- Contributing member of Cardiothoracic Surgical Unit multidisciplinary Team
- Supervises other professional and allied health staff involved in specific research projects as required.
- Collaborates with medical and nursing staff involved in specific projects as required.

External:

- Universities and other identified education partners
- The Australian and New Zealand College of Perfusionists
- The Australian and New Zealand Society of Cardiac & Thoracic Surgeons

Challenges associated with Role:

Challenges currently associated with the role include:

- Out of hours work and travel (intra and interstate) will be required.
- The incumbent will be required to participate in an after-hours on call system for emergency procedures.
- Comply with the Principles of the Code of Fair Information Practice, adopted by the Department of Health, which regulate the collection, use, disclosure, storage and transfer of all personal patient/client information within the Department and throughout its funded service providers.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:

National Safety and Quality Health Care Service Standards.

- Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- Return to Work Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.
- Public Interest Disclosure Act 2018.
- Disability Discrimination.
- Information Privacy Principles.
- Relevant Awards, Enterprise Agreements, Public Sector Act 2009, Health Care Act 2008, and the SA Health (Health Care Act) Human Resources Manual.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- Mental Health Act 2009 (SA) and Regulations.

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.

Special Conditions

- 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* and *Child Safety (Prohibited Persons) Regulations 2019* must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- Working with Children Clearance must be renewed every five (5) years.
- 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- 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 2008* 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.

Reconciliation

SA Health recognises Aboriginal and Torres Strait Islander peoples as the first Australians and we celebrate Aboriginal culture and heritage. SA Health acknowledges how historical colonisation has impacted on the health and wellbeing of Aboriginal people.

SA Health is committed to strengthening existing, and building new, relationships with Aboriginal people and communities, and engaging Aboriginal people in decision making processes for matters that affect their lived experiences in the community and through the health system.

SA Health is striving to create culturally responsive, systemic changes to ensure equality for Aboriginal people across all facets of life. SA Health has a policy directive in relation to Reconciliation. SALHN has an Innovative Reconciliation Action Plan.

Key Result Areas	Major Responsibilities
Service Delivery	<p>As a member of the Perfusion Department, you will take a lead in the planning, development, implementation and monitoring of new perfusion approaches to effectively meet service demand across the surgical service, with a particular focus on activities relating to patients undergoing cardiopulmonary bypass for open heart surgery, extracorporeal membrane oxygenation (ECMO) for critically ill patients, and veno-veno extracorporeal support for liver transplantation, by:</p> <ul style="list-style-type: none"> ○ providing expert consultancy and direction to other members of the surgical team; ○ undertaking clinical procedures of a complex nature with limited or no professional direction in a range of areas and with a particular focus as a professional specialist in the areas of cardiopulmonary bypass, liver transplantation and ECMO; ○ designing and setting up the extra-corporeal membrane oxygenation circuits and priming solutions for the patient using patient pathology, biochemical results, physical attributes, anatomy and physiology; ○ administering pharmacological/anaesthetic agents as required to patients following analysis of patients haematological, biochemical, physiological and haemodynamic status; ○ operating and monitoring the intra-aortic balloon pump as required; ○ providing a cell salvage/platelet sequestration service; ○ maintaining an independent case load; ○ undertaking research which leads to service improvement both for the Perfusion discipline and across multiple disciplines; ○ providing services, activities, and advice in the planning, development, implementation and monitoring of multi-disciplinary initiatives and projects in relation to Perfusion services; ○ assessing the professional, technical and economic impacts of achievements and / or projects; ○ maintaining up-to-date knowledge of developments and approaches to practice across the Perfusion service; ○ co-ordinating supervising professional staff (nursing, medical, allied health) in the implementation of evidence-based practice, service improvement and research activities; ○ analysing situations to identify health service and patient needs which contribute to improved patient outcomes and health service capacity; ○ developing policies and procedures for the health unit with multi-disciplinary implications in the areas of cardiopulmonary bypass, liver transplantation and ECMO.
Evidence-Based, Best Practice	<p>You will be responsible for the promotion of evidence-based Perfusion practice and implementation of best practice approaches in service provision, with a particular focus on activities in relation to patients undergoing cardiopulmonary bypass for open heart surgery, extracorporeal membrane oxygenation (ECMO) for critically ill patients, and veno-veno extracorporeal support for liver transplantation, by:</p> <ul style="list-style-type: none"> ○ participating in evaluating perfusion processes and outcomes by audits, quality assurance programs and identifying areas of improvement and guiding the change process ○ assessing the professional, technical and economic impacts of achievements and/or projects; ○ interpreting legislation, regulations and other guideline material relating to the operations and functions of the work area with a specific emphasis on the practice guidelines for patients of the Perfusion Department and through ensuring that all protocols and standards are complied with and maintained; ○ providing expert professional advice to service providers, members of research and service provision networks on Perfusion practice; ○ initiating the publication and presentation of research results and appropriate papers; ○ co-ordinating and controlling discrete projects and operations; ○ training and educating staff regarding application of evidence to clinical practice; ○ ensuring service provision and individual therapeutic management are supported by evidence and best practice; ○ analysing published evidence of interventions, assessing quality and outcomes of relevant research, assessing possible implications for Perfusion practice in the health unit and impact on patient outcomes, developing strategies to improve clinical practice where appropriate based on recent evidence; ○ delivering specialist educational sessions to both Flinders University nursing and medical students and Anaesthetic registrars undertaking the Part II fellowship course for the Australian and New Zealand College of Anaesthetists.

<p>Development of professional standards in the Perfusion discipline</p>	<p>You will contribute to the development of professional standards in the Perfusion discipline by:</p> <ul style="list-style-type: none"> ○ assessing and reviewing the standards of work of other professional officers; ○ conducting performance assessment and development of subordinate staff; ○ interpreting legislation, regulations and other guideline material relating to the operations and function of the Perfusion Department.
<p>Contribute to effective and safe operation of the unit</p>	<ul style="list-style-type: none"> ○ You will contribute to the development and provision of formal professional advice and consultancy services to other agencies and industry representatives in monitoring, development and delivery of programs. ○ Provide professional advice and leadership in the development and promulgation of crucial information to management through the presentation of research outcomes, the publication of material supporting theoretical research and by presenting at state, national and international conferences, seminars and professional meetings which advances the body of knowledge in relation to Perfusion services. ○ Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Conduct and departmental human resource policies, including WH&S requirements. ○ Contribute to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. ○ Contribute to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). ○ Adhere to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. ○ Demonstrate appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. ○ Undertake training as required to attain and maintain required competency of skills and knowledge applicable to the role.
<p>Organisational Contribution</p>	<ul style="list-style-type: none"> ○ Understand and participate in workplace safety initiatives, and risk identification and reporting processes. ○ Comply with infection prevention and control policies and procedures. ○ Follow the principles of a sustainable working environment by following departmental greening initiatives. ○ Model ethical behaviour and practices consistent with SA Government Code of Ethics for Public Sector Employees and agency stated values.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

Appropriate degree or equivalent qualification, usually in science with a diploma in Perfusion.

Personal Abilities/Aptitudes/Skills

- Independence in project development and management, with higher level skills in project analysis
- Proven ability to lead, motivate and inspire others to work together as a team to achieve objectives.
- Highly developed clinical skills, knowledge and expertise in response and critical medical situations.
- Ability to undertake complex clinical procedures without professional supervision
- High level of skill in service evaluation and organisational development.
- Demonstrated problem solving skills
- Demonstrated high level of interpersonal skills
- Demonstrated high level of written and verbal communication skills
- Demonstrated ability to evaluate and improve service provision
- Ability to evaluate evidence base and implement changes to service provision as appropriate
- Ability to undertake projects involving multi-disciplinary teams in multi-disciplinary settings.

Proven commitment to the principles and practise of:

- EEO, Ethical Conduct, Diversity and Worker Health & Safety.
- Quality management and the provision of person and family centred care.
- Risk management.

Experience

- Extensive experience in all types of extra-corporeal life support and Cardio-Pulmonary Bypass Techniques.
- Recognised as a senior professional specialist operating with high levels of professional independence and high levels of competence
- Experience in analysis of opportunities and needs for research and service improvement
- Experience in strategic planning and innovative service developments, analysis and review, especially as it relates to perfusion services.
- Experience in managing human, physical and financial resources.
- Extensive recorded minimum case load for a minimum of 1000 cases or seven years.
- Extensive experience in undertaking research projects.

Knowledge

- Knowledge of current issues relating to Perfusion Services.
- An advanced understanding of all aspects of anatomy, pharmacology, engineering and perfusion science.
- Knowledge of Public Sector management aims, personnel management standards and employee conduct standards, in particular Equal Opportunity and Occupational, Health, Safety and Welfare.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- High level skills in project management particularly in relation to Perfusion.

Experience

- Independence in development and management of complex professional projects.
- Proven experience in computing skills, including data entry and analysis.
- High level written and oral communication skills.
- Experience in evaluating results of research and application of research to clinical practice.

Knowledge

- Broad knowledge of research, especially in relation to Perfusion.
- Knowledge of evidence-based practice.

Educational/Vocational Qualifications

- N/A

Other Details

- N/A

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- [Flinders Medical Centre](#)
- [Noarlunga Hospital](#)
- [GP Plus Health Care Centres and Super Clinics](#)
- [Mental Health Services](#)
- Sub-acute services, including [Repat Health Precinct](#)
- [Jamie Larcombe Centre](#)
- [Aboriginal Family Clinics](#)



Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the **South Australian Public Sector Values** as:

- **Service** – We proudly serve the community and Government of South Australia.
- **Professionalism** – We strive for excellence.
- **Trust** – We have confidence in the ability of others.
- **Respect** – We value every individual.
- **Collaboration & engagement** – We create solutions together.
- **Honesty & integrity** – We act truthfully, consistently, and fairly.
- **Courage & tenacity** – We never give up.
- **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Advanced Perfusionist in the Cardiothoracic Surgical Unit and organisational context and the values of SA Health as described within this document.

Name

Signature

Date