



HSS REGISTERED

Senior Rehabilitation Engineer

Health Salaried Officer Agreement: Level P4

Position Number: 103847

Rehabilitation Technology Unit

Health Technology Management Unit

Corporate Services & Contract Management / East Metropolitan Health Service (EMHS)

Reporting Relationships

Area Director
HSO Level G13
103229



Principal Bioengineer
HSO Level P6
103234



This Position



Directly reporting to this position:

Title	Classification	FTE
• Sen. Occupational Therapist	HSO Level P2	1.0
• Sen. Occupational Therapist	HSO Level P2	1.0
• Rehabilitation Engineer	HSO Level P2	1.0
• Clinical Nurse	ANF Level 2	1.0
• Clinical Nurse	ANF Level 2	1.0
• Administrative Officer	HSO Level G4	1.0

Also reporting to this supervisor:

- Snr. Sci. Officer, HSO Level P4, 1 FTE
- Manager (Pros./Orth.), HSO Level P3, 1 FTE

Key Responsibilities

Responsible for the management of Rehabilitation Engineering Services, including the Rehabilitation Engineering Clinic, FSH/RPH workshops, and the design/development and implementation of rehabilitation technology equipment, processes, and services provided to East Metropolitan Health Service and South Metropolitan Health Service.

EMHS Vision and Values

Our Vision

***Healthy people, amazing care.
Koorda moort, moorditj kwabadak.***

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

Brief Summary of Duties (in order of importance)

1. Professional: Executive

- 1.1 Manage the operations of the Rehabilitation Engineering Service and ensure that its clinical services meet the needs of the State Rehabilitation Service.
- 1.2 Manage and direct the formulation and planning of service, development and research programs in Rehabilitation Engineering.
- 1.3 Represent the Rehabilitation Engineering Service at clinical and management meetings, as appropriate and implement the resulting actions.

2. Professional: Administrative

- 2.1 Develop and implement the standards and procedures required to maintain the safe, ethical and efficient operation of the Rehabilitation Engineering Service, including Hospital and community based services, in accord with Government legislation (incl. HDWA, DSC, TGA), Hospital and Departmental directives.
- 2.2 Develop and implement methods to improve the operation, performance and efficiency of the Service in response to clinical demand and in accord with peer standards, as approved.
- 2.3 Advise the Rehabilitation Technology Manager on staff recruitment and advancement, equipment, accommodation, budgetary estimates, expenditure, external service arrangements (tenders and contracts) and best practice initiatives in areas relevant to the Service.
- 2.4 Direct routine workload, projects and research conducted in the Service, in accord with staff and equipment resources and established priorities to ensure the delivery of a state wide service.
- 2.5 Direct professional allied health, supervisory and administrative staff in the delivery of clinical services of the Rehabilitation Engineering Service.
- 2.6 Monitor and report on the Rehabilitation Engineering Service budget and expenditure outcomes.

3. Professional: Advisory

- 3.1 Provide a consultative service as the technical and engineering specialist in rehabilitation engineering in Western Australia.
- 3.2 Advise Government agencies in the development of standards and policies relating to assistive technology and the delivery of services to people with disabilities.
- 3.3 Develop and implement codes of practice for the delivery of specialised technology for people with disabilities.

4. Professional: Bioengineering

- 4.1 Evaluate new equipment, techniques and methods in rehabilitation engineering and as appropriate, implement their application in the service.
- 4.2 Direct research and oversee the development of new techniques and bioengineering solutions for areas of routine patient service and in areas of clinical need identified as requiring specific investigation and implementation.
- 4.3 Provide professional engineering design and failure analysis for assistive technology.
- 4.4 Develop work practices consistent with good practice.
- 4.5 Direct professional and technical work carried out by the Service, oversee the formulation of work practises, review, evaluate and document scientific findings with view to their incorporation into clinical practice.

5. Technical: Administrative

- 5.1 Manage the operational status of the Service, its equipment, procedures and records in accord with approved standards related to quality control and assurance
- 5.2 Direct the development of clinical database facilities, manage its application and produce financial and service delivery reports as required.
- 5.3 Develop, implement and monitor outcome measures related to the application and delivery of assistive technology across the full range of the clinics services.

6. Teaching

- 6.1 Guide the delivery of specialised instruction to clinical staff, medical, allied health and nursing personnel by professional and technical staff of the Rehabilitation Engineering Service.
- 6.2 Formulate and implement programs for professional development, staff training, occupational health, safety and welfare and the orientation of staff appointed to the Rehabilitation Service.
- 6.3 Prepare and develop courses related to assistive technology for delivery to health professionals.

7. EMHS Governance, Safety and Quality Requirements

- 7.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 7.2 Actively participates in the Peak Performance program.
- 7.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards
- 7.4 Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
- 7.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 7.6 Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures

8. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

Essential Selection Criteria

1. Tertiary qualifications in Mechanical/Biomedical Engineering and eligible for membership as a Professional Engineer of the Biomedical College of Engineers Australia.
2. Significant experience in rehabilitation engineering and with technology relevant to patient mobility, pressure management, special seating and allied services.
3. Sound management skills including the ability to provide clear advice, direction and appropriate feedback to multi-disciplinary teams.
4. Fosters teamwork and rewards cooperative and collaborative behaviour. Resolves conflict using appropriate strategies.
5. Current knowledge of legislative obligations for equal opportunity, disability services and occupational safety and health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. A post-graduate qualification in engineering or biomedical engineering with an emphasis on rehabilitation methodology.
2. Significant experience in engineering design, the evaluation of technology and the management of small engineering or scientific enterprise.
3. Experience in the formulation and conduct of research.
4. Familiarity with the policy and practice of the Hospital, State and Commonwealth Disability Service organisations and programs related to the delivery of rehabilitation technology services.
5. Familiarity with appropriate legislative requirements for Medical Devices

Appointment Prerequisites

Appointment is subject to:

- Evidence of eligibility for a current membership of the college of Biomedical Engineers or Engineers Australia at the grade of Graduate or Member or associate membership of the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM) must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

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Manager / Supervisor Name Signature or HE Number Date

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Dept. / Division Head Name Signature or HE Number Date

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

.....
Occupant Name Signature or HE Number Date
Effective Date

HSS Registration Details (to be completed by HSS)

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