



Government of Western Australia  
WA Country Health Service

# WA Country Health Service

## Allied Health Careers & Recruitment Pools

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## WA Country Health Service – Who we are

**WA Country Health Service (WACHS) is a strong, diverse, high performing health service that puts the health of country people first. It is one of the largest country health systems in Australia, delivering public health services to around half a million people in Western Australia’s rural and remote regions.**

WACHS comprises of 7 regions: Kimberley, Pilbara, Midwest, Goldfields, Wheatbelt, Great Southern and South West, supported by a head office in Perth. WACHS provide acute and primary health care in more than 70 hospitals across the state, as well as a large number of remote area clinics, population health (community and public) centres, mental health and aged care facilities.

WACHS employs a range of allied health professionals including physiotherapists, occupational therapists, speech pathologists, dietitians, podiatrists, audiologists, social workers, pharmacists, health promotion officers and psychologists.

Our dedicated and committed staff work hard to fulfil our vision of healthier country communities through partnerships and innovation.

*“I personally get to travel to many small towns and communities, meet heaps of people and have the opportunity to work in paediatrics, aged care, inpatients, outpatients, health promotion, student supervision and management”*

## Allied Health Careers in WACHS – What is on offer

As an Allied Health professional working at WACHS, you have the unique opportunity to develop a variety of skills and experience in your chosen profession.

Moreover, you will be part of a team, sharing and enhancing your skills, contributing to making quality healthcare more equitable and accessible by delivering evidence-based and patient-centred care to regional Western Australians.

You will have the chance to take health beyond the hospital and connect with the community, making a difference to people's lives.

You will have access to:

-Competitive salaries + additional 10% superannuation

P1.1	\$74,703	P1.4	\$88,174	P2.1	\$105,824
P1.2	\$78,909	P1.5	\$95,083	P2.2	\$109,074
P1.3	\$83,651	P1.6	\$103,257	P2.3	\$112,443

<sup>^</sup>Base full-time salaries as at 1<sup>st</sup> July 2021. 4 year trained degrees (and masters graduate entry programs) commence at P1.2. Level P1 positions are suitable for new graduates and experienced clinicians. Level P2 are senior positions suitable for experienced clinicians, they involve additional supervisory and administrative duties. Each continuous year of service enables you to move up a pay grade within your level.



-Flexible working arrangements including hours, flexi-time, rostered days off, part-time

-Salary packaging to increase your take home pay

-Generous leave entitlements:

- 4 weeks annual leave with additional 3.5 days leave loading and 15 days personal leave per year (pro rata if working part-time)
- 14 weeks paid parental leave, up to 52 weeks total parental leave for birth/adoption of a child
- Study and professional development leave
- Long service leave of 13 weeks after first 10 years, then 13 weeks for every 7 subsequent years

-Depending on your regional location: subsidised accommodation, home loan subsidy allowance, air conditioning allowance, extra annual leave/travel days and travel entitlements, district allowances (ranging from nil to \$4000) and taxation concessions.

*These are best discussed with the manager when you are offered a position at a specific site.*

### Professional Opportunities

-Develop a broad range of clinical skills and knowledge in a variety of practice settings, including hospital and community.

-Develop professional competencies such as research, health promotion and education, student supervision

-Develop innovative practices, resourcefulness and strong problem-solving ability

-Develop multidisciplinary and transdisciplinary teamwork skills.

-Learn about a range of cultures

-Tailored learning and development including mentoring and networking through the Transition to Practice (T2P) program. T2P aims to support the transition to rural and remote practice. It provides participants the opportunity to consolidate, apply and learn new clinical, leadership, supervisory and quality improvement skills.

-Career advancement e.g. research, project work, senior and managerial roles

### Lifestyle Choices

-Explore the WA outback and its abundant natural attractions

-Experience WA's rich and diverse cultural heritage

-A more relaxed and friendly lifestyle

-Great community spirit and new, lifelong friendships

-Pursue a range of new activities and interests personally and professionally

# Allied Health Recruitment Pools

## What is the recruitment 'pool'? How does it work?

The Allied Health Recruitment Pools aims to recruit suitable individuals to positions in Occupational Therapy, Physiotherapy, Speech Pathology, Social Work and Dietetics.

**It is a centralised recruitment process that allows you to submit one application and be considered for a range of positions and sites across WACHS.**

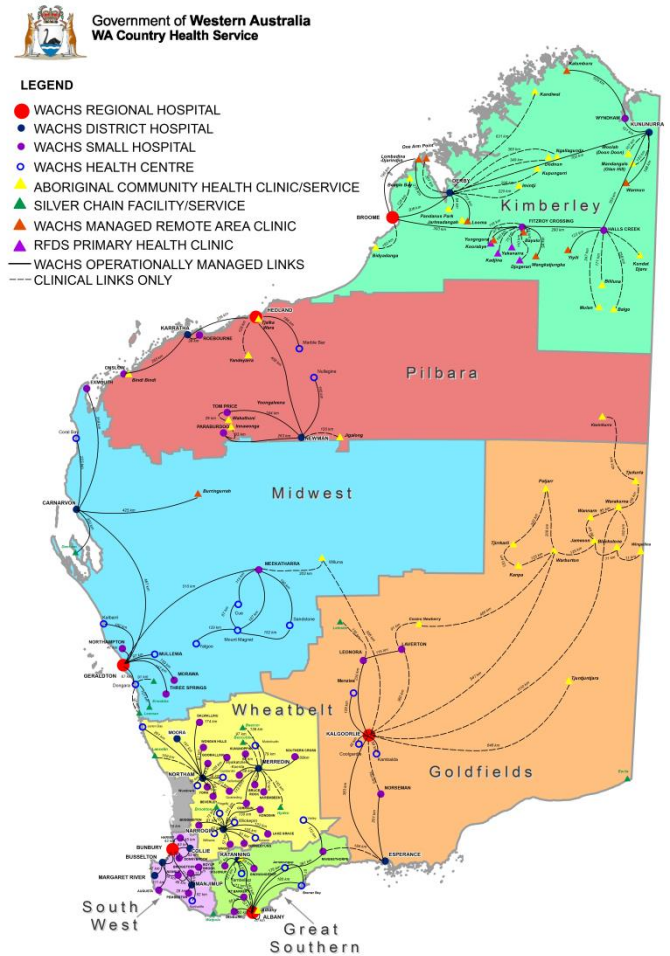
It is an open-ended pool which means that you could be considered for any position that arises for as long as the pool is valid. For example, the ad states the closing date for applications is October 31 2021 and that the pool is valid until February 25 2022 – this means that as long as you submit your application before October 31 2021, you could be considered for appointment to the pool and subsequently any suitable positions that arise until February 25 2022.

If successful to the pool, you would be considered for:

- part-time or full-time positions, casual positions, fixed term contracts of any length, and, if you are an Australian permanent resident or citizen, permanent roles
- new contracts or extension of your current contract
- positions based in hospital and/or community/primary health centres
- roles at various locations in the 7 regions without having to apply multiple times.

Once you are successfully appointed to the pool, managers at different sites will view your information and contact you when there is a suitable position.

There is no obligation to take any position that may be offered to you. We understand that each person's circumstances are unique and that some people may be willing to travel to any region and others may be restricted to specific location(s) or region(s).



## Where is this pool for? What if I only want to work in certain areas?

Applicants from the pool can be appointed to positions at sites in any of the 7 regions across country WA. Allied Health professionals are generally based in district or regional centres, including but not limited to:

- **Kimberley:** Derby, Broome, Kununurra, Halls Creek, Fitzroy Crossing
- **Pilbara:** Port Hedland, Karratha, Newman, Tom Price
- **Midwest:** Geraldton, Carnarvon
- **Goldfields:** Kalgoorlie, Esperance
- **Wheatbelt:** Northam, Merredin, Narrogin, Moora
- **South West:** Bunbury, Busselton, Collie, Manjimup
- **Great Southern:** Albany, Katanning, Denmark

As part of the application process, you will be asked to indicate in which regions you are willing and/or able to work and your availability to commence employment at WACHS. It is suggested that you list all regions that you may consider so that managers from those regions can contact you to offer roles that you may be interested in. In general, you will only be contacted by managers who have positions available in the regions that you nominate.

## About the Application Process

### What do I need to do to apply?

You need to apply via the relevant job advertisement for your profession on the [Jobs WA website \(jobs.wa.gov.au\)](http://jobs.wa.gov.au) - select 'WA Country Health Service' under 'Agency' and search for your profession using the 'keyword search'.

You will need to submit the following documents and information:

- Information on **your residency or visa status**
- Contact details for **2 recent professional referees**
- A **detailed curriculum vitae** outlining your education, professional work experience and other key achievements, skills, attributes and/or experience
- A **statement addressing the Selection Criteria**. The selection criteria can be found in Section 5 on the last page of the job description form.
- Your availability** to commence or continue employment at WACHS
- Your preferences for regions** you are interested and able to work in
- Evidence of **course completion** and indicate if you meet the **professional registration or membership requirements for your profession** in your curriculum vitae and/or selection criteria.

Final year allied health students are able to apply up to 2 months' prior to completion of their degree. You should be completing your final placement and/or semester by this point. You will then need to provide evidence of completion of your tertiary qualification and membership/registration once you have received them.

### Do you contact my referees?

Yes, we contact at least 2 referees as part of the selection process, either via email or telephone.

Please ensure your referees are aware of your application at the time of submission. We will not contact you separately to advise that your referees are being contacted. If you need to update your referees after submitting your application then please contact us via [WACHSAlliedHealthPools@health.wa.gov.au](mailto:WACHSAlliedHealthPools@health.wa.gov.au)

### What are selection criteria?

Selection criteria outline the qualifications, experience, skills, knowledge and attributes required to fulfil a role. They usually comprise essential and desirable criteria. **At a minimum, the essential criteria must be addressed in a statement (not just your curriculum vitae)**. Please read the job advertisement for any other specific information about which criteria you need to address.

The selection criteria can be found in **Section 5 on the last page of the job description form**.

### How much do I need to write in the selection criteria?

Some criteria, e.g. qualification and driver's licence, only require a sentence or two to demonstrate you meet the criteria.

The remaining criteria require a more comprehensive answer of **why you meet the criteria, what you have done and outcomes of what was achieved**. As a guide, your response to each of these criteria may be half to two thirds of a page long (assuming single spacing).

**Use examples with accurate and factual information.** Aim to provide at least one example for each criterion asking about your skills, knowledge and experience to demonstrate your competency for the position.

Take into account the specific needs and contexts of the position to ensure your examples are relevant. Outline your understanding and experience as well as how you have demonstrated the skills, attributes and knowledge.

Here are some frameworks that can be used when providing examples in the selection criteria statement:

- Situation, Task, Action, Result
- Situation, Action, Outcome
- What, How, Outcome
- Context, Action, Result

### Will there be interviews?

The selection process to be appointed to the recruitment pool generally does not include interviews. However, once you are appointed to the pool, a manager may contact you and seek additional information from you as part of considering you for specific roles.

### How will I know if I am successful/in the pool and what happens then?

Once your application and referee reports have been assessed, you will receive an email letter from Health Support Services (HSS) advising you if you have been successful or not to the recruitment pool.

**If you are successful**, your application and details will be made available to designated allied health managers in WACHS. These managers will contact you when a suitable position arises to see if you are interested to take up the position. As mentioned previously, managers may contact you at this point to ask additional questions or seek further information to assess your suitability for the position.

**Even once you have accepted a position, you can remain in the pool** and be considered for an extension of your contract and/or other positions as they arise.

While you are in the pool, **it is extremely important that you keep your availability and preferences up-to-date** regularly so that you don't miss out on any opportunities.

**When the pool closes, you will need to re-apply** to the following pool via the Jobs WA website to have access to opportunities again. You will need to provide an updated curriculum vitae and selection criteria statement each time.

### Why would I not be successful to the pool?

Decisions will be made in accordance with legislative requirement, including Equal Employment Opportunity and the Public Sector Employment Standard. All decisions are open to review.

If you do not have the necessary qualification and registration or membership for that profession and/or residency and visa requirements to work in Australia, you cannot be considered for the pool or a professional allied health position.

If you have not addressed each selection criteria separately and/or there is insufficient information in your application and/or referee report regarding your experience, attributes, skills and knowledge, it will not be possible to determine that you meet each of the essential selection criteria.

### How long does it take?

We aim to review and process your application and provide you notification of whether you have been successful within 1 month of receiving it.

There may be delays for example if we do not receive a response from your referees or if staff are on leave.

### What sites have vacancies at present?

As there are hundreds of allied health staff working at numerous sites across WACHS, things are constantly changing and it is not possible to track vacancies week to week.

Fortunately, opportunities regularly arise across WACHS throughout the year and, as part of the pool, you could be considered for any of them. If you are open to working across a range of regions, there will likely be more opportunities on offer.

### *For additional information, contact us:*

#### *Email:*

[WACHSAlliedHealthPools@health.wa.gov.au](mailto:WACHSAlliedHealthPools@health.wa.gov.au)

*Telephone: 0433846793*

