

POSITION DESCRIPTION: SENIOR CLINICAL ASSESSOR

ABOUT ACNA

Access Care Network Australia (ACNA) is a for-purpose social enterprise that exists to create a positive impact in the lives of the people and communities we support. ACNA promotes reablement and independence through all areas of our organisation, and fundamental to this is the belief that everyone should be supported to be the very best that they can be.

Our Purpose

Our organisational purpose is to assist people experiencing difficulties as a result of factors such as age, disability, disease, carer-burden or powerlessness to access the support and services they need to live good lives. To achieve this purpose we deliver unbiased, holistic, wellness-based assessments, complemented by follow-up support (such as reablement and case management) and referrals to appropriate organisations for the provision of additional services.

Our Values

We have two core values and seek to hire staff into our organisation whose own personal values align with these. Our organisational values that guide us in achieving our purpose are:

- **People being their best:** We have a passion for people being the best they can be, and this encompasses everyone in our organisation, our peers and our clients.
- **Always striving to learn, improve and grow:** We constantly strive to learn and grow, and importantly to share our learnings to benefit our clients, funders and our organisation. By doing so we grow the impact we make in the community and create real and sustainable positive change.

Steady and Sustainable Growth

ACNA is proud of its focus as an independent assessment organisation in the social care sector. We know independent assessment is a powerful intervention in its own right, especially when underpinned by our strengths-based method, and our focus on reablement.

We continue to grow each year into new programs and new regions, and this growth brings opportunity for cross-skilling in different programs (aged care, disability, employment support) and career advancement. Our growth is founded in great people doing great work both individually and as part of teams, supported by technology, tools and systems to make that great work easier to do each day.

Flexibility

100% of ACNA's roles require our staff to be flexible from where they work each day to the projects they are working on. Examples of this flexibility are:

- **Location:** The location of your work can and will change from day to day, and you will be required to travel from home to the location/s of assessment/s. Daily travel is within a designated region agreed at the time of engagement and changed to align to program requirements in consultation with you.
- **Support with surge in other projects:** We may ask you to cross-skill in other assessment programs to temporarily support busy-times (also known as surge requirements). Interstate travel will only be required after consultation with you.

- **Mobility and Progression:** We encourage and support career mobility and progression to other roles in ACNA and encourage all of our staff to consider such options when they are on offer or needed.

ABOUT THE ROLE

As a Senior Clinical Assessor with ACNA you will be part of our story of steady and sustainable growth and will join us to deliver our purpose and share our values. You will bring your leadership skills, clinical knowledge and decision-making ability to this role to lead a team of clinical assessors. Apply contemporary leadership practices and quality processes to support your team to be their best and achieve the structured program outcomes. This role reports to the Clinical Lead.

Key Responsibilities:

- Leading a team of clinical assessors who are responsible for using designated assessment tool/s in a range of settings including residential facilities, hospitals and a person's home
- Structuring the week to include mentoring of assessors, quality and audit activities whilst maintaining a regular assessment load
- Applying your clinical judgment, and supporting your assessment team to apply theirs, to a range of specified tools and assessment instruments in line with your scope of practice and specific program training to ensure that ACNA and the NDIA can rely on assessments undertaken
- Participating in recruitment and onboarding activities to attract, recruit and retain assessors
- Demonstrating clinical and professional leadership, including in challenging situations
- Escalating complex issues or scope-of-practice concerns to the Clinical Lead or Clinical Director as appropriate
- Analysing ComCare data related to team assessment activities, submitting accurate and timely documentation (via external digital tools and ACNA systems) and contributing to project reports
- Liaising with Central Intake) to resolve any scheduling concerns
- Facilitating team meetings, multi-disciplinary practice discussions, case conferences and community of practice meetings
- Engaging in learning activities that support continuous professional development, particularly engaging in the Leadership Development Program, and supporting your team to engage in learning and CPD
- Following guidance and sharing information as outlined on the organisational chart reporting structure
- Meet any minimum mandatory requirements of this role (refer to attachment)

Key Accountabilities:

As a Clinical Assessor your measures of success and Key Performance Indicators (KPIs) for this role will include, but are not limited to:

- Consistency and quality of assessments across the team
- Quantity of assessments per week across the team
- Culture and Capability alignment of your team and your leadership practice - alignment to ACNA purpose, values and capability matrix
- Satisfaction of team members in terms of development and support
- Incidents and/or complaints logged accurately in the system by the team
- Facilitation of client case discussions and/or formal community of practice meetings

Capability Expectations:

To be successful in this role Clinical Assessors must demonstrate:

- an ability to mobilise individuals and a team toward achieving common outcomes within a program
- facilitation and coaching skills to support capability growth within the team
- an ability to follow direction, work independently, and as part of a team
- effective organisation, time management and administration skills
- excellent communication skills with a variety of stakeholders, including Participants, care recipients, families and other stakeholders
- an ability to communicate clearly and effectively with people with physical, sensory or intellectual loss, or impairment
- an ability to sensitively undertake Assessments of people with who have responsive behaviours, also referred to as behavioural and psychological symptoms
- an ability to sensitively undertake Assessments of people with mental health conditions
- an ability to recognise and manage risks to the client and the Assessor in undertaking Assessments
- an ability to conduct culturally sensitive Assessments for special needs groups such as with people who identify as:
 - Aboriginal and Torres Strait Islander
 - homeless
 - culturally and linguistically diverse, and
 - lesbian, gay, bisexual, transexual and intersex, and
- an ability to respond to changing circumstances that may arise
- working safely and encouraging others to do so

Quality, Health and Safety

All members of the ACNA team are responsible for their participation in quality and safety activities within the context of the role. This includes (but is not limited to) improvement actions such as audits, reviews, quality and assurance measures and drills that result in improvements to client care, staff knowledge and the consumer experience.

All duties must be performed in accordance with ACNA Policies and Procedures including the relevant Work Health and Safety legislation, Equal Opportunity legislation and relevant State Health Code of Conduct.

All ACNA team members are also responsible for promoting a positive safety culture by following all reasonable instructions relating to their own or another person's safety. This includes (but is not limited to)

- Provision of supervision to people under their direction
- Taking actions to avoid, eliminate or minimize hazards
- Seek information on any work they undertake and be aware of the risks and hazards associated with their work
- Report all incidents/hazards/injuries
- Use Personal Protective Equipment as required and directed

MINIMUM MANDATORY REQUIREMENTS (INDEPENDENT ASSESSMENT PANEL SPECIFIC)

Minimum Qualification

- Speech Pathologist (SP)
- Occupational therapist (OT), or
- Physiotherapist (Physio),
- Social Worker (SW)
- Clinical psychologist (Psych)
- Rehabilitation counsellor (RC)
- Ability to hold a User Level B credential from Pearson Clinical Australia

Minimum Professional Experience Requirements

Minimum three years' demonstrated experience working with people living with Disability with at least one of the following list of expertise; Autism, Intellectual Disability, Developmental Delay, Hearing Impairment, Other Neurological, Other Physical, Cerebral Palsy, ABI, Visual Impairment, Global Developmental Delay, Stroke, Spinal Cord Injury and/or other Sensory/Speech

Experience conducting client assessments using your clinical expertise

Mandatory Training (completed as part of the induction process)

- NDIA IAP Training including Functional Assessment Tools, Assessment Reporting and working in a culturally aware way
- ACNA compliance training online modules including child protection and safe practices when working with children, risk and hazard identification, privacy and confidentiality
- IAP knowledge and competency assessment

Compliance requirements

- National Police check
- VEVO right to work,
- NDIS Worker Screening Check