

Position Description



1. General Information

Position Title:	Sleep Scientist Grade 1
Division/Department:	Epworth Rehabilitation and Mental Health or Acute Divisions
Position Reports to:	Group Sleep Services Manager
Enterprise/Individual Agreement:	Epworth Healthcare Dietitians, Psychologists, Medical Scientists and Medical Physicists Enterprise Agreement
Classification/Grade:	Grade 2: SS21 – SS24
Location:	Camberwell, Richmond Acute and Geelong
Employment Status:	
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:	N/A
Key Relationships – internal and external	<ul style="list-style-type: none">• Patients and family members• Multi-disciplinary team members and nursing staff• Medical staff and VMO's• Directors of Clinical Services

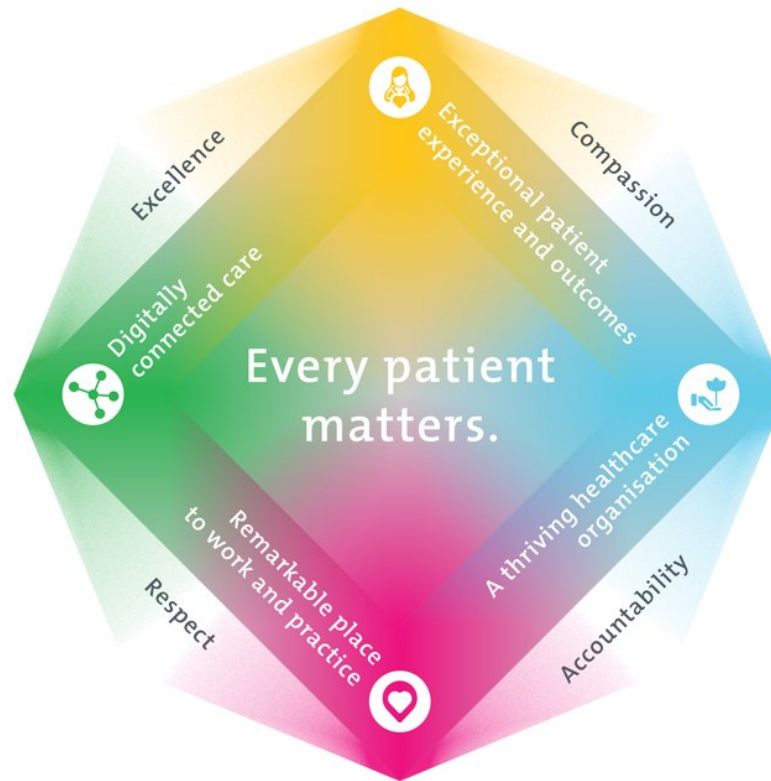
2. Overview of Epworth HealthCare

Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Respect, Excellence, Community, Compassion, Integrity and Accountability. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters. We strive to improve health outcomes and experience through compassion, collaboration, learning and Innovation. Our Vision is Caring for People. Innovating for a healthy community.

3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

Exceptional patient experience and outcomes - To empower our patients and deliver compassionate, expert and coordinated care.

A thriving healthcare organisation - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

Remarkable place to work and practice - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

Digitally connected care - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

To provide optimal clinical sleep disorder services and positive clinical outcomes to the patient ensuring long-term health and wellbeing that is consistent with Epworth HealthCare's Vision and Values. Working within a multidisciplinary, provide effective clinical, educational, emotional support and holistic best practice care to the patient and the family. Promote excellence to our customers and the marketplace and support colleagues by sharing knowledge and expertise

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
<i>Clinical Safety and Effectiveness</i>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
<i>Risk Management</i>	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
Clinical Care / Professional Practice <ul style="list-style-type: none"> • Conduct overnight and daytime clinical measurement tests on patients with suspected sleep disorders and document in the medical record • Analyse physiological data and produce technical reports • Provide clinical advice, education and support to patients and family/carers 	<ul style="list-style-type: none"> • Appropriate standards of practice relating to assessments and treatments are implemented in a timely manner • Compliance with mandatory and team based documentation in patients' medical record within agreed timeframes
<ul style="list-style-type: none"> • Demonstrate empathy and compassion and encourage patient and family members participation in all stages of care • Maintain patient confidentiality as prescribed by the relevant acts and organisational policies and procedures • Understand and implement Epworth Healthcare Policies and Procedures and departmental work place instructions • Demonstrate reflective, critical thinking and evidence-based approach to the provision of clinical care 	<ul style="list-style-type: none"> • Direct patient care provided within allocated time frames from referral to treatment and within funding parameters • Sound relationships are developed and maintained with customers, family and colleagues • Patient satisfaction results meet organisational targets • Compliance with NSQHS and clinical competencies • Compliance with accepted Dietetics professional standards and Code of Ethics • Compliance with legislative and common law requirements including Privacy Act and Health Records Act • Adherence to all Epworth Policies and Procedures

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<p>Customer Service</p> <p>Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers. Superior patient service leads to improved recovery in a trusting, caring environment and also creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"> • Provide excellent, helpful service to patients, visitors and staff • Communicate with clear and unambiguous language in all interactions, tailored to the audience • Build customer relationships and greet customers and patients promptly and courteously • Actively seek to understand patients' and their family's (customers) expectations and issues 	<ul style="list-style-type: none"> • Patient and customer service satisfaction surveys within agreed targets • Patients are given the opportunity to actively participate in their treatment planning and implementation • Use AIDET principles in all interactions • Issues or concerns are proactively escalated to the manager and resolved in a timely manner • Patient compliments are recorded in Riskman • Consistently meet or exceeds the expectations of our patients and customers at all times • Awareness of Epworth HealthCare's complaints process and assistance provided to patients if required • Effectively handle and resolve patient complaints in accordance with Patient Complaint Protocol
<p>Team Work / Communication</p> <ul style="list-style-type: none"> • Actively participate as a member of the department and multidisciplinary team and relevant committees • Provide positive and constructive feedback to other team members • Promote an open, friendly and professionally supportive and educative environment in the department 	<ul style="list-style-type: none"> • Collaborate effectively with all other team members and external agencies, for efficient and effective caring patient management • Attendance and active participation in departmental and multidisciplinary team meetings • Positive feedback to team members regarding supervisory style
<p>Continuous Quality Improvement</p> <ul style="list-style-type: none"> • Actively participate in quality activities ensuring opportunities for improvement are actively explored and best practice is achieved • Provide suggestions and feedback to consistently improve service delivery, clinical practice and patient satisfaction 	<ul style="list-style-type: none"> • Evidence of participation in quality enhancement activities • Quality projects are completed within agreed time frame • Demonstrated commitment to Australian Commission on Safety and Quality in Health Care, National Safety and Quality HealthCare Services (NSQHS) Standards • Departmental resources, equipment and educational information are maintained and updated

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Personal and Professional Development <ul style="list-style-type: none">• Participate in the ongoing professional development of self, colleagues and the wider Epworth HealthCare community by upgrading clinical competencies and knowledge and participate in both internal and external educational opportunities• Actively participate in Performance Development Plan annually• Evaluate personal performance and plan self-development	<ul style="list-style-type: none">• Training of staff in department meetings and other staff through in-service programs, tutorials, etc• Active participation in relevant professional organisations• Participation in in-service and educational activities and events• Completion of objectives in performance review and development plan
Safety and Wellbeing <ul style="list-style-type: none">• Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace• Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan	<ul style="list-style-type: none">• Adhere to infection control/personal hygiene precautions• Implement and adhere to Epworth OHS policies, protocols and safe work procedures• Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Bachelor of Science / Applied Science with appropriate majors (Biophysics, Physiology, Biomedical Science) • Eligible for full membership of the Australia and New Zealand Sleep Science Association
Previous Experience	<p>Desirable</p> <ul style="list-style-type: none"> • Relevant experience in a hospital setting
Required Knowledge & Skills	<p>Essential</p> <ul style="list-style-type: none"> • Basic knowledge and expertise in respiratory, cardiac and neuro-physiological processes and clinical measurement techniques • Demonstrated skill in working as a member of a team and liaising, collaborating and negotiating with other service providers and agencies, patient's families and carers • Demonstrate well developed verbal and written communication and presentation skills • Innovative, proactive and creative attitude to problem solving • Well-developed organisational skills • Excellent computer literacy including MS Office Word & Excel • Basic technical trouble-shooting skills • Knowledge and understanding of the National Standards and ACHS Accreditation Standards • Appropriate knowledge of community resources and services • Demonstrate customer service focus in service provision and evaluation <p>Desirable</p> <ul style="list-style-type: none"> • Skills in conflict resolution and ability to manage challenging behaviour
<p>Personal Attributes & Values</p> <p>All employees are expected to consistently work in accordance with Epworth's values and behaviours</p> <ul style="list-style-type: none"> • Respect • Excellence 	<p>Essential</p> <ul style="list-style-type: none"> • Belief in patient centered care • Ability to work autonomously • Sensitive to the psychosocial implications of illness • Sensitive to cultural, racial and gender differences • Helpful and professional manner • Professional work ethic • Practice within the ethos of the Epworth HealthCare Values and Behaviours

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<ul style="list-style-type: none">• Compassion• Community• Integrity Accountability	<ul style="list-style-type: none">• Demonstrate role model behaviour for all staff• Flexibility to assist others within the department and across sites as required• Flexibility to work overnights, evenings and days as rostered <p>Desirable</p> <ul style="list-style-type: none">• Flexible and available to be on call and to work weekends as required
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Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
July 2022		Human Resources and Group Sleep Services Manager

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____ Date: _____