



POSITION – Allied Health Clinician

Department – Consumer Directed Care – Allied Health

Role Purpose:

- The Allied Health Clinician will provide person-centred Allied Health services to consumers, ensuring positive outcomes and experience for consumers and their families / carers.
- MSL Allied Health services include NDIS, Aged Care, Employment Support and private services. In this role you may work either within a specific MSL Service or across multiple services. This will be discussed and agreed with you as part of your role ongoing.

Multiple Sclerosis Limited, commonly known as MS, is the go-to provider of information, advice and support for people affected by multiple sclerosis and other neurological conditions.

We're a combined entity of the ACT, NSW, Victoria and Tasmania with over 60 years' insight into how to live well with progressive neurological conditions.

We offer vital support and services for people living with multiple sclerosis while the search for a cure continues. We are here so no one has to face MS alone.

Our Aspiration: *The home of comprehensive support for neurological conditions*

Our Purpose: *Together on the journey to break down barriers, achieve goals and live well*

Our Values:

Empowerment

- We show respect for the rights of others and listen to the voices of our clients in making decisions. We encourage and enable others to attain goals and achieve, and we aim for best outcomes for our stakeholders.

Community

- We respect difference in all its forms and welcome diverse members of our community. We work collaboratively, creating stronger solutions together. We build trust by engaging with stakeholders to share understanding, and we participate in networks, partnerships, and community events to advance MSL's objectives.

Expertise

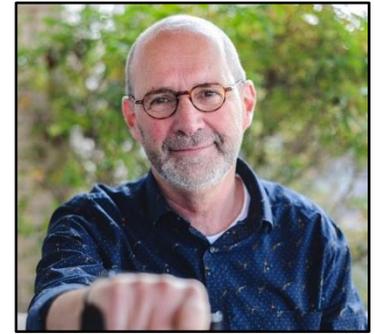
- We commit to ongoing learning to maintain contemporary knowledge in our respective fields of practice. We share our knowledge with stakeholders to empower and enable them. We develop and model effective leadership in the sector and in our organisation.

Creativity

- We establish ways to capture, communicate and implement innovative ideas and practices. We see emerging opportunities and problems and take proactive steps to adapt accordingly.

Spirited

- We encourage initiative and look for ways to continuously improve. We show resilience in the face of set-backs, overcome obstacles, and learn from experience.



Organisation Dimensions

- CEO**
- Executive Manager, Client Directed Care**
- Senior Manager Allied Health**
- Senior Allied Health Clinician**
- Allied Health Clinician**

Position Dimensions

Operating Budget \$	Nil
Position FTE (Full time/ Part time)	1.0
Location/s	Not specified

Key Responsibilities

Strategic / Organisational Responsibilities

List the key responsibilities that support the organisation in attaining the strategic goals

- Apply a wellbeing and reablement lens that utilizes a strengths-based and capacity building approach to recognize and build on consumer's existing skills and resources.
- Promote MSL Allied Health services to prospective consumers.
- Work collaboratively and effectively with other service providers within the support system to ensure positive consumer outcomes.
- Promote continuous improvement and best practice within the sector to ensure consumer directed care
- To strive for solutions that proactively manage the balance between consumer/service risks and maximize outcomes
- Responsible of the provision of high-quality services within a variety of funding and legislative models, including but not limited to; NDIS, Aged Care and Disability Employment Services
- Complete comprehensive assessments, identification of opportunities and barriers to enhance outcomes related to goals, independence, employment, and wellbeing as appropriate to allied health qualification
- Application of clinical reasoning and justification to develop and/or implement recommendations
- Collaboration with key stakeholders to maximise positive outcomes for consumers
- High level understanding of applicable legislation, policies, procedures and guidelines.

Operational / Administrative Responsibilities

List the key operational responsibilities of the role and administrative responsibilities required to support them



	<ul style="list-style-type: none"> • Application of discipline specific Allied Health knowledge to develop, plan, and implement individualised Assessments and Management Plans that meet the needs of consumers and comply with their specific funding requirements, utilising a person- centred approach. • Develop, review, and reassess consumer goals together with the consumers, and their support network where appropriate. • Manage portfolio of consumers and assist other team members as needed • Comply with Federal, State, local legal certification requirements such as the National Disability Insurance Scheme Quality and Safeguarding Framework, Disability Employment Service Deed and MSL compliance framework • Manage and ensure services are operating within the approved individual budget with regular accurate financial reporting and reconciliation. • Provide culturally appropriate services. • Participation in Professional Development specific to each area of service provided to ensure provision of specialist knowledge
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People Leadership / Relationship Management

List responsibilities that relate to stakeholder engagement and relationships held both inside and outside the organisation

	<ul style="list-style-type: none"> • Create professional relationships with consumers to provide consumer centric support • Collaborate and share information within MSL to support policy development, the continuity and enhancement of service delivery, and the achievement of MSL’s strategic objectives. • Engage with all relevant stakeholders to inform our business planning and decision-making processes. • Positively and constructively represent the organization to external contacts at all opportunities. • Be transparent in decision-making processes. • Be loyal and committed to implementing the decisions made the by the Team in support of MSL’s strategic objectives.
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Key Contacts

List Key MSL roles and external partners with whom this position regularly interacts

	<ul style="list-style-type: none"> • Executive Manager Consumer Directed Care • Senior Manager Allied Health • Senior Manager NDIS • Senior Manager ESS • Senior Manager Aged Care • Service Delivery Managers in NDIS, ESS and Aged Care • Senior Manager Quality, Safety, and Innovation • Service Delivery Managers within ESS and NDIS • Senior PT/OT, Team Leaders and ESS specialist Advisors as applicable • Professional Associations
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Competencies needed for success in this role:

Key Competency Area	Demonstrated Competency
Creativity and Innovation	Identifies opportunities to do things better, develops ideas with others and assists with the implementation of changes



Reflective Practice	Applies organisational practice models, procedures, policies, and relevant legislation when working with consumers.
Knowledge of Consumer Issues	Maintains awareness of consumer/ customer needs.
Consumer Outcomes	Supports consumers to achieve their goals or aspirations through provision of quality service.
Client Confidentiality and Dignity	Respects and protects client/consumer confidentiality
Time management	Demonstrates punctuality and meets agreed schedules and timelines.
Taking Responsibility	Takes responsibility for work outcomes and enacts authority as defined in position description.
Problem Solving	Uses appropriate judgement, and uses established strategies to solve routine problems.
Achieving Results	Supports program and project team members to achieve defined outcomes
Contract/Records Management	Records relevant data for contract administration and regulatory/policy documentation requirements
Conflict Management	Considers the views of others, shares own views and cooperates in resolving differences to achieve cohesion
Quality, Risk, Safety, Legislative compliance	<ul style="list-style-type: none"> • Ensures own work meets MSL's quality requirements. • Ensures that risks, hazards, and incidents are identified and reported in own work context. • Ensures safety of self and others in work environment ▪ Is aware of relevant legislation and licencing requirements and ensures compliance in work practices.
Purpose and Values Aligned	Maintains enthusiasm and understands own role in achieving MSL's Aspiration, Purpose and Strategic Direction. Behaviour aligns with MSL's values.
Written and Oral Communication	<ul style="list-style-type: none"> • Provides accurate written information using forms, log-books and templates appropriate to the task. • Speaks respectfully and explains issues and information clearly to consumers and colleagues.
Interpersonal skills	Demonstrates self-awareness and active listening and asks appropriate questions when dealing with consumers and colleagues.

Knowledge, Experience and Personal Attributes needed for success in this role

Qualifications

- Essential: Tertiary Qualifications in relevant Allied Health field and registration with AHPRA or eligibility for membership with professional association

Experience – Essential

- Demonstrated understanding of the needs of people living with neurological conditions.
- Demonstrated ability to create and implement consumer directed services, with a particular focus on working with



consumers from culturally and linguistically diverse backgrounds.

- A current Driver's License

Experience - Preferred

- Experience in a not for profit organisation.

Personal Attributes

- **Consumer Focused**

- Prioritises needs of clients, consumers, and customers.
- Aims for best outcomes for clients, consumers, and customers.
- Is outcome focused.
- Follows through with commitments.

- **Determined and Self Disciplined**

- Researches options and sets a clear path.
- Deals with obstacles and impediments.
- Has clear goals.
- Manages own time to achieve key outcomes
- Avoids distraction and diversions

- **Resilient and Adaptive**

- Recovers from setbacks
- Overcomes obstacles and impediments
- Learns from experience and identifies areas for self-development
- Adapts to changing circumstances in the workplace
- Prioritises work and addresses what is most important
- Takes advantage of new and emerging opportunities

- **Collaborative**

- Treats colleagues with respect and compassion
- Gives feedback in a timely and respectful way
- Works with others to achieve common goals
- Engenders a spirit of teamwork
- Inspires trust

Other – must be completed/provided prior to commencing employment

All appointments within MSL are subject to satisfactory completion of a police check and character/performance reference checks. Police checks will be undertaken for the selected candidate prior to any job offer being confirmed. Police checks are also undertaken on a periodic basis during the period of employment.

All appointments are subject to disclosure of any relevant employment history of formal disciplinary action for improper or unprofessional conduct taken by current or previous employers or any other integrity body within or outside Australia.

- Right to work in Australia.
- International Police Check if lived overseas for longer than 12 months in the last 10 years (to be provided by the applicant).
- DWES check for all Victorian employees.