

Position Description

Senior Clinician – Allied Health Interdisciplinary Practitioner

Classification:	Allied Health Interdisciplinary Practitioner, Grade 3 Occupational Therapist or Physiotherapist, Better@Home Program
Business unit/department:	Allied Health
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Parental Leave Cover
Hours per week:	15.2
Reports to:	Occupational Therapy Manager or Physiotherapy Manager
Direct reports:	Grade 2, 1 or AHA staff
Financial management:	Budget: N/A
Date:	21/10/2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Allied Health Interdisciplinary Practitioner (AHIP) position is to lead the allied health triage and transdisciplinary assessment of complex patients who present to Austin Health and who would benefit from expert and coordinated management of issues such as frailty, falls, delirium, functional and cognitive decline.

The AHIP works within a team of highly experienced allied health clinicians, who are credentialled to complete transdisciplinary physical, cognitive, and psychosocial assessment and intervention to promote positive patient outcomes. The role may incorporate hospital and/or community-based care, with the aim of supporting patients to avoid unnecessary time in, or admission to hospital.

The AHIP is a leadership role which contributes to the strategic direction and operational management of the service. The role sits within the relevant (occupational therapy or physiotherapy) department for professional development, clinical supervision and professional governance.

About Better@Home

This position is based within Austin Health's Better at Home program (B@H) and will support Austin's inpatient wards as service demands require. The B@H service is an initiative that aims to deliver more healthcare within the patient's home. The program facilitates a home-based interdisciplinary service 7 days a week to acute and subacute patients, that is goal-focused and time-limited. Patients are admitted to the program from any of the three Austin Health sites. The program has a senior allied health team lead as well as a multidisciplinary team comprising nursing, medical and allied health professionals.

Better at Home program forms part of the Allied Health division, which comprises the following services:

- Allied Health therapies: Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Podiatry, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- Tracheostomy Review and Management Service
- Spiritual Care
- Language Services
- Ngarrra Jarra (Aboriginal Health) Program
- Disability Liaison Officer Program
- Ability@Austin

Position responsibilities

Role Specific:

Clinical Care

- Gain clinical competency in all transdisciplinary assessment tasks as identified through the credentialling framework
- Provide transdisciplinary assessment, referral management, patient care goal setting, allied health decision making and discharge planning into the community within the scope of practice identified
- Manage an individual clinical caseload and support their service area to meet their clinical demands by taking on the caseload of others as needed
- Provide high level consultation regarding complex clinical care and discharge planning issues to the multidisciplinary team and external organisations as required
- Builds effective relationships with staff, colleagues and service providers to ensure optimal outcomes for patients
- Undertake and model evidence-based practice principles and transdisciplinary care
- Take a lead role in the education of clinical staff about the Allied Interdisciplinary Health Practitioner role



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

Management/supervisory

- Provide high level supervision and clinical support to grade 2, grade 1 and AHA staff as required
- Support staff to complete mandatory and specific clinical training to be able to perform in their roles e.g. BLS, ALS, Move smart, Cerner
- Create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees and role model behaviours that support this environment
- Ensure safe work practices and environment in accordance with Austin Health Policies as varied from time to time

Governance and Teaching

- Initiate and provide teaching/clinical guidance to team members of the utilising expertise through, for example, direct teaching, team meetings and continuing education forums
- Ensure processes and practices are in place to maintain high quality patient care
- Support student placements and provide input to clinical education leads to ensure Austin Health maintains its reputation for outstanding student education
- Contribute to teaching and training resources to support ongoing staff education and development
- Provide training and education to colleagues and other hospital staff on issues pertaining to their discipline
- Ensure a high level of work quality for yourself and the team by monitoring work performance and modifying practices as necessary to ensure clinical care is in line with agreed standards

Quality and risk

- Maintain an understanding of individual responsibility for patient safety, quality & risk
- Ensure personal compliance with mandatory training requirements
- Comply with the requirements of the National Safety & Quality Health Service Standards e.g. participate in audits, represent discipline on committees etc.
- Comply with the requirements of the NDIS Quality and Safeguards Commission as required
- Develop, implement and monitor goals and objectives, policies and improvement projects regarding clinical practices, service delivery and administration of clinical services
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs; ensure the risk management system is functional



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- Provide ongoing analysis, review and evaluation of the services provided to patients as requested by stream leader or manager

Professional Development

- Support the manager to deliver the professional development of staff within the designated area in line with individual PRDs, and the strategic objectives of the discipline department and organisation
- Ensure that all supervisees have an annual Performance Review and Development Plan (PRD) and regularly review this plan to ensure staff development needs are met
- Participate in regular supervision with the manager and complete annual PRD
- Undertake education and training to ensure clinical practice is evidence based

Research

- Fosters a culture that strives for continuous improvement to deliver the best possible care for our patients
- Support the implementation of research projects pertaining to the relevant area of clinical expertise as part of the departmental research program
- Promote and lead a culture of scientific activity, providing support and education for others in the department to identify and undertake research, presentation and publications

Information Management

- Ensure the appropriate dispersion of information to staff
- Record in patient medical files according to policy/ procedure and Austin Health documentation standards
- Adhere to Austin Health's policies for use of Information Technology
- Meet activity and reporting timelines for projects and committee work
- Maintain and store minutes of meetings in areas of responsibility
- Record accurate statistics as per policy and procedures

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

Selection criteria

Essential skills and experience:

- 7 years of relevant clinical experience
- Demonstrated advanced clinical skills in Occupational Therapy or Physiotherapy
- Eligibility for membership of relevant professional association
- Clinical experience in an acute hospital setting which should include exposure to General Medicine as a senior clinician
- Demonstrated understanding of patient flow, prioritisation, risk management and resource allocation in a public hospital setting
- Demonstrated ability to develop and implement innovative and outcome driven service delivery with knowledge or experience in quality improvement project work, including knowledge and skills in benchmarking and data analysis
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff
- Demonstrated expertise in leading a dynamic team of clinicians with the leadership skills to engage and inspire staff
- Demonstrated ability to anticipate change, recognises implications of change and provides leadership for the change process
- Demonstrated ability to approach challenging situations positively and proactively
- Demonstrated awareness of the NDIS and synergies with the public health system
- High level written and verbal communication skills with the ability represent your team or profession at a higher level either within or outside Austin Health
- Demonstrated history and commitment to professional development and ability to translate knowledge and evidence into practice
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, and we shape the future.
- Current driver's license

Desirable but not essential:

- Experience working in a public health setting
- Hold a higher degree or progressing towards higher qualification in a relevant clinical area
- Demonstrated evidence of research, publication and public presentation
- Demonstrate a working knowledge of the Victorian public health care system



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- Varied experience across the continuum of patient care from ED/acute, rehabilitation and community services.

Professional qualifications and registration requirements

- Bachelor's degree (or higher) in Occupational Therapy or Physiotherapy
- Current registration with AHPRA

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Promote and participate in the evaluation and continuous improvement processes
- Comply with the principles of person-centered care
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time)
- Comply with all Austin Health mandatory training and continuing professional development requirements
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy
- Work across multiple sites as per work requirements and/or directed by management

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**