

Position Description

Allied Health Specialist Assessment and Pathways Clinician (Lead)

Classification:	Grade 4 Allied Health Professional
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 Sector) (Single Interest Employers) Enterprise Agreement 2021-2026 Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Part-Time
Hours per week:	20
Reports to:	Professional: Discipline Manager Operational: Associate Director Allied Health (Access and Innovation)
Direct reports:	Allied Health Specialist Assessment and Pathways Clinician/s (Grade 3)
Financial management:	Budget: Nil
Date:	September 2026

We 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Lead Allied Health Specialist Assessment and Pathways Clinician leads a small team that provides specialist Allied Health Assessment and advice regarding patients accessing Austin Health who experience significant complexities regarding to Discharge Planning.

The overarching purpose of this role is to support the successful rollout and implementation of the service, which ultimately is in place to support rapid identification of barriers to discharge, understand complexity and develop creative solutions to progress patient care.

The role will focus predominately on supporting staff and patients based at the acute (Austin) campus of Austin Health and will work closely with stakeholders from across the organisation to consider options for patient progression of care.

The role will use data-informed service analytics to drive strategic planning, research activities, and support the sustainability of the program through application of a quality improvement framework.

Allied Health Specialist Assessment and Pathways Service

The Allied Health Specialist Assessment and Pathways Service supports patients at the Acute campus of Austin Health who are experiencing (or likely to experience) challenges related to progression of their care or discharge planning, that are related to psychosocial, functional or physical complexities.

The Service works alongside standard care pathways (eg treating clinicians, ward based teams) to provide consultation on complex cases, and support consideration of alternative or creative discharge planning pathways to support patients to avoid unnecessary time in hospital.

The Service applies a “home first” lens to discharge planning, including reviewing referrals for subacute inpatient programs, and responds to scenarios where there may be interface with NDIS, My Aged Care, VCAT or other stakeholders. The Service also provides a rapid NDIS response service to patients who present to or are at risk of presenting to Austin Health due to breakdown of disability supports in the community.

Ultimately, the service is focussed on supporting patients who do not have acute medical needs, to progress their care to the most appropriate community-based setting (home or other).

About the Division



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The Allied Health Division employs over 1,000 health professionals across 27 disciplines, broadly known as the therapies and sciences, who work as key members of the multidisciplinary team aiming to provide the best outcomes for patients via preventing, diagnosing and treating a range of healthcare conditions.

Allied Health staff support patients at every stage of their healthcare journey across Austin Health with services provided across all sites (acute and sub-acute), in the ambulatory setting, at home and in the community.

Allied health has a strong focus on improvement for patients and staff with the evolution of care models and staff wellbeing at its core. We foster strong collaboration with senior leadership and stakeholders across the organisation. We value and celebrate diversity in our teams as we make this workplace safe and inclusive for all staff and consumers.

Allied Health has three key priorities: building the capability of our staff, ensuring collaborations and key partnerships are developed and sustained and implementing contemporary models of care.

Position responsibilities

- Lead and provide advanced clinical oversight for a specialised Allied Health consultation team focused on streamlining complex discharge planning and progression of care.
- Provide consultation and support to Allied Health clinicians managing complex discharge planning and community transition needs (beyond the Allied Health Specialist Assessment and Pathways Service).
- Conduct comprehensive patient assessments, including clinical file reviews and direct patient assessments, to identify barriers to discharge and opportunities for care progression.
- Apply a broad Allied Health lens, using extensive knowledge of the roles of the multidisciplinary team to consultation scenarios, to consider psychosocial, functional and physical barriers to discharge.
- Support the progression of care for patients with prolonged hospital stays, complex support needs, NDIS requirements, aged care transitions, and community service dependencies.
- Deliver advanced and innovative discharge planning for medically stable NDIS participants, supporting timely transition from hospital to community-based care.
- Provide rapid response support for NDIS participants at risk of Emergency Department presentation, with a focus on hospital avoidance and expedited discharge.
- Attend and actively contribute to progression of care forums, including Patient Journey Boards, long-stay meetings, and multidisciplinary case reviews, to promote timely and effective discharge outcomes.
- Work collaboratively with medical teams, Allied Health disciplines, the Continuing Care Consult Service, Care Coordination Team, home units, and other key stakeholders to coordinate patient-centred discharge plans.



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- Engage with patients, carers, community providers, and external agencies to explore innovative, practical, and alternative discharge pathways.
- Identify, escalate, and advocate for resolution of complex discharge barriers, including solutions requiring financial consideration or executive-level decision-making.
- Apply and promote a "Home First" approach to discharge planning, facilitating diversion from inpatient and residential care settings to home-based supports wherever appropriate.
- Ensure compliance with hospital policies, procedures, and progression of care frameworks relevant to Allied Health practice and discharge planning.
- Work closely with the NDIS Discharge Lead and Disability Liaison Officer Program to ensure coordinated, timely, and expert support for people with disability accessing hospital services.
- Act as an expert resource for complex NDIS processes and pathways for patients on the acute site.
- Exercise a high level of professional autonomy and decision-making authority to enable timely discharge, hospital avoidance, and improved patient flow.
- Establish and embed effective workflows, referral processes, and ways of working that integrate with long-stay and progression of care initiatives across the organisation.
- Contribute to service development, including defining team scope, role delineation, evaluation measures, reporting requirements, and performance indicators.
- Monitor, evaluate, and report on service outcomes to demonstrate impact, inform continuous improvement, and support the long-term sustainability of the model of care.

Selection criteria

Essential skills and experience:

- Demonstrated 10-year clinical expertise in an Allied Health role
- Demonstrated expertise and success in leading a team to achieve the strategic goals of the organisation/department
- Extensive experience working in a public hospital
- Sound skills in data informatic analysis and decision making



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Clinical Expertise

- Demonstrated advanced clinical expertise in complex discharge planning, progression of care, and care coordination for patients with multifaceted health, disability, psychosocial, and community support needs.
- Extensive experience conducting comprehensive assessments, clinical reviews, and service planning to identify barriers to discharge and facilitate timely patient flow.
- Sound ability to consider patient needs from multiple Allied Health discipline perspectives.
- Demonstrated expertise in supporting patients with prolonged hospital stays, NDIS requirements, aged care transitions, and complex community service dependencies.
- Advanced knowledge of NDIS processes, disability pathways, hospital avoidance strategies, and community-based service systems.
- Proven ability to provide specialist consultation, advice, and support to multidisciplinary teams managing complex clinical and discharge planning scenarios.
- Demonstrated ability to develop innovative, patient-centred solutions that support safe, timely, and sustainable transitions from hospital to community care.
- High-level communication, negotiation, and stakeholder engagement skills, with the ability to work collaboratively with patients, carers, community providers, and external agencies.

Evidence-Based Practice and Service Improvement

- Demonstrated ability to apply evidence-based practice principles to complex discharge planning, progression of care, and service delivery.
- Experience contributing to the development, implementation, and evaluation of innovative models of care that improve patient outcomes and organisational performance.
- Proven ability to identify system barriers and implement service improvements that enhance patient flow, reduce length of stay, and support hospital avoidance initiatives.
- Experience establishing and embedding effective referral pathways, workflows, and service processes within complex healthcare environments.
- Demonstrated ability to monitor, evaluate, analyse, and report service outcomes, performance indicators, and quality measures to inform continuous improvement.
- Ability to contribute to service planning, role development, performance frameworks, and sustainability initiatives within a dynamic healthcare setting.

Leadership and Workforce Expertise



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- Demonstrated ability to provide advanced clinical leadership, guidance, and professional support within a specialised Allied Health service.
- Demonstrated expertise and success in growing capability in their teams
- Demonstrated success in fostering a positive and collaborative team environment, promoting staff well-being and psychological safety
- Proven experience influencing and collaborating across multidisciplinary teams to achieve shared clinical and organisational objectives.
- Ability to lead and facilitate complex case discussions, progression of care forums, multidisciplinary reviews, and stakeholder meetings.
- Demonstrated capability to build effective working relationships with medical, nursing, Allied Health, community, and executive stakeholders.
- Experience advocating for patients with complex needs and escalating issues requiring strategic, financial, or executive-level decision-making.
- Demonstrated ability to exercise a high degree of professional autonomy, advanced clinical judgement, and independent decision-making.
- Commitment to fostering collaborative, person-centred, and strengths-based approaches to care delivery.

Safety, Quality and Risk

- Demonstrated knowledge of clinical governance, risk management, and quality improvement principles relevant to Allied Health practice.
- Proven ability to identify, assess, escalate, and manage clinical and system risks that may impact patient outcomes, discharge planning, or continuity of care.
- Commitment to ensuring safe, effective, and evidence-informed practice through adherence to legislation, professional standards, organisational policies, and clinical frameworks.
- Experience applying quality and safety principles to support safe discharge planning, continuity of care, and reduction of avoidable hospital presentations and readmissions.
- Demonstrated expertise in leading and implementing service redesigns & quality improvement initiatives using advanced clinical knowledge to enhance patient care and meet service demands.
- Demonstrated ability to contribute to audit processes, service evaluation, and outcome reporting.



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Continuous Growth and Learning

- Demonstrated commitment to ongoing professional development and maintaining contemporary knowledge of best practice in discharge planning, progression of care, disability services, and community care systems.
- Ability to critically reflect on practice and incorporate emerging evidence, innovation, and organisational priorities into service delivery.
- Experience supporting a culture of learning through knowledge sharing, clinical consultation, mentoring, and capability development of colleagues.
- Demonstrated initiative in identifying opportunities for professional growth, service development, and continuous improvement.
- Commitment to contributing to a positive workplace culture that values excellence, innovation, collaboration, and lifelong learning.

Desirable but not essential:

- Master's degree (or progressing towards) in relevant field (e.g. research, public health, leadership)
- Experience in working in an acute public hospital setting
- Demonstrated evidence of research, publication and public presentation
- High level skills in data informatic analysis and decision making

Professional qualifications and registration requirements

- Tertiary qualification in an Allied Health Discipline
- AHRPA Registration or professional body equivalent

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



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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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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.



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