

Austin Health Position Description



Position Title: Grade 2 Occupational Therapy – Hand Therapist

Classification:	Grade 2 Occupational Therapist, Hand Therapist
Business Unit/ Department:	Allied Health / Occupational Therapy
Work location:	All campuses
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment Type:	Fixed-Term Full-Time, Job share considered.
Hours per week:	40 (38 + ADO)
Reports to:	Grade 3 Senior Clinician OT
Direct Reports:	Grade 1 OT and AHA staff
Financial management:	Budget:
Date:	07/05/2025

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In

developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About Occupational Therapy

This position is based within Austin Health's Occupational Therapy Department. This department forms part of the Division of Allied Health, 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
- Ngarra Jarra (Aboriginal Health) Program
- Disability Liaison Officer Program
- Ability@Austin

The Occupational Therapy department at Austin Health comprises five streams; Outpatients, Acute, Aged Care, Rehabilitation, and Better@Home. Our department abides by our focus areas of evidence-based service improvement, sustainable workforce, professional growth and wellbeing. We're committed to shaping the future of OT through dedication to:

- Empowering patients across the care spectrum: From emergency to home care, we offer evidence-based interventions that maximise potential and independence.
- Fuelling staff excellence: We invest in your clinical mastery and leadership journey through comprehensive training, robust mentorship, and diverse clinical opportunities.
- Championing research and quality: We push boundaries with a thriving research culture and rigorous quality initiatives, ensuring evidence-driven practices that challenge the status quo.
- Cultivating a vibrant community: We value collaboration and diversity, fostering a positive and rewarding work environment where everyone thrives.

Purpose and Accountabilities

The grade 2 Occupational Therapist (OT) will work in the hand therapy stream to ensure safe and effective evidence based clinical care for patients and their families. This position is based in the out-patient hand therapy service that provides therapy to

patients with traumatic, chronic and post-operative conditions affecting their hand function.

The OT will support, teach and train grade 1 OT staff members, assistants and students. They will support the grade 3 and 4 in managing the clinical stream and assist in managing the workload allocation. They will lead and help with quality projects whilst consolidating clinical skills and undertake work, which requires special knowledge or depth of expertise. All grade 2 roles are rotational, and the position holder may need to rotate to other sites or clinical areas in order to meet service demands.

Role Specific:

Clinical Care

- Manage an individual clinical caseload and support their service area to meet their clinical demands by taking on the caseload of others as needed.
- Support the grade 3 and grade 4 to deliver a high quality service within a clinical team of care within the context of departmental and Austin Health aims, priorities and strategic plan
- Apply Occupational Therapy principles to a diverse range of conditions in order to determine appropriate treatment options and discharge plans.
- Builds effective relationships with staff, colleagues and service providers to ensure optimal outcomes for patients.
- Support the grade 3 and grade 4 to ensure the standard of the discipline services provided within the clinical stream are world's best practice and are based on latest available evidence and expert opinion
- Undertake and model evidence based practice principles and interdisciplinary care
- Attend team meetings / ward rounds as per unit protocols / procedures

Management/supervisory

- Provide high level supervision and clinical support to grade 1 and AHA staff as required
- Contribute to 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 other members of the department 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 the clinical education lead for OT 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 OT on committees etc.
- Comply with the requirements of the NDIS Quality and Safeguards Commission as required
- Maintain a safe working environment for yourself, your colleagues, patients and members of the public. Report incidents or near misses that have or could have impact on safety
- 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.
- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of service design and intervention
- Provide ongoing analysis, review and evaluation of the services provided to patients as requested by stream leader or OT manager

Professional Development

- Engage in professional development opportunities within the designated area in line with individual PRDs, and the strategic objectives of the 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

- Support the culture of the OT department 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 role model behaviours that support the 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

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

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.

Selection Criteria

Essential Knowledge and skills:

- Current registration with AHPRA
- Demonstrated clinical skills and awareness of OT clinical practices in hand and upper limb therapy
- Demonstrated ability to design and fabricate custom-made orthoses/splints
- An ability to work autonomously, problem-solve, prioritise tasks to meet deadlines and an awareness of when to seek assistance if required
- Demonstrated ability to approach challenging situations positively and proactively
- Demonstrated ability to work well in a team environment and has the skills to promote team engagement

- Demonstrated history and commitment to professional development and ability to translate knowledge and evidence into practice
- Demonstrated ability to participate in the development of grade one staff, allied health assistants (AHAs) and students
- Demonstrated awareness of the quality improvement processes within a large public health department
- Demonstrated awareness of the NDIS and synergies with the public health system
- Willing with complete and fund NDIS Worker Screening Check if required by the role
- High level written and verbal skills
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve and we shape the future
- Current drivers licence

Desirable but not essential:

- Experience working at a tertiary health setting.
- AHTA membership

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	
Date	