

Austin Health Position Description



Position Title: Senior Clinician – Grade 3 Occupational Therapist

Classification:	Grade 3 Occupational 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:	Full-Time Or Part-Time Job-share
Hours per week:	38
Reports to:	Grade 4 OT Stream Leader
Direct Reports:	Grade 2 OT staff
Financial management:	Budget: None
Date:	28/02/2024

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

The Occupational Therapy department at Austin Health comprises five streams; Outpatients, Acute, GEM, Rehabilitation, and Better@Home. Our teams work across a number of speciality areas such as palliative care, general medicine, acute stroke unit as well as our state-wide spinal rehabilitation and acquired brain injury unit. We are respected experts in our field and advance care for all patients through our progressive service models.

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:** We maximise patient potential and independence through evidence-based care across all settings.
- **Investing in You:** We fuel your clinical mastery and leadership with comprehensive training, mentorship, and diverse opportunities.
- **Leading the Way:** We push boundaries through research and quality initiatives, ensuring cutting-edge practices.
- **Thriving Together:** We foster a collaborative, diverse, and rewarding work environment where everyone flourishes.

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 and Ability@Austin

Role description

The Grade 3 occupational therapist is a clinical innovator and leads best practice in clinical care. They are respected as expert teachers and trainers who enable clinical growth in junior colleagues. A typical day will see them

- **Champion evidence-based practice:** They have expert clinical skills and will lead their teams and peers to provide the best care to their patients across Austin Health.

- Lead and mentor: They will foster a positive and safe environment where all staff grow and thrive.
- Drive best practice innovation: They will always ensure their practice and that of their teams are cutting edge and continuously evolving by leading quality initiatives and research.
- Influence best practice clinical care for the patients in their stream and work within highly specialised service models.

Accountabilities

Clinical expertise

- Assume a leadership role in managing complex patient caseloads, providing high-level clinical expertise and guidance to the team.
- Elevate care standards across the OT service, ensuring optimal patient outcomes.
- Spearhead the implementation of best practices informed by current research and best evidence. Ensure all patients receive care grounded in the latest knowledge and advancements in the field.
- Provide high-level consultation on complex clinical care and discharge planning to multidisciplinary teams and external organisations.
- Facilitate a collaborative and integrated approach to care that optimises patient outcomes
- Ensure adherence to the latest evidence and expert opinion, fostering continuous improvement in care delivery.

Clinical leadership

- Empower teams and grow skills through highly developed teaching and mentoring that fosters a culture of continuous learning and high performance.
- Foster a positive, supportive, and safe environment where junior therapists can flourish, develop their skills, and become future leaders in the field.
- Actively contribute to departmental and organisational strategic goal, shaping the future of Occupational Therapy at Austin Health.
- Build strong working relationships with staff, colleagues, and external organisations to ensure seamless communication & collaboration and enhanced clinical outcomes.
- Provide dedicated mentorship and support professional development for your team members. Help them reach their full potential and build their skillsets, fostering a learning environment within the team.
- Lead by Example, demonstrate professionalism and ethical conduct, setting the standard for your team and inspiring them to achieve excellence in patient care.
- Support staff to comply with policies, procedures and mandatory training and continuing professional development requirements.

Safety, quality and risk

- Advocate for and maintain a safe work environment for yourself, your team, and patients. Ensure strict adherence to all safety protocols, risk management strategies, and established policies to minimize risks.

- Develop and implement robust processes and protocols to maintain the highest quality of patient care.
- Monitor work performance across the team, identifying areas for improvement and implementing adjustments to ensure care aligns with the highest standards.
- Foster a culture of continuous quality improvement. Consistently exceed expectations through ongoing evaluation and quality improvement initiatives.
- Embrace Continuous Improvement:

Continuous growth and learning

- Contribute to a culture of ongoing learning and improvement by participating in audits, representing OT on committees, and actively seeking ways to enhance patient care delivery and service provision.
- Commit to lifelong learning and personal growth to stay at the forefront of your field and that your knowledge and skills continue to meet the ever-changing needs of patients.
- Actively participating and lead research initiatives that enhance patient care and contribute to the advancement of the profession.
- Disseminate your knowledge and expertise with peers and supervisees to elevate the overall standard of care.
- Actively participate in the creation, delivery and evaluation of best practice resources in occupational therapy

Research

- Encourage and actively seek ways to deliver the best possible care for patients through ongoing research initiatives.
- Become a Research Advocate and support the implementation of research projects pertaining to your area of expertise, contributing to the advancement of knowledge in the field of occupational therapy.
- Play a key role in bridging the gap between theory and practice, ensuring findings translate to improvements in patient care and shape the future of occupational therapy.

All Employees:

- 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
- 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.
- 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.

Selection Criteria

Essential Knowledge and skills:

- Current registration with AHPRA
- 7 years of relevant clinical experience
- Demonstrated awareness of the NDIS and synergies with the public health system
- Willing to complete and fund NDIS Worker Screening Check if required by the role
- Current driver's license

Clinical expertise -EBP service-improvement

- Demonstrated history of providing high-quality care and managing complex patient caseloads within occupational therapy.
- Highly developed problem-solving and decision-making skills with demonstrated success in clinical application of these skills
- Highly developed skills in using best practice in patient care and excellent skills in knowledge translation of evidence.

Leadership - sustainable workforce

- Demonstrated expertise in supporting individuals to deliver best care and uses leadership skills to engage and inspire staff
- Experience in teaching and mentoring junior staff and students and role modelling a culture of support and professional growth

Safety, quality and risk

- Demonstrated experience in contributing to department and organisational strategic planning
- Proven commitment to maintain a safe work environment with a strong understanding and adherence to safety protocols and risk management strategies

Continuous growth and learning

- A curious mindset and a passion for staying informed about the advances in OT and healthcare
- Demonstrated ability to anticipate change, recognizes implications of change and provides leadership for the change process
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, and we shape the future.

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	