

Position Description

Grade 4 Gerontology and Frailty Allied Health Practitioner

Classification:	VB24 - VB27
Business unit/department:	Physiotherapy
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
	Choose an item.
	Choose an item.
Employment type:	Part-Time
Hours per week:	0.4 FTE – 15.2 hours per week
Reports to:	Manager Physiotherapy
Direct reports:	Grade 3, Grade 2, Grade 1, AHA & Students
Financial management:	Budget: 0
Date:	22/10/2025

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung 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 Grade 4 will be recognised as a clinical expert by peers and colleagues and will motivate and inspire others. They are leaders in building and contributing to the professional knowledge in their area of expertise, with an emphasis on quality, evidence-based practice and teaching. They will lead and develop individuals and teams, and have currency of professional knowledge, skills and external influences that supports patient care at the highest clinical level.

The Grade 4 clinician provides excellent patient care as part of a multidisciplinary team.

The Grade 4 clinician will:

- Assist with the design, implementation and evaluation of models of care to lead best-practice care for patients with frailty.
- Manage a clinical caseload focused on complex patients in General Medicine, Gerontology and other clinical areas who present with frailty.

- Act as a consultant and resource in the General Medicine and Physiotherapy Departments as well as the wider multidisciplinary team.
- Model good inter-professional practice and act as a clinical leader.
- Use their comprehensive clinical experience and knowledge to foster professional development of staff and students within their clinical stream.
- Lead and or contribute to quality improvement and research projects at a departmental, divisional or organisational level.
- Be responsible for undergraduate and post graduate teaching within General Medicine, Gerontology and other relevant areas of practice.

About the Department

The Physiotherapy Department comprises about 112 EFT (Equivalent Full Time) staff at the Austin Hospital, Heidelberg Repatriation Hospital, and the Royal Talbot Rehabilitation Centre. It provides seven days per week, 12 hours per day services to acute and aged care areas. There is also a seven day a week primary care service for soft tissue injuries in the Emergency Department

It is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1st through to 3rd year for the Doctorate of Physiotherapy (DPT) course. The Physiotherapy department is also associated with Swinburne University as a clinical school.

Clinical research is a priority of the department.

The Transition and Maintenance physiotherapy clinical stream provides a comprehensive service for all acute inpatients within Austin Health and is integrated within the nationally awarded innovative Austin Acute Physiotherapy workforce model of care

Position responsibilities

Patient Care:

- Ensure the appropriate triage, assessment, and treatment of patients admitted to Austin Health with a focus on those with frailty admitted under General Medicine, Gerontology and Geriatric trauma units from the emergency department through to the acute hospital and home-based services.
- Ensure relevant team members have appropriate levels of skill to provide this care to a high standard of patient-centred and evidence-based practice.
- Facilitate safe and effective discharge planning and follow-up services when required from a variety of service providers and systems.
- Manage patients according to Austin Health protocols where relevant
- Appropriately document and provide detailed clinical handover of patient management.
- Communicate and liaise with clients, family or caregivers and other members of the multidisciplinary team regarding patient progress or issues.
- Coordinate and provide carer training to staff, family members or private carers as required.

Clinical Leadership:

- Provide clinical expertise and leadership within and outside the Physiotherapy Department, to be a representative for the wider allied health and multidisciplinary team as appropriate.
- Actively support the Strategic Plan of the Physiotherapy Department and ongoing innovation.



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- Create a team environment which promotes a positive culture, opportunity for learning and development, and the safety and welfare of employees,
- Support and supervise physiotherapists and allied health assistants as required
- Participate in workforce planning and recruitment activities as required.
- Perform additional administrative duties and projects as required by the Physiotherapy Department.

Students

- Collaborate with clinical educators to provide quality student supervision.

Quality Improvement, Quality Assurance, Evidence-Based Practice & Research

- Contribute to quality improvement projects within the stream and department.
- Identify and respond to clinical risks, manage and document as required.
- Ensure timely completion of stream and departmental policy and procedure documents as required.
- Maintain and apply knowledge of evidence-based care relevant to the stream.
- Lead innovation in line with emerging evidence.
- Facilitate journal club attendance and participation.
- Support participation in research activities in consultation with the Research Lead of the Physiotherapy Department.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values: Our actions show we care, together we achieve, we bring our best and we shape the future.
- Current physiotherapy registration with AHPRA.
- Significant experience in the provision of care to older adults living with frailty and geriatric syndromes which may include multimorbidity, acute medical care, cognitive decline, falls and other geriatric trauma, and chronic disease management.
- Demonstrated extensive specialist knowledge, skills and significant experience in the provision of care to older people to achieve best practice clinical standards, including complex systems navigation, discharge planning and the application and translation of evidence and theory to practice.
- Developing a management and discharge plan which consider the physical, social and psychological aspects of frailty and the patient's context.
- Demonstrated experience communicating with stakeholders at all levels.
- Strong knowledge of best available evidence in the management of frailty and geriatric syndromes, translation and implementation into clinical practice
- Quality improvement and/or research skills and/ or service implementation experience including the use of research or improvement science methodologies.
- Experience in managing and preventing the possible effects of hospitalisation in older adults including delirium, falls, pressure injuries, functional decline and other iatrogenic harm.
- Experience using shared decision-making framework with this population, leading complex discharge planning discussions with patients, carers and multidisciplinary teams.
- Lead discussions with patients, families and the multidisciplinary team on dignity of risk, balanced risk and safety netting.
- Significant experience in functional prognostication and linking assessment findings to an individual's physical functional trajectory and plan.



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- Demonstrated people leadership skills and experience.
- Significant experience working as part of multidisciplinary teams.
- Demonstrated well developed knowledge and skills in quality improvement and/ or research processes to achieve best clinical standards, and supporting others to do the same.
- Ability to facilitate and lead robust clinical discussions with colleagues and find innovative ways to improve patient care/ streamline existing processes and system across the clinical continuum. Within the domains of overall strategy, workforce, negotiation of resources, system thinking.
- Ability to work across the continuum of clinical services to support priority needs of the department including @Home services, inpatient and emergency as required by the physiotherapy department.
- Proven communication and interpersonal skills
- High level prioritisation, triage and case management skills to oversee a caseload at local level, with an understanding of the broader implications on flow at an organisational level.
- Ability to solve problems in a variety of situations including complex patient care and health services problems.
- A sound understanding of information technology including clinical systems such as SMR, Cerner, and TrakCare.
- Recognise and assess determinants of health and health behaviours and impacts on the health system and to general health behaviours.
- Significant experience in discharge planning and navigating complex service systems for patients such as the My Aged Care sector including assessment and aged care provider frameworks, Residential and @Home services, Commonwealth funded aged care providers, Transition Care Program and the Victorian Civil and Administrative Tribunal.

Desirable but not essential:

- Post-graduate qualification.
- Knowledge and experience in other geriatric syndromes including geriatric trauma or aged care.
- Experience working with novel models of care and pathways.
- A sound understanding of information technology including clinical systems, applications relevant to risk management reporting as required for the role.
- Professional memberships including relevant special interest groups and Australian Physiotherapy Association.

Professional qualifications and registration requirements

- Physiotherapist currently registered for practice with AHPRA (Australian Health Practitioner Regulation Agency)

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.



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- 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 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.



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