

**Austin Health**

**Position Description**

**Position Title: Allied Health Interdisciplinary Practitioner**

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| Classification: | Allied Health Interdisciplinary Practitioner – (Grade 3 Occupational Therapist) |
| Business Unit/ Department: | Allied Health |
| Work location: | All campuses |
| Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 |
| Employment Type: | Casual |
| Hours per week: |  |
| Reports to: | Occupational Therapy Manager |
| Direct Reports: | Grade 2, 1 OTs or AHAs |
| Financial management: | Budget: None |
| Date: | 23/01/2024 |

**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.](https://www.austin.org.au/Assets/Files/Diversity%20and%20Inclusion%20Plan%202020-2023.pdf)

**Commitment to Gender Equality**

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](https://www.austin.org.au/Assets/Files/AH-GEAP-2021-2024-v4-web.pdf) 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.

**Position Purpose**

The Allied Health Interdisciplinary Practitioner (AHIP) will be recognised as a clinical leader by peers and colleagues and will motivate and inspire others.  They are expected to lead and develop individuals and teams, and to have currency of professional knowledge, skills and external influences that support patient care at the highest clinical level. The AHIP provides patient care as part of a multidisciplinary team and is expected to take on a leadership role and tasks on behalf of the whole team to support the delivery of excellent patient care.  Depending on their clinical background, the AHIP will sit within a designated stream of their respective department for professional support and governance.

**Purpose and Accountabilities**

The AHIP position is to lead the allied health triage and multidisciplinary assessment of complex patients who are admitted Better@Home. The AHIP will work closely with the multidisciplinary team to ensure timely and appropriate allied health referral to promote coordinated holistic care from the time of admission.

**Role Specific:**

**Key Result Areas**

* Actively apply and promote interdisciplinary advanced practice model of care
* Facilitate a culture that supports clinicians to embrace a new workforce model
* Provide leadership, facilitate engagement with, and represent the views, of allied health clinicians within an interdisciplinary model of care
* Ensure that the highest quality of clinical care and patient safety is the focus of the service
* To promote patient-centred care both within Austin Health and extending through to the community
* Undertake and model evidence based practice principles of interdisciplinary care
* Develop and collect appropriate patient and service level metrics.

**Key Relationships – Internal**

* Divisional Director, Allied Health
* Allied Health Department Managers
* Divisional Director, Medical Services
* Divisional Manager, Medical Services
* Medical Director, General Medicine
* Better@Home multidisciplinary team

**Clinical**

* Gain clinical competency in all interdisciplinary assessment tasks as identified through the competency framework
* Provide interdisciplinary assessment, referral management, patient care goal setting, allied health decision making and discharge planning from General Medicine and Aged Care into the community within the scope of practice identified
* Recognise when input is required from expert colleagues, and act to obtain their involvement
* Modelling and application of effective evidence-informed practice and interdisciplinary practice
* Provide tertiary level consultancy service to staff within General Medicine, in other areas of Austin Health and externally, imparting expert advice, innovative options and solutions to complex questions in regards to admission and assessment of alternative pathways to prevent this.
* Take a lead role in the education of clinical staff about the Interdisciplinary Allied Health Practitioner role.

**Clinical Leadership**

* Lead allied health triage and assessment within the Better@Home clinical stream of care
* Create a team environment which promotes a positive culture, opportunity for learning and development, safety and welfare of employees
* Be proactive in reporting and suggesting areas of risk or service improvement during the pilot stage of the project
* Understand the principles of change management and implement changes required
* Demonstrate expert clinical and professional skills in the implementation and review of the evolving model of care
* Foster and promote a work culture that encourages open and effective communication
* Develop and sustain positive internal and external relationships, including communication and consultation with stakeholders and be able to influence decision making**.**

**All Employees:**

* Comply with Austin Health [policies & procedures](https://austinhealth.sharepoint.com/sites/OPPIC) 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:**

**Personal Qualities**

**Qualifications/ Registrations/ Licenses (italics indicated desirable)**

* Degree of equivalent in an Allied Health discipline
* *Post-graduate qualifications or working towards in a relevant area at Masters degree level or above*
* Registration with AHPRA if applicable
* Eligibility for membership of relevant professional association

**Technical Skills/ Knowledge / Experience**

* Minimum of 7 years’ clinical experience in an acute hospital setting which should include exposure to General Medicine as a senior clinician.
* Familiarity with the issues relevant to the public health care system
* Demonstrated leadership/management approach to change and the ability to engage and influence staff
* High level verbal and written skills
* Ability to identify opportunities for process re-design and to support/ coach staff in the implementation of re-design projects and activities
* Skills in project management, service redesign, and/or business planning

**Capabilities**

Professionalism

* Demonstrates all the attributes that accord with the Austin Heath values
* Demonstrates a high level commitment to ethical practice;
* Understands medico-legal issues associated with clinical care;
* Demonstrates a commitment to profession-led regulation; and
* Demonstrates ability to effectively manage matters of patient safety and quality of care.

Clinical Expertise

* Maintains clinical knowledge, skills and attributes appropriate to their practice;
* Demonstrates expert level of knowledge in regards to the management of the General Medicine population and / or patient population with acute complex care requirements.
* Provides compassionate patient-centred care;
* Demonstrates commitment to quality and safety, together with strategies to address service access.

Scholar/ Teacher

* Demonstrates ability to contribute to the development, dissemination, application, and translation of new Allied Health knowledge and practice.
* Facilitates the allied health education of patients, families, trainees and other health professionals and the community.
* Provides the necessary training and commitment to the supervision, mentoring and assessment of allied health trainees and students as required.

Health Advocacy

* Demonstrates ability to advocate for improvements in health care through involvement in relevant professional bodies and forum.
* Able to respond to individual patient health and educational needs.
* Promotes the maintenance of good health in colleagues.
* Looks after his or her own health and wellbeing.
* Advocates for improvements in health care.

Leadership & Management

* Demonstrates clinical leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation.
* Understands current and relevant allied health workforce issues.
* A record of effective leadership and sound management.
* Well-developed written and oral communication skills particularly in relation to influencing consultation and negotiation.

Teamwork

* Demonstrated ability to work in collaboration with members of interdisciplinary teams and committees
* Capacity to be an effective member of the relevant team, stimulate constructive debate and support colleagues in the achievement of Program objectives.

Communication

* Able to communicate effectively with team members and colleagues.
* Able to communicate effectively and appropriately with patients and families, including those of diverse cultural backgrounds.
* Maintains clinical and administrative documents accurately.
* Facilitates continuity of patient care through effective communication and handover of relevant information.

**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](http://www.austin.org.au/careers/Aboriginalemployment/).

**Document Review Agreement**

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| **Manager Signature** |  |
| **Employee Signature** |  |
| **Date** |  |

**People Management Role-Direct Reports**