

Austin Health

Position Description



Position Title: Acquired Brain Injury, Neurological, Orthopaedic & General Rehabilitation Medicine Physician

Classification:	As per contract
Business Unit/ Department:	Continuing Care/Rehabilitation Medicine
Work location:	Austin Hospital [<input type="checkbox"/>] Heidelberg Repatriation [<input type="checkbox"/> Royal Talbot [<input checked="" type="checkbox"/>] Other [<input type="checkbox"/>] (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022- 2026
Employment Type:	Part-Time
Hours per week:	12
Reports to:	Director Rehabilitation Medicine
Direct Reports:	ABI & Neurological Rehabilitation Registrar, Amputee, Orthopaedic & General Rehabilitation Registrar.
Financial management:	Budget: nil
Date:	March 2025

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

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.

Position Purpose

To provide specialized rehabilitation medicine input to the ABI, Neurological and Orthopedic & General Rehabilitation medicine outpatient clinics. These three clinics accept patient referrals from within Austin Health as well as from the Austin Health community. The clinics provide care to patients experiencing reduced function and disability as a result of ABI, neurological, orthopedic and other medical and surgical conditions. The ABI clinic is a part of the Victorian Statewide ABI services, located at Austin Health and Alfred Health. In addition to patient care, the Rehabilitation Medicine Physician is expected to support and educate the Rehabilitation Advanced trainee Registrars in their rotations through these clinics.

About Rehabilitation Medicine

Austin Health has three campuses- the Austin Campus, the Repatriation Campus and the Royal Talbot Rehabilitation Centre. Clinical consultative rehabilitation services are provided by the department of Rehabilitation Medicine to the whole of Austin Health. Inpatient services are located at RTRC. The department of Rehabilitation Medicine is a part of the Continuing Care division.

Purpose and Accountabilities

Role Specific:

Rehabilitation Medicine Physicians are expected to provide high level Rehabilitation services within their approved scope of clinical practice as part of the Rehabilitation team at Austin Health. As all Rehabilitation Medicine Physicians are expected to be able to provide routine specialist Rehabilitation services and cover “on call” after hours, a minimum level of expertise and set of skills is necessary.

This is a senior medical position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements.

The Acquired Brain Injury, Neurological, Orthopaedic & General Rehabilitation Medicine Physician role involves:

1. Providing comprehensive management of ABI rehabilitation outpatients;
2. Providing comprehensive management of Neurological rehabilitation outpatients;
3. Providing comprehensive management of Orthopaedic & General rehabilitation outpatients;
4. Participating in Rehab Medicine Unit meetings and activities;
5. Providing an on-call service as required;
6. Providing a consultative service to other Units as required;
7. Supervising and teaching the Rehabilitation Medicine Advanced Trainee Registrars and other junior medical staff working in rehabilitation medicine;
8. Assisting the Director in administrative duties as required including the

- development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine;
7. Assisting in the evaluation of the delivery of services and in maintaining quality and risk management initiatives.
 8. Demonstrating a commitment to working as a team member with peer medical, junior medical, nursing, allied health and other clinical staff to provide efficient, safe and quality care across the continuum;

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 by following organisational safety, quality & 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 centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- 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:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Hold a Fellowship of the Australasian Faculty of Rehabilitation Medicine or its equivalent.
- Have appropriate training and experience applicable to the field of Rehabilitation Medicine, including the ability to
 - Diagnose and assess a person's function associated with injury, illness or chronic conditions, to maximise their independence and improve and maintain quality of

life,

- Provide specialist knowledge and expertise in the prevention, assessment, management and medical supervision of a person with a disability,
 - Evaluate medical, social, emotional, work and recreational aspects of function and work with children and adults using an evidence-based collaborative approach with other disciplines, having a unique overview of the skills and expertise of other health professionals, to develop a patient-centred, individualised treatment plan in a range of settings,
 - Manage neurological disorders,
 - Manage musculoskeletal and orthopaedic conditions,
 - Manage acute and chronic pain,
 - Manage cardiorespiratory disorders,
 - Manage other complex or chronic conditions (including chronic fatigue, cancer and burns).
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- Demonstrated commitment to high quality patient care.
 - Demonstrated commitment and ongoing activity in research and/or clinical audit activities.
 - Involvement in teaching and training of medical, technical and nursing staff, including at undergraduate and post-graduate level.
 - Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
 - Demonstrates engagement, teamwork and collaboration.
 - Have demonstrated ability to communicate effectively at all levels.
 - Have demonstrated understanding of, and commitment to Clinical Governance.

Desirable but not essential:

- A sound understanding of information technology including clinical systems.
- Experience in ABI, neurological, orthopaedic and general rehabilitation.

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

We welcome applications from Aboriginal and Torres Strait Islander people. 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	

People Management Role-Direct Reports

ABI, Neuro,
Ortho &
General RMP

ABI & Neuro
Rehab
Registrar

Amps, Ortho &
General Rehab
Registrar