

Austin Health

Position Description



Position Title: Outpatient Amputee & Assessments
Rehabilitation Medicine Physician Leave Cover
Position

Classification:	As per Contract
Business Unit/ Department:	Rehabilitation Medicine
Work location:	Austin Health, Royal Talbot Rehabilitation Centre
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	Part-Time
Hours per week:	12.25 over 2-3 days/week
Reports to:	Director, Rehabilitation Medicine
Direct Reports:	Amputee, Orthopaedic & General Rehabilitation Registrar
Financial management:	Budget: N/A
Date:	27 August 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 the Department of 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

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 position reports to the Director, Rehabilitation Medicine.

The Outpatient Amputee & Assessments Rehabilitation Medicine Physician role has two aspects:

1. To provide Amputee outpatient services and to provide leave cover for the inpatient Amputee, Orthopaedic & General Rehabilitation Medicine Physician as well as providing teaching and supervision to the Rehabilitation Registrar.
2. To provide support to the to Care Coordinators who assess Austin inpatients for suitability for inpatient rehabilitation in the Mellor and ABI wards at Royal Talbot Rehabilitation Centre.

Role Specific:

- Provide comprehensive management of Amputee outpatients and rehabilitation inpatients.
- Participate in Unit meetings and activities.
- Provide an on-call service as required.

- Provide a consultative service to other Units as required.
- Supervise trainees and junior medical staff.
- To assist 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.
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum. Teaching, Training and Research:
- Contribute to the supervision, education and training of junior medical, nursing and other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

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.

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses.

1. 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
2. Provide specialist knowledge and expertise in the prevention, assessment, management and medical supervision of a person with a disability
3. 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
4. Manage neurological disorders (e.g. stroke, cerebral palsy, spinal injury, brain injury, spasticity and MS)
5. Manage musculoskeletal and orthopaedic conditions (including fractures, joint replacements, arthritis, osteoporosis, and sporting injuries)
6. Manage acute and chronic pain (including back, neck and nerve pain)
7. Manage amputations
8. Manage occupational injuries
9. Manage cardiorespiratory disorders
10. Manage other complex or chronic conditions (including cancer and burns)

This will be assumed if the Rehabilitation Physician has a Fellowship from the Australasian Faculty of Rehabilitation Medicine (AFRM) of the Royal Australasian College of Physicians, or equivalent and an ongoing continuous Rehabilitation Medicine practice.

Extended Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Head of Unit* has been completed. This only applies to practice at Austin Health and its campuses. *The Head of Unit is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines.

1. Botulinum Toxin treatment

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty’s scope of clinical practice, please speak to your Head of Unit and refer to the ‘Introduction of a New Technology / Clinical Practice’ policy on the HUB (<http://eppic//Document/1193>).

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
 - Teaching or research
 - Organising audit
 - Clinical governance
 - Other role within Austin Health but outside of the unit/specialty
 - College role

For each area where special expertise needs to be demonstrated Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing 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. Amputee rehabilitation interests strongly encouraged.
- 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.

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	

Amputee &
Assessments
Rehabilitation
Medicine Physician

Amputee, Ortho
& General
Rehabilitation
Registrar