

Position Description

Consultant – Gender Clinic

Classification:	Consultant Physician
Business unit/department:	Medical & Cancer Services Division - Endocrinology Department
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Fixed-Term Part-Time
Hours per week:	3.50 plus 0.01 CST
Reports to:	Sara Baqar
Direct reports:	A/Prof Sara Baqar
Financial management:	Budget: Bus Case - 26.141
Date:	May 2026

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

To provide specialist endocrine leadership and clinical expertise for the Austin Health Gender Clinic. This role is specifically funded to address the increased service demand identified, ensuring timely access to gender-affirming hormone therapy (GAHT) and maintaining clinical throughput for transgender and gender-diverse (TGD) individuals.

- **Clinical Throughput Priority:** Prioritize clinical consultation volume and patient flow to meet Austin Health service demands, ensuring that clinical care pathways remain independent of research recruitment targets.
- **Operational Alignment:** Ensure all clinical activity is directed toward Austin Health’s operational goals. Participation in research is secondary to clinical duties and must be formally approved by the Director of Endocrinology to ensure it does not impact service delivery.

- **Patient-Centered Access:** Focus on the equitable management of the Austin Health Gender Clinic waitlist, ensuring that patient intake and treatment plans are based purely on clinical

About the Directorate/Division/Department

The **Endocrinology Department** sits within Austin Health's Medicine and Cancer Services Division and provides comprehensive specialist care across the full spectrum of endocrine conditions.

The Department has three inpatient beds and manages short-stay admissions through the Emergency Short Stay Unit. Approximately 20–30 inpatients are referred to the unit each week, and the Department's outpatient clinics provide care to more than 4,000 patients annually.

The Department has recognised clinical strengths in diabetes, obesity, men's health, osteoporosis, thyroid disease, metabolic bone disease, lipid disorders, and gender-affirming hormone therapy. It delivers a range of specialist and innovative models of care, including the Rapid Access Diabetes Clinic, Diabetes Clinics, Medical Weight Management, Metabolic Bone, Lipid, Men's Health, Women's Health, General Endocrinology, and Gender Clinic services.

Endocrinology plays an important role in both undergraduate and postgraduate medical education and maintains a strong affiliation with the University of Melbourne's Department of Medicine. It is a recognised training site for advanced trainees in endocrinology, with four accredited registrar positions, including two RCY positions and two core positions. In addition, a registrar funded through the Centre for Research Excellence in Diabetes and Obesity participates in the Department's diabetes clinics and broader unit activities.

The Department also runs a leading endocrine clinical trials unit, with a growing portfolio of investigator-led and industry-sponsored clinical trials. Departmental offices, outpatient clinics, the clinical trials area and laboratory facilities are located within the Endocrine Centre of Excellence on the second floor, East Wing of the Centaur Building at the Heidelberg Repatriation Hospital.

The Department is supported by a highly skilled Diabetes Nurse Education team, which provides comprehensive education and support for adult and paediatric patients living with diabetes, as well as their families and support persons. Services include one-on-one inpatient and outpatient education, insulin pump initiation and management, continuous glucose monitoring support, over-the-phone insulin dose adjustment advice, and support for young adults transitioning between services. The Diabetes Nurse Education team works closely with services across Austin Health and with community partners to provide coordinated, flexible and integrated person-centred care.

Through its integrated approach to clinical care, research, education and service innovation, the Endocrinology Department remains committed to advancing endocrine health outcomes across the community and training the next generation of endocrine specialists.

Position responsibilities

- **Clinical Service Delivery:** Deliver high-quality endocrine assessment and management, specifically targeting the reduction of wait times for TGD patients as outlined in the service expansion goals.
- **Multidisciplinary Leadership:** Work as a core member of the Gender Clinic MDT, providing specialist medical oversight for complex gender-affirming care pathways.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- **Safety and Quality:** Lead the implementation of evidence-based endocrine protocols (WPATH Standards of Care) to ensure the safety and efficacy of hormone therapy initiation and long-term monitoring.
- **Resource Optimization:** Efficiently manage the allocated **0.11 FTE** to maximize patient consultations and contribute to the clinical data collection required for future service sustainability reporting.

Allocation: CST of 0.01 FTE will be formalised for both clinicians.

- **Clinician 1 (Lead/HOU Support):** Will work alongside the Head of Unit (HOU) to review Key Performance Indicators (KPIs), monitor clinic efficiency, and drive the target toward **≥80% utilisation**.
- **Clinician 2 (Consortium Representative):** Will assume responsibility for all consortium-related engagement. This includes attending meetings, managing communications, and reviewing interim documentation to ensure Austin Health's participation in the **TGDICH consortium** is maintained.

Credentialing and Scope of Clinical Practice

- **Formal Appointment:** Appointment is subject to a successful formal credentialing process and definition of the Scope of Clinical Practice by the **Austin Health Appointments and Scope of Practice Committee (ASPC)**.
- **Scope of Practice:** The successful applicant will be credentialed to provide specialist endocrine services within the Gender Clinic, including but not limited to:
 - Initiation and titration of gender-affirming hormone therapy (GAHT).
 - Ongoing monitoring of metabolic and endocrine health for TGD individuals.
 - Clinical oversight of multidisciplinary treatment plans.
- **Compliance:** The practitioner must only perform clinical activities within the scope of practice formally granted by the organization. Any change in clinical requirements or expansion of services will require a formal application for a change in Scope of Practice.
- **Performance Review:** Clinical practice will be monitored through regular performance reviews and peer review processes conducted within the Endocrinology Department.

Selection criteria

Technical & Clinical Expertise:

- **Specialist Expertise:** Experience in the initiation, titration, and long-term monitoring of gender-affirming hormone therapy (GAHT).
- **Clinical Throughput:** Proven ability to manage high-volume clinical workloads with a focus on patient outcomes and waitlist reduction.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- **Equity & Safety:** Deep understanding of health barriers for the TGD community and a commitment to providing culturally safe, affirming care.

Team & Operational Alignment:

- **Departmental Integration:** Demonstrated ability to work cohesively within the **Endocrinology Department's** clinical governance framework and adhere to leadership direction.
- **Service over Research:** A clear preference for working within a **public health service-delivery framework**, prioritizing Austin Health operational goals and patient access over independent research recruitment.
- **Collaborative Professionalism:** Proven track record of maintaining professional relationships that prioritize unified clinical pathways and departmental goals over external interests.
- **Communication:** Exceptional interpersonal skills with the ability to maintain transparent communication channels within a multidisciplinary team.

Professional qualifications and registration requirements

- **Medical Registration:** Unconditional General and/or Specialist Registration as a Medical Practitioner with the **Medical Board of Australia (AHPRA)**.
- **Specialist Fellowship:** Fellowship of the **Royal Australasian College of Physicians (FRACP)** or equivalent specialist recognition in **Endocrinology**.
- **Medical Indemnity:** Maintain appropriate professional indemnity insurance or eligibility for cover under the hospital's insurance arrangements.
- **Continuing Professional Development (CPD):** Demonstrated commitment to ongoing education and meeting the annual CPD requirements of the RACP.

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.
- 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:



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- 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.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future