

# Position Description

## Hospital in the Home and Virtual Care (HITH-VC) Haematologist

<b>Classification:</b>	As per contract
<b>Business unit/department:</b>	Hospital In The Home and Virtual Care
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
<b>Employment type:</b>	Fractional
<b>Hours per week:</b>	As per contract
<b>Reports to:</b>	Primary report: Director, Hospital in the Home and Virtual Care Secondary report: Director, Clinical Haematology
<b>Direct reports:</b>	None
<b>Financial management:</b>	Not applicable
<b>Date:</b>	August 2025

### Position purpose

The Departments of Hospital in the Home and Virtual Care (HITH-VC), and Clinical Haematology, have jointly developed and implemented clinical pathways of care of haematology patients. These pathways are designed to improve both the patient experience, and the efficiency of care, at Austin Health.

To allow for an increase in the number of pathways, and the number of patients per pathway, clinical haematologists will work within the HITH-VC team to deliver patient care and contribute to service improvement initiatives.

Consultant clinical haematologists are expected to provide high level Clinical Haematology services within their approved scope of clinical practice. As all clinical haematologists are expected to be able to provide routine clinical hematology services, medical care within their scope of practice as a physician and may include cover “on call” after hours, a minimum level of expertise and set of skills is

necessary. It is anticipated that this necessary minimum expertise and skillset will be provided by:

- holding Fellowship of the Royal Australasian College of Physicians (FRACP);
- holding certification of FRACP continuing professional development (CPD);
- and holding AHPRA specialist registration in the field of haematology.

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

## About the Directorate/Division/Department

The Department of Clinical Haematology sits within Austin Health's Division of Medical and Cancer Services, and forms part of Austin Health's Olivia Newton John Cancer Wellness and Research Centre. Clinical Haematology provides services for a wide range of haematological conditions in the inpatient, specialist clinic, same-day treatment and home-based care settings. Apheresis and cellular therapies (including autologous and allogeneic stem cell transplantation) form part of the service. A 24-hour consultative service is also provided throughout Austin Health. Close collaboration occurs with Austin Pathology, particularly with the Department of Laboratory Haematology.

The Department has affiliations with other health services within the North Eastern Melbourne Integrated Cancer Service (NEMICS), as well as Mercy Hospital for Women and Grampians Health, and is a member of the Victorian Comprehensive Cancer Centre Alliance. The Department has a large clinical trial and clinical research program, and a close association with the Olivia Newton John Cancer Research Institute.

Hospital in the Home and Virtual Care (HITH-VC) is a multi-disciplinary team providing seven day/week home-based services and aligns with a key direction of providing more care outside the hospital. Within HITH-VC a new model of care has been developed to support higher acuity patients utilising virtual care.

Virtual Care operates to care for patients with cardiac conditions including heart failure, atrial fibrillation and post cardiac surgery care, and haematology conditions, including leukaemia and autologous stem cell transplants, caring for them in their home environment, in a multidisciplinary team setting.

Virtual care provides multidisciplinary support in the home environment, supported by technology (including wearable devices). Primarily, care is provided to patients with cardiac conditions including heart failure, atrial fibrillation and post cardiac surgery care, and haematology conditions, including leukaemia and autologous stem cell transplants, with the patient groups benefitting from virtual support growing and changing over time.



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## Position responsibilities

### General clinical and operational accountabilities

- Clinical responsibilities to be provided as follows on a 1:2 week roster:
  - Provide comprehensive management of allocated patients which may include
    - haematologic malignancies, including but not limited to acute leukaemias and lymphoproliferative disorders;
    - disorders of haemostasis and thrombosis;
    - other haematologic conditions including but not limited to iron deficiency, immune cytopenias, iron overload, haemoglobinopathies.
  - Manage Clinical Haematology patients receiving treatment on specific HITH-VC Haematology care pathways, in conjunction with Haematology Clinical Nurse Consultants (CNCs) and HITH-VC nurses. This includes review of patients in person (with Haematology registrar) or virtually and responding to queries from Haematology CNCs and HITH-VC nurses.
  - Primary contact for caring for Clinical Haematology patients managed on general HITH-VC pathways during work hours (0800-1700 Monday to Friday excluding public holidays).
  - Provide haematologic consult advice during work hours for non-haematology patients managed by HITH-VC (0800-1700 Monday to Friday excluding public holidays).
  - On an agreed schedule in alignment with contracted hours (likely one day per every four weeks) will take part in the roster as HITH-VC consultant of the day including morning huddle and supervision of HITH-VC JMS during business hours including being available via phone to support patient care. This involves the care of general HITH-VC patients (including non-haematology patients) and is supported by HITH-VC infectious diseases physicians, cardiologists and general physicians.
  - To liaise with clinicians from other units to offer comprehensive care.
  - Supervise staff in the delivery of care to patients within the service/unit, ensuring that timely, efficient and high quality care is provided.
- To assist the Director of HITH-VC in administrative duties as required including the development, documentation and review of policies, care pathways and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine. This includes overseeing the governance and development of new specific HITH-VC Haematology clinical pathways in collaboration with Director of Clinical Haematology, Clinical Haematology tumour stream leads, and HITH-VC.
- To assist in the evaluation of the delivery of services and in implementing appropriate quality improvement and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, liaison nursing and other clinical staff to provide efficient, safe and high quality care across the continuum.
- Regular attendance at HITH-VC meetings to support patient care and unit development, including but not limited to weekly HITH-VC Unit Meeting and regular HITH-VC senior medical staff meetings. Regular attendance and participation at Haematology unit meetings.
- Become familiar with both Departments' modes of communication (email, Microsoft Teams) as they relate to patient care and departmental meetings.
- Cover for HITH-VC consultant of the day role on public holidays falling Monday-Friday to be shared amongst HITH-VC consultants. Additional weekend work / on-call arrangements may be required



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as the HITH and Virtual Care services expand, however, these will be discussed prior to implementation and remunerated in addition to weekly hours.

- Participate in appropriately themed clinics relating to the above, including post-clinic patient discussion meetings.

### 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.

## 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/services.

1. Diagnose and treat haematological disorders including supervision of complex chemotherapy (including autologous stem cell transplant) and the management of chemotherapy related complication such as febrile neutropenia, mucositis or bleeding
2. Understand the principles and the interpretation of a wide range of laboratory procedures, based upon a sound knowledge of the basic sciences, the relevant aspects of biochemistry, genetics, immunology, pathology, pharmacology, and pathophysiology

*This will be assumed if the Clinical Haematologist has a Fellowship of the Royal Australasian College of Physicians in Clinical Haematology or equivalent and an ongoing continuous practice in this specialty.*

**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 Director of Haematology.

*The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.*

1. Allograft – Bone Marrow Transplantation

For this position, having extended scope of clinical practice for “Allograft- Bone Marrow Transplantation” is desirable but not essential.



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**Emergency/Life threatening situation** – In a medical emergency situation, any medical staff member who is credentialled 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.



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## Selection criteria

### Essential knowledge and skills:

- A commitment to Austin Health values.
- Appropriate training and experience applicable to the field of Clinical Haematology.
- Demonstrable commitment to high quality patient care.
- Demonstrable commitment to engagement, teamwork and collaboration.
- Demonstrable 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).
- Demonstrable ability to communicate effectively at all levels of seniority and with all craft groups.
- Demonstrable understanding of, and commitment to, Clinical Governance.

### Desirable but not essential:

- Prior experience in home-based care and/or delivering HITH or virtual care services.
- Prior experience in health service leadership.
- A sound understanding of information technology including clinical systems.
- Participation in health service meetings related to safety and quality.
- Experience with developing policies and procedures for health services.
- Prior involvement in clinical trials.
- Prior involvement in translational research.
- Experience in advanced practice of Clinical Haematology, including (but not limited to):
  - Complex decision making in the care of patients with blood cancers.
  - Complex decision making in end-of-life care.
  - Engineered cellular therapies such as chimeric antigen receptor cell therapies.
  - Complex haemostasis and thrombosis practice.



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## Professional qualifications and registration requirements

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal Australasian College of Physicians or equivalent.

## 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:

- 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.



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## 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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