

Position Description

Community Geriatrician

Classification:	As per contract
Business unit/department:	Continuing Care
Work location:	Austin Hospital <input checked="" 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:	Sessional
Hours per week:	As per contract
Reports to:	Director of Geriatric Medicine, Continuing Care
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	May 2025

Position purpose

The Consultant is responsible for working effectively and efficiently with the multidisciplinary team, and for ensuring the right patient receives the *right care* at the *right time* in the *right environment*, mindful of patient choice and efficient and clinically appropriate utilisation of health resources. As part of a multidisciplinary team you have shared responsibility for quality patient negotiated outcomes

Community beds are managed under several programs including

- the Better@Home-Subacute model (Geriatric and Rehabilitation led streams)
- New Better@Home-Acute program-
- a residential home focused InReach-Admitted (admitted in the RACH) program
- Transition Care Program in both the community and residential care

Better@Home - Acute pilot is a new 4-6 bed program apart of the continuing care division. Our goal is to help more older people who present to the Emergency Department (ED) access the care they need in the right location—at home instead of in hospital whenever possible. We recognize that many older patients can be safely and effectively managed in their own homes with the right supports in place.

The Better@Home Acute team will consist of a dedicated team with specialist knowledge in managing the complexity of multiple medical conditions in frail older patients. The team will provide individualised care plans, tailored interventions, and ongoing support to optimize health outcomes and reduce the risk of unnecessary hospital admissions

The other Community Programs offered include an Aged Care Assessment Service (ACAS), the integrated Health Independence Program (HIP, including Older Persons' Complex Care/OPCC).

There is a suite of complex care focused specialist clinics located at both HRH and Royal Talbot, including an overarching Geriatric Medical Clinic, a Rapid Access Geriatric Medicine Clinic, the Cognitive, Dementia and Memory Service (CDAMS), Continence Clinic, Wound Clinic, and Falls and Balance Clinic.

About the Directorate/Division/Department

Many of the Geriatric focused inpatient bed and clinic-based services offered by the Continuing Care Division are located at the Heidelberg Repatriation Hospital. An Aged Care medical inpatient consultancy service, liaison services including Orthogeriatrics Geriatrician in the Emergency Initiative (GEDI), and the Hub for InReach and Better@Home are located at the Austin Hospital campus. Many of the rehabilitation services including the statewide services are located at the Royal Talbot campus.

Continuing Care Inpatient Services consist of two Rehabilitation/Geriatric Evaluation and Management (GEM) wards (Wards 11 & 12), an Acute Geriatric Medical unit (Ward 10), and a further inpatient unit (Ward 9) incorporating a secure GEM with a focus on Cognitive Assessment and Management (CAM).

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Position responsibilities

Role Specific:

- Responsible for the delivery of clinical care for patients managed under the Residential InReach, Better@Home-Subacute and -Acute programs, and GEDI (Geriatric ED Innovation)
- Responsible for the reporting of activity and care outcomes (including mortality/morbidity) for Residential InReach, Better@Home and GEDI
- Responsible for the admission, management and safe discharge of patients.
- Work collaboratively with your fellow team members (senior medical staff, junior medical staff, allied health, nursing and other staff) to provide efficient, safe and quality care.
- Facilitate excellent communication and liaison with other staff, general practitioners and other community providers involved in patient care.
- Complete appropriate documentation in the patient's hospital record. Entries should be legible, timely, regular and comprehensive so as to document important changes or decisions, and ALL entries must be dated, designated and signed physically or electronically depending on the model of medical record in use in that environment.



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- Communicate clearly and simply with patients and their families and carers, around the basis of diagnosis, course of disorder and proposed treatment options in a way that ensures understanding and empowers involvement in decision making regarding their care.
- Participate in relevant Unit quality activities, programs and rosters as requested, including weekly mortality/morbidity audits.
- Attend and participate in mandatory training requirements coordinated by the assigned Unit or Hospital.
- Actively participate in case discussion and discharge planning, so that timely decisions are made, and the active caseload is well managed for optimal function of the team
- Contribute to positive engagement with our key stakeholders including local General Practitioners, residential aged care facilities and local primary healthcare providers and deepen their understanding of what the Austin service can offer, enabling efficient and effective communication and care
- Provide good communication of management plans with carers, primary care providers and RACH / Community provider staff, with the aim of managing future recurrent issues or pre-emptively planning for future changes, such as palliative care measures where ongoing deterioration is expected within a declining trajectory
- Participate in weekend and evening cover roster as required (including in-person ED rounds on weekends for GEDI program)
- Work cohesively with the team and share the caseload evenly where possible
- Be proactive where possible, respond to staff concerns in a manner that is consistent with the Austin Health values, and foster a culture of great teamwork and collaborative spirit, supporting the engagement, training and wellbeing of the team and wider service

Selection criteria

Essential skills and experience:

- ☐ A commitment to Austin Health values.
- ☐ 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.
- ☐ Completed or working towards career development and/or higher qualifications including leadership and innovation

Professional qualifications and registration requirements



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- ❑ 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.
- ❑ Have completed appropriate training and experience applicable to the field of Geriatric Medicine.

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.

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.



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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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