

Austin Health

Position Description



Position Title: Geriatrician

Classification:	As per contract
Business Unit/ Department:	Continuing Care
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment Type:	As per contract
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

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Better@Home, InReach, Transition Care in both residential care and community, Hospital in the Home and community-based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 11,000 staff across its sites and delivers a full range of leading-edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, Acquired Brain Injury services, respiratory support service, and child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and home services. The current annual operating budget is more than \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team oriented and stimulating work environment. Austin Health's current vision is to change healthcare for the better through world class research, education, and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve, and we shape the future. www.austin.org.au/about-us

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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).

Community beds are managed under several programs including

- the Better@Home-Subacute model (Geriatric and Rehabilitation led streams) and 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

The 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.

The Medical and Cognitive Research Unit (MCRU) is located at the Heidelberg Repatriation Hospital Campus of Austin Health and is tiered within the Continuing Care Clinical Service Unit under the Aged Care Services. It is the largest dementia clinical trials centre in the southern hemisphere, and one of the largest in the world. MCRU has a strong and successful history in conducting numerous clinical trials in various neurodegenerative disorders, with a majority of the trials focusing on Alzheimer's Disease

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

Role Specific:

- Responsible for the delivery of clinical care for patients managed under the Residential InReach, Better@Home-Subacute and -Acute programs, and GEDI.
- 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.
- 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 RACF / 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

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub):
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

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. Acute medical care of the older patient. The approach of the geriatrician will reduce the incidence of post-acute syndrome and functional decline associated with hospitalisation
2. Management of geriatric syndromes - disorders characterised by the combination of age-related changes, accumulated pathology, polypharmacy, and acute illness reducing the threshold for the occurrence of falls, delirium, and incontinence
3. Pharmacology and polypharmacy issues in the management of older people
4. Acute and long-term management of neurodegenerative disorders and stroke in the older person
5. Coordination and management of the rehabilitation of the older person who, as a result of an acute medical or surgical problem, has suffered a functional decline
6. Specialist care for the older person with complex or multifactorial problems in the community setting
7. Assessment of the care requirements for the older person who may require community or residential care

This will be assumed if the Geriatrician has a Fellowship of the Royal Australasian College of Physicians (FRACP) through completion of Advanced Training under the auspices of the Australian Specialty Training Committee (STC) in Geriatric Medicine or the New Zealand Specialist Advisory Committee (SAC) in Geriatric Medicine 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 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. Urodynamic studies

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
OPPIC Document ID: 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).
- Current Fellowship of the Royal Australasian College of Physicians or equivalent.
- Have completed appropriate training and experience applicable to the field of Geriatric Medicine.
- 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

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

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aborigineemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	