

# Austin Health Position Description



## Position Title: Residential InReach Doctor / Unaccredited Medical Registrar – Residential InReach/Better@Home

Classification:	Registrar
Business Unit/ Department:	Geriatric Medicine
Work location:	Austin Health [x] Heidelberg Repatriation [x] Royal Talbot [x] Other [x] (community)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
Employment Type:	Casual
Hours per week:	as per unit roster
Reports to:	Unit Heads and Consultants, and Chief Medical Officer through the MWU
Direct Reports:	Director, Geriatric Medicine, Clinical Supervisors for rotation
Financial management:	Budget: NIL
Date:	July 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 Austin Health Aged Care Services

Better@Home is a DHHS-supported initiative to support more healthcare within patients' homes where appropriate and supported by the patient, through use of home-delivered and virtual care.

The Austin Health Better@Home program includes Residential InReach and Better@Home-Subacute (Geriatric Evaluation and Management/Rehabilitation in the home).

The Better@Home-Subacute program aims to provide person-centred comprehensive, multidisciplinary care in the patient's residence as an alternative to inpatient care, including daily nursing, allied health and/or medical review.

The Residential In-Reach Service (RIR) is staffed by Clinical Nurse Consultants and Doctors from the Geriatric Medicine team for the purpose of reviewing aged care residents within their facilities, providing a timely, person-centred management approach for acute medical conditions. The service also may provide consultation to Austin Health inpatients who are residents of Aged Care Facilities.

The RIR service can:

- Provide acute assessment and intervention in Residential Aged Care Facilities (RACF), reducing the need for ED presentation
- Provide short-term follow-up of acute treatment post ED and hospital discharge
- Assist with palliative care and Advanced care planning in consultation with Community Palliative Care Services
- Administer IV/IM Antibiotics, sub cut fluids, suture wounds, facilitate X-Rays & Ultrasounds – all within the RACF
- Coordinate Trail of Voids, emergency IDC & SPC changes and PEG changes
- Facilitate Geriatrician review in RACFs for residents with complex healthcare needs, changed behaviours or who require medication review.
- Triage and commence initial management of unwell residents who may benefit from hospital intervention, expediting transfer to the emergency department, or directly to Ward 10 (Acute Aged Care Ward).
- Refer appropriate patients to Hospital in the Home (HITH) for continuation of management for certain conditions (e.g. cellulitis, pneumonia).

This service is not designed to replace the routine medical care delivered by the local doctor, but rather bridge a gap when access to the local doctor is unavailable, or when the resident would benefit from specialty Geriatrician support.

The Residential In-Reach Service is available 7 days a week, currently providing service 0800-2000 Monday – Friday, and 0900-1700 on weekends and Public Holiday.

This service sits under the governance structure of the Continuing Care Division. The majority of the services offered by the Continuing Care Division are located at the Heidelberg Repatriation Hospital. An Aged Care medical inpatient consultancy service is also located at the Austin Hospital.

Continuing Care Inpatient Services consist of two Rehabilitation/Geriatric Evaluation and Management (GEM) wards (Wards 11 & 12), a 24-bed Acute GEM unit (Ward 10), and a further inpatient unit (Ward 9) incorporating an 8 bed Cognitive Assessment and Management (CAM) Program and 16 GEM beds, and the Better@Home-Subacute program.

Referrals to Wards 10, 11 & 12 are primarily from the acute wards at the Austin Hospital but may also come from the Emergency Department, community (including residential aged care facilities) or other health care facilities.

The Community Programs offered include an Aged Care Assessment Service (ACAS), Transition Care Program and the and integrated Health Independence Program (HIP, including Older Persons' Complex Care/OPCC), and Residential InReach services (formerly Outreach/ROS).

Our Ambulatory Services further include the Health and Rehabilitation Centre (HRC), SACS-funded Allied Health Service, Continence Service, Memory Service, Wound Clinic, Falls and Balance Service and Medical and Cognitive Research Unit (MCRU). There is also an overarching Geriatric Medical Clinic.

## Purpose and Accountabilities

### Role Specific:

- Responsible for the admission, management and safe discharge of patients of the Residential InReach and Better@Home services.
- Work collaboratively as a team member with senior medical staff, junior medical staff, nursing and other staff to provide efficient, safe and quality care.
- Facilitate excellent communication and liaison with other staff, general practitioners and others 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.
- 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 about 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.
- Specifically, this role will provide support for Better@@Home-Subacute inpatients and InReach, including the acute medical care of patients who normally live at home or in residential aged care settings, with a strong emphasis on delivering person-centred care, and delineating the goals of treatment in consultation with the person and their medical treatment decision makers
- 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 local residential aged care facilities and local primary healthcare providers and deepen their understanding of what the Better@@Home and InReach service can offer
- facilitate better transitions between the hospital and RACF interface in both directions, with the aim of planned transfers and direct admissions where possible, and optimized discharge planning from the wards where possible, including consults for residents in hospital wards or Emergency Department
- provide good communication of management plans with primary care providers and RACF 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 with a declining trajectory
- participate in weekend and evening cover roster as required
- work cohesively with the team and share the caseload evenly 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

#### **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 principles 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.

## Selection Criteria

### Essential Knowledge and skills:

- A commitment to Austin Health values.
- Appropriate tertiary medical qualification.
- A minimum of three years' post-graduate experience as a medical practitioner.
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Dedication to delivering excellent service – to patients, all colleagues (nursing, medical, managerial, support staff), GPs and other contact points.

### Desirable but not essential:

- Completed FRACP examinations and/or intention to undertake training in a specialty relevant to the rotation (e.g. Geriatric Medicine, General Medicine, Neurology)
- 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

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	