

Position Description

Locum Geriatrician – Department of Geriatric Medicine

Classification:	As per contract
Business unit/department:	Continuing Care Medical
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
Employment type:	Casual
Hours per week:	As required
Reports to:	Divisional Medical Director Continuing Care and Aged Care
Direct reports:	N/A
Financial management:	N/A
Date:	1/12/2025

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

The geriatrician will provide high quality, patient-centred care for older adults across various services within the unit. The role will actively contribute to case management, discharge planning and collaborative multidisciplinary teamwork to optimise patient outcomes.

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 Austin@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 semi shared care model and 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 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 most of the trials focusing on Alzheimer's Disease.

Position responsibilities

General (Geriatrician):

- Complete appropriate documentation in the patient's hospital record. Entries should be legible, timely, regular and comprehensive 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 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.
- 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 and the Acute Medical Unit)
- Work cohesively with the team and share the caseload evenly where possible



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- 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 Austin Intranet/OPPIC
- Report incidents or near misses that have or could have impact on safety - participating 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, because 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, 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.



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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

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
 - o Teaching or Research
 - o Organising audit
 - o Clinical governance
 - o other role(s) within Austin Health but outside of the unit/specialty
 - o 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 acceptable standards outside organisations credentialing requirements.

Selection criteria

Essential skills and experience:

- Demonstrated experience in teaching, and supervision
- Successful completion of all PMCV and Advanced Training Supervisor Training modules
- 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 with membership of the ANZSGM
- 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.
- Demonstrated ability to communicate effectively at all levels.
- Demonstrated understanding of, and commitment to Clinical Governance.



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Desirable but not essential:

- Holding or working towards a relevant higher qualification e.g. Grad Cert, Masters or AFRACMA
- A sound understanding of information technology, including clinical systems with willingness to embrace AI to the betterment of patient care.

Professional qualifications and registration requirements

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

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



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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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