Position Title:	**Physician – General Medicine (GH at Home)**
Campus:	Ballarat
Directorate:	Operations
Department:	Clinical Hospital Without Wall
Reporting to:	Clinical Directors of Hospital Without Walls General Manager Medical and Clinical Programs
Direct Reports:	Advanced Trainee Medical Registrar, Basic Physician Trainees, Medical Interns, Medical Students
Appointment Terms/Conditions:	As per schedule A
Classification and Code:	Based upon years' experience/hours worked as per AMA agreement.
Enterprise Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA_ASMOF) Single interest Employers) Enterprise Agreement 2022-2026

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Grampians Health - Ballarat as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians across an area five times the size of Greater Melbourne. We employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over $700m.

Collaboration *We are stronger together.*	***Compassion*** *We show that we care.*	***Accountability*** *We do what we say and say what we do.*	***Respect*** *We appreciate and value all people.*	***Innovation*** *We adapt and innovate to achieve best outcomes.*
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

Reporting to the Clinical Directors of Hospital Without Walls to provide clinical expertise in the management of General Medical Services primarily in the GH at Home program at Grampians Health. In addition, provide clinical leadership that assists with strategy and direction, clinical safety, quality, and clinical performance of the GH at Home program.

As a part of the General Medicine team, drive strategy and direction, clinical safety, quality, and clinical performance within their areas of responsibility as summarised below:

- General medicine duties include daily GH at Home patient reviews and attendance at GH at Home clinics for in person reviews.
- Medical assessment and planning for patients to be admitted to GH at Home direct from the inpatient wards and emergency department.
- Discharge planning for complex patients in conjunction with the GH at Home multidisciplinary team and in liaison with inpatient services, including medical and surgical specialties.
- Development of policies and procedures that enable the development of a safe, high quality and successful GH at Home program.
- Supervise Advanced Trainee, General Medicine registrars and other junior staff and students.
- Building and maintaining effective relationships and collaborations with other clinical services, and other directorates across Grampians Health - Ballarat is also pivotal to ensure the achievement of strategies within the services that are consistent with the Grampians Health Strategic Plan and Clinical Services Plan.
- Lead by example and consistent with Grampians Health values, a team of highly experienced and qualified people to achieve the best from them in the interests of safe, high-quality care for patients.
- Work to ensure optimal patient handover at all care transition points and proactively monitor staff workloads, especially after-hours to identify and respond to service shortfalls.
- Optimise patient care within the Medical Services and Grampians Health services more broadly through high levels of clinical engagement, collaboration and effective relationships across Grampians Health programs and sites.
- Join a unified general medical unit partnering across the medical units, medical NUM/ANUMs, allied health and bed managers to drive strategies that improve patient care, outcomes, patient flow and enhance patient experience within the Medical Services and across Grampians Health - Ballarat

- Ensure teamwork across Grampians Health - Ballarat particularly through an approach that considers inpatients/ consultative/ MET and outpatient loads, leading equitable patient load levelling across teams and service innovations including but not limited to ward-based teams.
- Ensure a consistent, standardised evidence-based approach to the development and execution of standards and practice guidelines within the service and across sites in relation to quality, safety and risk management including the development of an appropriate repertoire of procedural skills across trainees within general medicine and minimisation of re-admission to general medicine.
- Maintain clinical practice in a field relevant to the service – **General Medicine GH@Home**

KEY ACCOUNTABILITIES

- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the Grampians Health integrated risk management and quality improvement systems by being aware of responsibilities to and identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health - Ballarat, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health - Ballarat.
- At Grampians Health - Ballarat we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees
- Grampians Health is committed to a patient/client-centred approach in the provision of health care and services, consistent with the Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient-centred care in every interaction with patients, carers and colleagues.

In collaboration with the Clinical Directors HWOW and Head of General Medicine, the physician will:

- Embed and continually enhance a culture of multi-disciplinary, patient-centred care and ensure that patients and staff are at all times treated with dignity, courtesy, respect and kindness.
- Use best endeavours to ensure that avoidable patient adverse events are eliminated.
- Ensure that all patient deaths and adverse events are appropriately reported and undergo rigorous peer review through a comprehensive Mortality and Morbidity review system for the Medical Services
- Promote a transparent and open culture of reporting which encourages clinical staff to learn from the mistakes of others and themselves.
- Collaborate with other Services and Directorates to develop consistent, evidence-based clinical standards and practice guidelines across Grampians Health
- Represent Grampians Health as required with external agencies and internal committees/departments.
- Actively participate in the effective functioning of the Medical Services and ensure adverse performance is addressed immediately.
- As well as any other duties as requested from time to time.

KEY SELECTION CRITERIA

Qualifications and experience

- Specialist registration with AHPRA
- Fellowship of the Royal Australasian College of Physicians (FRACP) or equivalent.
    - Recognised qualification and training in General medicine
- Experience in At Home services, including but not limited to Hospital in the Home service, is desirable.

Technical/Professional Knowledge and Skills

- Evidence of continuing medical education that supports credentialing to the position and is consistent with the scope of practice requirements of the position.

Work Environment

- Sound clinical knowledge, experience, and expertise in General medicine.
- Exemplary clinical skills in the assessment and management of General medicine patients
- An ability to work and make clinical decisions independently.
- A commitment to provide high-quality clinical care.
- Focus on continuous improvement and quality of care analysis.

- Demonstrated ability to lead high-performing teams and individuals and address under-performance issues as they arise.
- *Ad hoc participation on the On-Call and General Medicine Ward Service Roster, weekday evenings and weekend can be negotiated.*

Personal attributes

- High-level interpersonal and communication skills and ability to work within a multidisciplinary team.
- Ability to adapt to new situations and maintain positivity and self-care.
- An affinity and ability to lead strategic, human resource and clinical processes.
- Demonstrated ability to lead high-performing teams and individuals and address under-performance issues as they arise.
- Ability to adapt to new situations and maintain positivity and self-care.

Interpersonal skills

- Excellent communication and interpersonal skills, both written and verbal
- Demonstrated commitment to teaching and supervision.
- Demonstrated commitment to Ballarat and the Grampians Region

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.

- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing, and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.
- Management may alter this Position Description when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.