

Position Title: Consultant Physician in Geriatric Medicine

Campus: Grampians Health – Ballarat Acute, ED and Subacute

Directorate: Chief Operating Officer Hospitals

Department: Medicine & Continuing Care

Reporting to: Director of Continuing Care Services (GH) and Program Director Medicine and Continuing Care GH

Direct Reports: Junior medical staff allocated to Geriatric Medicine

Appointment Terms/Conditions:

Classification and Code: Medical Specialist Year 1-9 (HM33- HM41) or Fractional Specialist Year 1-9 - dependent on contracted hours

Enterprise Agreement: AMA Victoria - Victorian Public Health Sector - Medical Specialists Enterprise Agreement

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 Ballarat Health Services 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 and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m. Across our campuses we have over 330 acute beds with over 75 000 presentations to our emergency departments each year.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
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.

GERIATRIC MEDICINE AT GRAMPPIANS HEALTH

The general and subspecialty internal medicine service is expanding across the Grampians Health region. Our general medicine and subspecialty medicine units are supported by local and metropolitan Basic Physician and Advanced trainees. Subspecialties providing weekday and on-call services include cardiology, oncology, haematology, nephrology, infectious diseases and respiratory. General Medicine also provides a peri-operative service and an orthogeriatric service in conjunction with geriatric medicine.

Since the amalgamation of Grampians Health, Geriatric Medicine has experienced a period of rapid expansion with the commencement of Geriatrician medicine in the Emergency Department and increasing involvement in acute care through the acute geriatric consult service, HELP and the upcoming ACE program, and greater input in aged care through the expanding residential in reach program.

Geriatric medicine provides comprehensive services including CDAMS, Gait and Balance, Continence, Complex Geriatrics clinics, Aged Care at Home, and GEM on Acute, as well as providing leadership to multidisciplinary teams and complex discharge planning across Grampians Health.

Geriatric medicine has 34 GEM beds across Grampians Health. Grampians Health has 663 residential care beds and is currently the largest provider of Public Sector Residential Aged Care in Australia.

POSITION PURPOSE

To deliver an appropriate level of Consultant Physician Services consistent with the GH Strategic and Clinical Service Plans for patients with Geriatric Medicine and, Complex Care needs. Geriatrics at Grampians Health operates across the acute service, subacute, ED and community programs.

To promote the role of Geriatric Medicine in the Continuing Care Services which is team environment and in partnership with the other service elements within GHS and the whole Grampians Region.

As a senior member of the Continuing Care Services, the appointee will provide leadership in achieving and upholding the Grampians Health Services Mission, Vision and Objectives.

The Consultant Physician in Geriatric Medicine will work closely with clinicians across the region to assist in the ongoing development and delivery of effective community-based services. This role will include elements of education, collaborative strategic planning, preparation of written materials, policies and procedures, quality improvement processes, and patient consultation.

KEY ACCOUNTABILITIES

Key responsibilities and duties

- Clinical management of unit patients and the supervision of and adequate documentation of their care
- Ensure that information obtained from various sources is thoroughly and promptly correlated and recorded in the medical record, in an appropriate and ongoing manner, from the initial assessment, treatment, clinical progress and investigations, and succinctly summarised at the time of discharge
- Initiate, implement and monitor management of patients under supervision, incorporating the appropriate testing and investigation
- Regularly review patient objectives, interpreting physical and mental status, including the development and communication of a discharge plan from the time of admission
- Counsel and support patients, carers and their families
- Foster rapport and good communication using appropriate language, written or verbal, with the patient and other parties as required, including contact with the referring Medical Practitioner;
- Coordinate and facilitate allied health services
- Appropriately liaise with all staff involved in the care of the patient, including communication and referrals necessary for ongoing care post-discharge
- Ensure compliance with best practice according to available evidence
- Continually update and extend personal medical knowledge and skills
- Participate in Quality Improvement activities and review of clinical processes, policies or procedures

- Perform other duties as agreed to and as required on occasions by the Chief Medical Officer or delegate
- Present an appearance and demeanour of professionalism at all times

Leadership and Management

- Help create and maintain an environment, which values and promotes quality care, by providing a high standard of service and support to key stakeholders, including patients and their families and internal and external customers.
- Supervise and educate junior medical and non-medical staff in patient assessment and management where appropriate.
- Contribute to the development of appropriate policies and procedures, in conjunction with other members of the clinical team.
- Participate in relevant committees and meetings as required.

Continuum of Care

- Practice medical responsibilities in accordance with the ethical requirements of the Medical Practitioners Board of Victoria.
- Perform clinical duties including inpatient, outpatient and community services
- Communicate any significant change in patient's condition to the responsible consultant and / or take appropriate action.
- Coordinate patient care and welfare, and liaise with nursing, diagnostic and allied health departments and other health services for the comprehensive care of patients.
- Provide ongoing support and information to the patient and family (where appropriate)
- Actively participate in case conferences and family meetings and document same in clinical notes.
- Communicate with the patient about their management; communicate with relatives concerning the patient's condition after obtaining the patient's consent or the immediate family if the patient is unconscious or otherwise unable to comprehend.
- Compliance with all GHS Policies and Procedures.
- Adherence to infection control policies and procedures as identified the Grampians Health Services Infection Control Manuals.
- You must ensure that the affairs of Grampians Health Services, 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 Services.
- GHS is committed to a patient/client centred approach in the provision of health care and services, consistent with the GHS 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.

KEY SELECTION CRITERIA

Qualifications

- MBBS or equivalent degree enabling registration with AHPRA.
- Medical registration in the State of Victoria and holding Fellowship of the Royal Australasian College of Physicians or equivalent where other qualifications are recognized by the Royal Australasian College of Physicians as equivalent or through College faculty membership.
- Recognized qualifications and training in Geriatric Medicine.
- Completed formal clinical training in Geriatric Medicine
- Demonstrated appropriate level experience and skills in the medical assessment and clinical management of patients

Technical Knowledge and Understanding

- Sound knowledge of human biology and its alteration in acute and chronic disease.
- Detailed knowledge of the investigation and management of acute and chronic medical disorders.
- Understanding of the impacts of illness, disability and handicap on individuals and their family.
- Understanding of and respect for the professional roles of the broad health care team in the care of patients.
- Understanding of the impact of illness on a patient's life.
- Knowledge of internal and external resources available for patients and carers.
- Knowledge of quality activity procedures.
- Understanding of ethical issues, including confidentiality, medical ethics and medico-legal aspects.
- Understanding of research and scientific methods

Skills

- The ability to lead a multidisciplinary team to achieve clearly documented patient and team goals of therapy within a reasonable and transparent timeframe.
- Ability to operate effectively at a senior clinical level
- Ability to meet agreed goals and objectives
- Ability to develop and motivate staff
- Demonstrated patient management, technical and physical examination skills
- Ability to establish a positive relationship with all patients
- Excellent written and verbal communication skills
- Ability to communicate and problem solve and goal set in a multidisciplinary meeting
- Ability to manage terminal illness and bereavement
- Ability to assess new medical knowledge and its application
- Ability to work effectively as a team member with other health professionals

Personal attributes

- Honesty and compassion
- Flexibility and willingness to adjust to changing circumstances
- Respect for others, with non-discriminatory and non-judgmental attitudes
- Positive work habits, including self-education and reflective practice
- Ability to work as part of a team as well as independently.
- High level interpersonal and communication skills
- Evidence of on-going professional development to continually update medical knowledge and skills
- Thorough understanding of the relevant legislation pertaining to Medical Officers

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 if and 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.