



Geriatric Medicine Registrar

DIVISION	Integrated Care Services
TEAM	Geriatrics, Rehabilitation and Palliative Care Medicine
CLASSIFICATION	Relevant to year of experience
REPORTS TO	Professional: Clinical Director/ Unit Head Operational: Medical Workforce Unit
STAFF CAPABILITY STATEMENT	Please click here for a link to staff capabilities statement

BENDIGO HEALTH

With more than 4,000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health Care Group, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 44,000 inpatients, triages more than 50,000 emergency attendees and welcomes more than 1,400 new born babies in a year. In addition more than 13,000 operations are performed in our operating theatres and more than 80,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

OUR VISION

Excellent Care. Every Person. Every Time.

OUR VALUES

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

THE INTEGRATED CARE SERVICES DIVISION

The Integrated Care Services Division provides a wide range of services to patients/clients and their families across the Loddon Mallee Region.

Our services include:

- Rehabilitation & Geriatric Medicine
- Palliative Care
- Residential Care
- Outpatient Rehabilitation Service
- Community Programs
- Community Dental Services
- Health Promotion
- Pastoral Care
- Volunteer Services
- Aboriginal Hospital Liaison
- Diversity
- Community Participation
- Allied Health

THE GERIATRIC, REHABILITATION AND PALLIATIVE MEDICINE UNIT

The Geriatric, Rehabilitation and Palliative Medicine Unit Consultant staff include 6 Geriatricians, 2 Rehabilitation physicians and 3 Palliative Care physicians who work closely with junior medical staff and a broader multi-disciplinary team to provide inpatient, ambulatory and community services in Bendigo and across Loddon Mallee region.

In 2021, Bendigo Health will have five Geriatric Medicine registrar positions.

Two of these will be Rotational registrars from Austin Health:

- One Geriatric medicine (GEM Unit) BPT registrar who is rotated from the Austin Hospital each term ; and
- One Geriatric Medicine on Acute (GMOA) unit AT Registrar on the acute medical wards.

THE POSITIONS

This position description covers the three Geriatric Medicine registrar positions to be employed by Bendigo Health for the year 2020-2021.

Each of the Bendigo Health appointed Registrars will rotate through two of the following terms in the year:

- GEM Unit Geriatric Medicine registrar;

- Orthogeriatric Service Geriatric Medicine registrar who will also provide provide consultation reviews to older adults in Surgical Services; and
- Community Geriatric Medicine registrar who provides a service to a third, smaller GEM hospital inpatient unit, as well as patients in the community, Transition Care and GEM@Home Programs

Term allocation will be negotiated with each registrar dependent on their individual training needs, as well as organisational requirements.

Each unit is supported by either an intern or an HMO and it is the expectation that the registrar will supervise, train and support their junior medical staff.

It is expected that all registrars will work in at least one Geriatric Medicine clinic each week dependent on their training needs across the year. The selection of clinic assignment will be negotiated with each registrar and may include any of CDAMS, General Geriatric Medicine, Geri-Connect Telehealth service, Falls and Balance or Continence clinics.

The roles are all 42-45 hours per week, including infrequent weekend shifts, but no overnight cover.

It is an expectation that trainees attend the fortnightly Victorian Geriatric Medicine Training Program Thursday afternoon sessions, and other Northern Alliance of in-house training activities, including an organised registrar training program.

A Unit Handbook is available for each position.

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to the link at top of page.

KEY RESPONSIBILITIES AND DUTIES

- Clinical management of patients and the supervision of, and adequate documentation regarding their medical care.
- Initiate, implement and monitor management of patients under supervision, incorporating the appropriate testing and investigation.
- Thoroughly and promptly correlate and record in the medical record the information obtained from its various sources, in an appropriate and ongoing manner, from the initial assessment, treatment, clinical progress and investigations, and to succinctly record this in discharge summary at the time of discharge.
- Foster rapport and good communications using appropriate language, written or verbal, with the patient and other parties as required; including contact with the referring Medical Practitioner.
- Use technology appropriately, with cost benefit and potential patient benefit and complications considered.
- Appropriately liaise with all staff involved in the care of the patient, including communication and referrals necessary for ongoing care post-discharge.
- Perform certain procedures, under supervision as appropriate.

- Regularly review patient objectives, interpretative, physical and mental status, including the development and communication of a discharge plan from the time of admission.
- Counsel and support patients and their families.
- Fulfil duties as outlined in the Duty Roster of the post undertaken.
- As a representative of the Hospital and the Medical Profession, present an appearance and demeanour of professionalism at all times.
- Continually update and extend personal medical knowledge and skills, regularly attend Clinical Meetings and remain familiar with current medical literature.
- Participate in Divisional/Department/Unit Quality Improvement activities.
- Participate in teaching and educational activities as required.
- Perform other duties as agreed to and as required on occasions by Medical Administration in relation to cover of other registrars due to illness, bereavement or patient transfer.

Professionalism

- Engage in critical thinking and take an evidence-based approach to medicine
- Recognise own limitations and practise within the appropriate clinical scope
- Seek help and escalate patient care to a more senior level when needed
- Take responsibility for ensuring that factors such as fatigue, illness and stress in self and other staff do not adversely affect patient outcomes.

Learning

- Build on prior clinical experience as the basis for future independent professional practice.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

GENERIC POSITION REQUIREMENTS

Code of Conduct

The Victorian Government's Code of Conduct is binding on all Bendigo Health Care Group staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with Policies and Procedures

All Bendigo Health Care Group's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety

Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control

Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in the Group's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality

All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement

Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

KEY SELECTION CRITERIA

Qualifications

- MBBS or equivalent degree with current General Registration with AHPRA
- At least 3 years post-graduate experience
- Current membership of the College training program

Specialist Expertise

- Minimum of PGY4 at commencement of term preferred but not essential.
- Demonstrated appropriate level experience and skills in the medical assessment and clinical management of patients.

- Thorough understanding of the relevant legislation pertaining to Medical Officers.

Personal Qualities, Knowledge and Skills

- High level interpersonal and communication skills and the ability to communicate confidently and appropriately with patients and their families and other health professionals
- Evidence of on-going professional development to continually update personal medical knowledge and skills
- Ability to effectively use organisational skills (incorporating documentation, time management skills, critical thinking and priority setting)
- Ability to operate in an environment of change.
- Ability to work as an effective team member in a multi-disciplinary environment as well as independently (under appropriate supervision)

MANDATORY REQUIREMENTS

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Bendigo Health.

Registration with Professional Association

For example, AHPRA, AHRI, etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.