

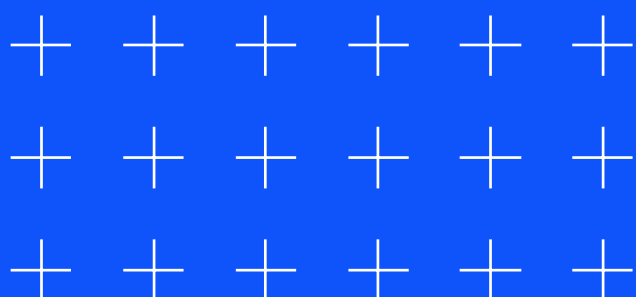
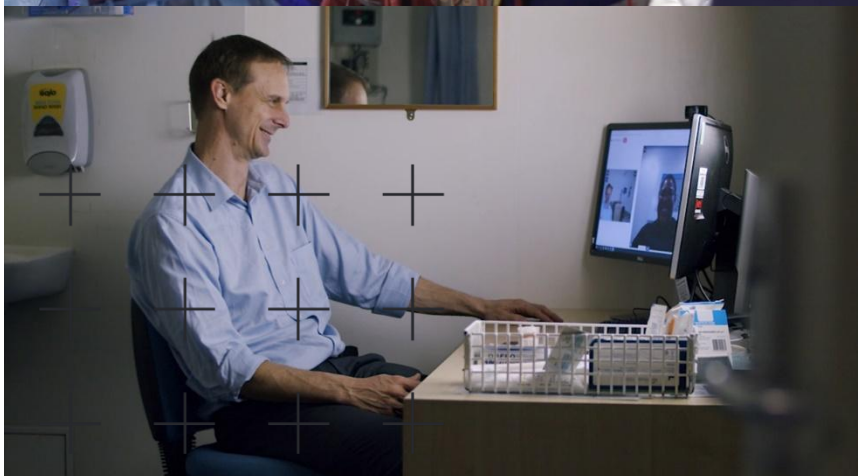


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Geriatric Medicine Advanced Trainee /
Registrar**



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

Position Title:	Geriatric Medicine Advanced Trainee / Registrar
Service:	Home First, Ambulatory and Community Care Services
Location:	Royal Melbourne Hospital City and Royal Park Campuses
Reports To:	Director of Aged Care
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	HM25+ - As per EBA
Employment Status:	Full Time / Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	March 2026

POSITION SUMMARY

The purpose of this role is to provide daily medical care and oversight to acute and extended health care, rehabilitation, community rehabilitation and support for aged people. Its services span the breadth of acute, through subacute, to chronic health care, and is delivered in inpatient, outpatient and community settings. Services include acute/subacute/chronic geriatric evaluation and management, rehabilitation, Aged Care Assessment Service, specialist community-based programs, multidisciplinary clinics and various forms of residential care. The Aged Care program also provides an inpatient consultant service to the City campus.

Specialty Clinic opportunities are a highlight of the training at RMH, with rotations through: Falls and Balance Clinic, (CDAMS) Cognitive, Dementia and Memory Service, Continence Clinic with Urodynamics, Wound Management, Pain Management Clinic, Perioperative Clinic, Movement Disorders Clinic, and Community visits.

DEPARTMENT DESCRIPTION

The Geriatric Medicine Service of Melbourne Health provides a consultative service at the city Campus seeing, approximately 1,200 referrals per year, as well as an acute aged care ward, orthogeriatric and trauma geriatric services, and contributes to the acute hospital in the home (RMH@Home Acute) service. Subacute services are based at the Royal Park Campus and include three GEM wards (including secure GEM unit with psychogeriatrics specialist care), home-based GEM (RMH@Home subacute), residential and home-based Transitional Care.



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Promote a friendly, respectful and supportive environment within the unit and organisation
- Participate in staff meetings and forums
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Deliver evidence based medical care as an Advanced Trainee in Geriatric Medicine position's training opportunities encompassing the breadth of Geriatric Medicine, with roles available in: Acute Geriatric Medicine, Trauma geriatric and Orthogeriatric medicine, Consultation and Liaison at RMMH City Campus, Subacute care based in 3 GEM wards, Dementia and behaviour management in secure GEM ward, Community care including, InReach, RMH at Home (Acute/HITH and Subacute), and Transitional Care.
- Development & implementation of policies & procedures in collaboration with key stakeholders applicable to the direction of Melbourne Health
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Initiate, participate in and/or facilitate research
- Participate and/or facilitate continuing education sessions, committees, special projects and relevant professional groups.
- Multiple opportunities to present and learn are provided including monthly EBM/clinical presentations, journal club, research meetings, mortality and morbidity audits, with weekly tutorials and gen med professorial reports.
- Duties involve after hour and weekend on call and ward rounds, depending on the role/rotation.
- Specialty Clinic opportunities are a highlight of the training at RMH, with rotations available in: Falls and Balance Clinic, the Cognitive, Dementia and Memory Service (CDAMS), Continence Clinic with Urodynamics, Pain Management Clinic, Peri-operative Medicine and Wound Management Clinic.

KEY RELATIONSHIPS

Internal

- Medical Colleagues - Consultant Geriatricians and Junior medical staff
- Nursing, Allied Health and other Members if the Multidisciplinary Team

External

- Patients and their families
- RACP



KEY SELECTION CRITERIA

Formal Qualifications:

- General Registration with the Medical Board of Australia (AHPRA)
- Appropriate health professional tertiary qualification/s
- Successful completion of RACP written and clinical examinations

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Recognised as a professional leader in the field
- Strong leadership skills
- Strong organisational skills
- Strategic thinking and planning abilities
- Well developed communication, negotiation and presentation skills
- Proven track record in the pursuit of clinical excellence
- Experience in the implementation of quality improvement, work practice reform and change within a large organization
- A commitment to provide high quality clinical care to older people
- An ability to supervise the activities of more junior medical staff
- A commitment to developing and improving professional skills and work practices
- A commitment to completion at a high standard of the research project requirements for advanced training in Geriatrics

Desirable:

- Previous experience in the clinical care of older people.
- Previous work experience within the setting of a multi-disciplinary team.
- An interest in a future career providing high quality clinical care and research at the Royal Melbourne Hospital.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
-



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
