

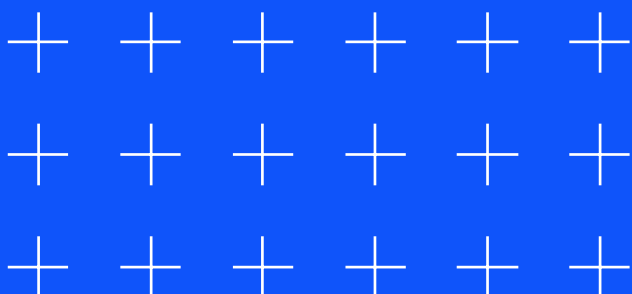


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**RMH@Home Acute (HITH) Hospital
Medical Officer / Medical Officer**

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.

Advancing health for everyone, every day.

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.

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

This is a part- time, fixed term Medical Officer role reporting to RMH@Home Acute (Hospital In TheHome - HITH). The role would work alongside a team of other junior doctors, physician advanced trainees and senior staff specialists.

The medical officer would be expected to be involved in delivering direct inpatient clinical care. This includes patient reviews, documenting the admission, management and discharge plans of HITH patients. Common conditions managed within the unit include exacerbation of chronic conditions such as heart failure, bronchiectasis and kidney disease, sub-specialty areas such as transplant medicine and cancer care as well as longer-term infections (e.g. pneumonia, cellulitis, endocarditis, osteomyelitis). We also provide peri and post-operative care for wounds, lines, drains and anticoagulation management.

Ongoing clinical review is variably completed in person within the hospital, within peoples' homes and also via telehealth (phone and video). Ability to drive to review patients at home is essential. This role would be suitable for a medical officer with an interest in holistic multidisciplinary care. Supervision is by a senior medical staff specialist FRACP, FRACGP or FACEM.

RMH@Home Acute (HITH) provides patient care in the home that would otherwise need to be delivered in a traditional ward bed. HITH sits within the Home First, Ambulatory and Complex Care Service division.

RMH@Home Acute patients are classified as admitted inpatients. We are responsible for the care of referred patients with a range of medical and surgical conditions; with some patients admitted directly under the RMH@Home Acute unit bed-card, and other patients jointly shared with subspecialty units. Our multidisciplinary team is able to offer patients a wide variety of care options to meet their clinical requirements.

- 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.
- Provide high-quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team.
- Demonstrate knowledge/competency in performance of clinical skills relevant to level of expertise
- Promote patient advocacy, health promotion and teaching.
- Where appropriate, participate in research activities across Royal Melbourne Hospital and its rotating hospitals.
- Promote a friendly, respectful and supportive environment within the department and organisation.
- 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.
- Working closely with patients and their carers to provide safe, excellent and respectful care.
- Liaising with patients' General Practitioners upon discharge to ensure appropriate transition of care.
- Ensure the vision, purpose and values of the organisation is understood and integrated into daily practice.
- Promote patient advocacy, health promotion and teaching.
- Where appropriate, participate in research activities across Royal Melbourne Hospital and its rotating hospitals.
- Participate in unit and departmental clinical meetings and forums.
- Participate in Royal Melbourne Hospital and unit-based orientation activities.

Internal

- ## External

- Medical, nursing and allied health staff within primary care providers Health Services

Formal Qualifications:

- ### Essential:

- Desirable:**

- Interest in community-based medicine
- Interest in new models of digitally enabled care
- Strategic thinking and planning abilities
- Proven track record in pursuit of clinical and research excellence
- Flexibility in provision of care across a variety of clinical and community settings

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

- 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 _____