Position Description

Position Title:	Consultant Geriatrician
Classification & Salary Range:	At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position Reports to:	Clinical Director, Care@Home and/or Clinical Director, Geriatric Medicine
Last updated:	30/10/2026

Position purpose

The Consultant Geriatrician is a suitably qualified medical practitioner, providing specialist clinical care and non-clinical support across hospital and community-based services at Eastern Health.

Major duties and/or responsibilities

1. Provision of excellent comprehensive geriatric care

The Consultant Geriatrician;

- will provide high-quality care to older and frailer adults at Eastern Health.
- will practice according to evidence-based guidelines
- will ensure consistency of practice within clinics, units and services across both Care at Home and Complex and Continuing Care programs.
- will work collaboratively with the multi-disciplinary teams that they are a part of, as well as Eastern Health staff in other teams, to deliver co-ordinated, patient-centred care.
- will provide expert medical support to the medical lead and clinical director for the areas of service that they work within.
- will attend and support clinical meetings such as case conferences, multi-disciplinary meetings and educational meetings.
- will ensure appropriate escalation of clinically complex cases to the relevant Medical Lead and/or Clinical Director
- will actively support junior medical staff and provide appropriate supervision in the provision of clinical services where required

2. Clinical work

The Consultant Geriatrician;

- will be required to work within a number of hospital-based, ambulatory-based and community-based settings where Eastern Health provides care to older adults. This may include;
    - Geriatrician in the ED Initiative (GEDI)
    - Geriatric Evaluation and Management (GEM) in-patient unit
    - GEM at home
    - Residential In-Reach
    - Transition Care Program
    - Ambulatory and Sub-acute Early Response Team (ASERT)
    - Multidisciplinary Specialist Clinics – including Cognitive, Dementia and Memory Service (CDAMS), Falls and Balance and Complex Care
    - Other inpatient, virtual or at home service models of care requiring Geriatric Medicine expertise
- may also possess additional desirable expertise and capability for the provision of care to older adults within the following settings;
    - Acute Care of the Older Person (ACOP)
    - Ortho-geriatrics/Trauma-geriatrics
    - Acute Frailty at Home service
    - Continence clinic
    - Movement Disorders
    - Ambulatory Pain Management Service
- will participate in on-call duties for Complex and Continuing Care and Care@Home Program or equivalent services.
- will, when appropriate, demonstrate agility and flexibility in supporting the adequate coverage of essential clinical services where situations may arise that require short-notice changes to work schedules (eg, cover of unwell colleague, emergency code).

3. Quality Improvement and Clinical Review Activities

The Consultant Geriatrician will;

- participate in accreditation and quality improvement activities as required and as directed by the relevant Clinical Director
- attend service meetings including morbidity and mortality meetings and service team meetings
- in consultation with the relevant Clinical Director(s), participate in the planning, development, implementation and evaluation of clinical pathways and guidelines at Eastern Health,
- in consultation with the relevant Clinical Director(s), participate in appropriate Eastern Health committees where they shall represent the needs and requirements for the care of older adults at Eastern Health, and the needs and requirements for the services that support this care.
- when required and appropriate, participate in formal processes for clinical review including In-Depth Case Review (IDCR) and Root-cause analysis (RCA) panel meetings.

4. Supporting training, education and research

The Consultant Geriatrician will;

- actively participate in undergraduate, postgraduate and general staff education
- facilitate, promote involvement, and participate in research activities, including the support and supervision of project for Doctors in Training (eg, Advanced Trainee Registrars).

5. Leadership

The Consultant Geriatrician;

- will provide medical leadership to the multi-disciplinary teams that they work within.
- where relevant to the appointment, may provide leadership as a Medical Lead role within either Care at Home and/or Complex and Continuing Care
- will deputise, as directed and when appropriate, for the relevant Clinical Director(s) in their absence.

6. Integrity, trust and professionalism

The Consultant Geriatrician will;

- work constructively, respectfully and harmoniously with all Eastern Health staff, and relevant external organisation and agencies, to ensure patients receive optimal care
- provide services courteously and respectfully, with regard to the cultural beliefs and needs of patients.
- respond openly to feedback and will follow-up and action complaints or feedback appropriately
- demonstrate a working knowledge of the organisation's policies and procedures.
- report events or untoward incidents as per professional standards and organisational policy.
- declare any vested interests in services that may be referred to, as well as any conflicts of interest that may arise during both clinical and non-clinical activities they participate in.
- complete documentation, including contemporaneous notes, medical reports and clinic letters, in a timely manner.
- return phone calls in a timely manner, will respond to messages via approved Eastern Health electronic communication systems (eg, MS Teams) in a timely manner and will check and respond to Eastern Health emails on at least a daily basis on scheduled work days.
- use Information technology systems appropriately and use only approved IT systems for communication of Eastern Health information (both clinical and non-clinical) e.g. Eastern Health MS teams account, Eastern Health email.
- ensure that required immunisation status is kept up to date
- ensure that they remain up to date and complete compulsory periodic organisational training requirements, including iLearn and Basic Life Support training as directed
- maintain and uphold professional standards required of the medical profession, including maintaining appropriate registration with the relevant licencing body (AHPRA), relevant specialist medical college (RACP) and maintenance of appropriate Medical Indemnity Insurance coverage.
- immediately report to the relevant Clinical Director (or other appropriate senior manager) any incident that could be considered to bring professional standards into question, including but not limited to the actions or in-action of the Consultant Geriatrician, the actions or in-action of other Eastern Health staff or actions of external parties that could impact upon Eastern Health and/or it's staff.

Key Selection Criteria

Essential

- Must be a registered medical practitioner with the Medical Board of Australia
- Must have specialist training in Geriatric Medicine.
- Must be recognised by Medicare as a specialist in Geriatric Medicine.
- Must demonstrate compliance with CPD requirements for relevant specialist College
- Current Medical Indemnity Insurance
- Maintain absolute confidentiality regarding patient information
- Capable of providing comprehensive geriatric assessment and management across a wide range of clinical settings, including in-patient, outpatient, ambulatory and community settings.

Desirable

- Demonstrate a patient-focused approach in service provision with genuine empathy and excellent interpersonal and communication skills across all psychosocial groups
- Strong team player, willingness to supervise doctors in training and work cooperatively with nursing and allied health staff
- Undertake all duties in a diligent manner, with honesty and integrity

Other

- May have a record of a strong commitment toward teaching as well as research practices and principles.
- May demonstrate additional expertise and capability within specific acute geriatric care settings (eg Acute Care of the Older Person (ACOP), ortho/trauma-geriatrics) or sub-specialist ambulatory services (eg Continence, CDAMS).
- Possession of current driver's licence and willingness to perform patient assessments in the home environment as needed is desired. Alternative means for transportation/participation in community work can be considered and accommodated for those who may require support or adjustment relating to travel due to health reasons.

Qualifications

- Must hold a Fellowship of the Royal Australasian College of Physicians (RACP), or hold equivalent qualifications to enable recognition as a specialist in Geriatric Medicine.

Eastern Health's promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Read more about Eastern Health's strategic goals here.

Our commitment to Diversity, Equity & Inclusion 

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click here.

Aboriginal and Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2026 - 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information here
-

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click here or for Staff Wellbeing please click here.

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. **Child Safety | Eastern Health**

Final note

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.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Appointment to this position is subject to a satisfactory National Police Check, compliance with mandatory vaccination requirements, including annual influenza vaccination, and evidence of immunity to vaccine-preventable diseases where required.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: _____