Position Description

Position Title:	Medical Lead, Hospital in the Home (HITH) Palliative Care Program
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 or its successor
Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Position Reports to:	Clinical Director, Hospital in The Home (HITH) (EH)
Last updated:	06-11-2026

Position purpose

The Medical Lead, HITH Palliative Care Program provides clinical leadership and specialist palliative medicine expertise for Eastern Health's Timely Emergency Care (TEC) HITH Palliative Care Pilot.

The role is responsible for the implementation, clinical governance and evaluation of an innovative model of integrated palliative care delivered within the HITH bed-substitution framework. The model aims to improve access to hospital-level palliative care in the home for patients with complex palliative and supportive care needs, reduce avoidable hospital utilisation, and enhance care aligned with patient goals and preferences.

Working within HITH, the Medical Lead will provide senior clinical leadership for the pilot, support development of a sustainable model of care, and contribute to service innovation, workforce capability, research and system improvement. The role will help establish the evidence base for future expansion of HITH-delivered palliative care across Eastern Health and contribute to broader health service and system reform priorities.

Major duties and/or responsibilities

Provision of Clinical Services

- Provide specialist palliative medicine consultation and clinical oversight for patients admitted to the HITH Palliative Care Pilot.
- Conduct specialist reviews through home-based and virtual care consultations as required.
- Provide expert advice regarding symptom management, complex decision-making, advance care planning, goals-of-care discussions and end-of-life care.
- Support the management of patients with advanced life-limiting illnesses receiving hospital level care at home.

- Provide recommendations regarding assessment, treatment, escalation and discharge planning.
- Facilitate coordination and continuity of care across acute, HITH, community and primary care services.
- Participate in multidisciplinary case review and clinical decision-making to optimise patient outcomes and reduce avoidable hospital utilisation.
- Ensure specialist recommendations and key clinical decisions are clearly documented and communicated.

Clinical Leadership and Service Development

- Provide clinical leadership for implementation and delivery of the TEC-funded HITH Palliative Care Pilot.
- Lead development of integrated clinical pathways and operational processes supporting HITH Palliative Care model of care.
- Promote innovative, patient-centred approaches of care that improve access to hospital-level palliative care in the home.
- Provide leadership, supervision and mentorship to clinicians involved in the pilot.
- Contribute to future service planning and recommendations regarding sustainability and service expansion.

Communication and Stakeholder Engagement

- Provide senior clinical leadership in discussions regarding goals of care, prognosis and end-of-life care planning.
- Foster effective partnerships with HITH, Care@Home programs, Palliative Care services, Community Palliative Care, acute and emergency services, primary care and external healthcare providers.
- Support integrated care delivery through effective communication, consultation and multidisciplinary collaboration.
- Contribute to stakeholder engagement and change management activities associated with the pilot.

Quality Improvement and Clinical Governance

- Provide clinical leadership to ensure the HITH Palliative Care Pilot operates within Eastern Health's clinical governance, quality and safety frameworks.
- Lead development and monitoring of key performance indicators, outcome measures and evaluation metrics, and contribute to development of pathway-related clinical policies, processes and guidelines.
- Oversee service evaluation to assess the impact on patient outcomes, hospital utilisation, patient flow and patient experience. Promote evidence-based practice, continuous quality improvement and safe clinical care.
- Participate in clinical audit, incident review, accreditation and organisational governance activities as required.

Education and Workforce Capability Development

- Lead workforce capability initiatives that strengthen the delivery of high-quality palliative care within the HITH service.
- Provide mentorship, supervision and education to medical, nursing and allied health staff.
- Maintain professional competence and fulfill all requirements for specialist registration, credentialling and continuing professional development.

Research, Innovation and System Development

- Provide clinical leadership for research and innovation activities associated with the TEC HITH Palliative Care pilot.
- Contribute to the generation and dissemination of evidence supporting integrated HITH and palliative care models.
- Collaborate with internal and external partners to advance research, knowledge translation and system-wide improvement.
- Support the development of scalable and sustainable models of care that align with Eastern Health strategic priorities and state-wide palliative care reform (including alignment with Victoria's palliative and end of life care framework 2026-36).

Professional Responsibilities

- Maintain specialist registration, credentialling and continuing professional development requirements.
- Demonstrate professional conduct consistent with Eastern Health values and Medical Board standards.
- Participate in performance review, service planning and organisational improvement activities.
- Promote responsible stewardship of health service resources.
- Undertake other duties consistent with the scope of the position.

Key Selection Criteria

Essential Selection criteria:

- Registration as a Medical Practitioner with AHPRA and Fellowship of the Australasian Chapter of Palliative Medicine (FAChPM) via Royal Australasian College of Physicians (RACP).
- Demonstrated expertise in the management of patients with complex palliative and supportive care needs, including symptom management, advanced care planning, goals-of-care discussions and end-of-life care.
- Demonstrated senior clinical leadership experience within multidisciplinary teams, including the ability to influence practice and drive service improvement.
- Proven experience in the development, implementation and evaluation of clinical services, pathways or models of care.
- Demonstrated understanding of hospital avoidance and home-based care models.
- Experience in clinical governance, quality improvement and service evaluation.

- Highly developed communication and stakeholder engagement skills, with demonstrated ability to build productive partnerships across acute, community and primary care settings.
- Demonstrated experience in clinical supervision, mentoring and capability development of medical, nursing and allied health staff.
- Experience in research, innovation, implementation or translational project(s) relevant to healthcare delivery.
- Demonstrate compliance with CPD requirements for the relevant specialist College, current medical indemnity and a valid driver's licence.

Desirable Selection criteria:

- Experience in HITH, virtual care, ambulatory care or community-based specialist services.
- Experience leading pilot programs, grant-funded initiatives or health service innovation projects.
- Experience in service redesign, change management and implementation of new models of care.
- Experience with digital health and telehealth-enabled care models.
- Research track record including publications, presentations, collaborative research partnerships or successful grant applications.

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: _____