Position Description

Position Title:	Rehabilitation Physician – Rehab@Home
Classification & Salary Range:	At the appropriate classification rate commensurate with level of experience in accordance with the AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026 or its successor.
Agreement Name:	AMA Victoria – Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026 or its successor
Position Reports to:	Clinical Director, Rehabilitation Medicine
Last updated:	19-11-2026

Position purpose

To provide comprehensive clinical services in rehabilitation medicine.

The incumbent will participate in and, where necessary, initiate and co-ordinate:

- Teaching programs and quality management / clinical audit / professional review activities
- Research activities and clinical developments
- Meetings
- Development of relevant new services

Major duties and/or responsibilities

Provision of Clinical Services

- Maintain an excellent standard of clinical practice.
- Be responsible for the medical management of rehabilitation in the home unit.
- Provide rehabilitation consultative services in acute care and in the community as appropriate.
- Provide rehabilitation medicine services in ambulatory clinics as appropriate.
- Ensure that clinical review and other quality management improvement activities are undertaken.

Administration

- Participate in the planning and development of rehabilitation services in the community.
- Work effectively with the Director of Rehabilitation Medicine to ensure the delivery of effective and high quality rehabilitation services.
- In conjunction with the Nurse Unit Manager, monitor and manage bed days / bed based revenue in the inpatient unit.

- Ensure that appropriate guidance and supervision is provided for Hospital Medical Officers and Registrars in the performance of their duties, including maintenance of adequate medical records.
- Ensure timely completion of appropriate data collection commitments.

Communication

- Ensure that patients / families are given adequate information upon which to base treatment decisions and follow-up.
- Develop effective communication with, and be receptive to, patient, relative and peer groups.
- Support interprofessional teamwork.
- Provide advice to and liaise with staff from other units as required.
- Ensure discharged patients have documentation of their care for LMO follow up.

Quality and Clinical Review Activities

- Participate in the Unit quality activities program, including audit activities, review of deaths and analysis of relevant clinical and key performance indicators (KPIs).
- Attend Unit meetings where necessary.
- Assist in developing and implementing clinical pathways where appropriate.
- Assist in developing protocols and guidelines where required.
- Assist in resolving patient and relative complaints.
- Notify the Unit Head and,/,or Executive Clinical Director of Acute and Aged Medicine (EH) of any sentinel event or serious adverse incident within the Unit.
- Co-operate with the Clinical Review Committee.

Education, Research & Professional development

- Comply with College requirements for ongoing professional education.
- Contribute to, and participate in, the AFRM maintenance of standards program, and be informed of current advances in relevant disciplines.
- Participate in, and contribute to, the meetings and affairs of relevant professional societies, and maintain and extend knowledge by reading current literature and meeting professional colleagues.
- Participate in relevant teaching sessions within Eastern Health.
- Participate in post graduate education programs and the registrar training program.
- Participate in the teaching of undergraduate students undertaking clinical attachments in rehabilitation.
- Initiate, participate in and promote research in rehabilitation in conjunction with other academic, medical, nursing and allied health groups where appropriate.
- Evaluate new developments in rehabilitation to ensure that the clinical care is of optimal effectiveness, safety and efficiency.

Efficiency

- Support the efficient utilisation of resources, including efficient bed utilisation.
- Without compromising patient care, maximise revenue through benchmarking of productivity/ efficiency measures with comparable hospitals.
- Monitor agreed activity targets and other throughput targets where applicable for the Unit.
- Work within the budgetary provisions for the delivery of clinical services.
- Give reasonable notification of absences prior to periods of leave.

Performance Review

- Participate in Eastern Health and Medical Stream performance review system.

Meetings

- Attend, whenever possible, the regular meetings of the relevant Program, Department and Division, and in accordance with determined membership, relevant staff and Eastern Health committees.

Key Selection Criteria

Essential Selection criteria:

- Full registration with the Australian Health Practitioner Registration Agency (AHPRA).
- Fellowship of the Australasian Faculty of Rehabilitation Medicine (AFRM).
- Recognition by Medicare as a specialist in Rehabilitation Medicine.
- Participation in relevant college Continuing Professional Development (CPD) program, particularly related to Rehabilitation Medicine.

Desirable Selection criteria:

- Subspecialty interests and experience.
- Proven ability to develop, deliver and evaluate services and programs to meet the needs of patients and their families/carers.
- Well-developed communication, interpersonal and leadership skills and proven capacity to provide effective leadership to a diverse range of staff.
- Wide experience in rehabilitation.
- Demonstrated ability to operate effectively at a senior clinical level.
- Demonstrated ability and experience in the education and training of medical practitioners and health care professionals.

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: _____