

# Position Description

<b>Position Title:</b>	Rehabilitation Physician – MCU@Home program
<b>Reports to:</b>	Clinical Director – Sub-acute/ Chief Medical Officer
<b>Department:</b>	Rehabilitation
<b>Directorate:</b>	Clinical Operations
<b>Cost centre:</b>	F0354
<b>Code &amp; classification:</b>	Specialist Year 1 – Year 9 (HM33 – HM41)
<b>Employment conditions:</b>	AMA Victoria – Victorian Public Health Sector - Medical Specialists Enterprise Agreement 2022-2026 and GV Health Policies and Procedures (and as varied from time to time)

---

**GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds**

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

---

## POSITION SUMMARY

- To provide comprehensive clinical services in rehabilitation medicine for the MCU@Home program. The rehabilitation physician will provide clinical leadership, strategic direction and direct medical management for the MCU@Home program. This is a bed-substitution model and delivers high quality, time limited and goal focused multidisciplinary rehabilitation directly in the patient's home. The position ensures delivery of safe, evidence based and patient centered care.
- The MCU@Home program assists in addressing the critical surge in hospital capacity demands in the region by strategically transitioning subacute care into the community. By delivering structured multidisciplinary rehabilitation within the patient's home, this program optimizes resource allocation and assists in patient flow through the health service.
- This is a 0.7 FTE position and will be supported by a 0.5 FTE registrar with some additional HMO support. Currently the program has 12 patients but this will increase to 16 patients by the end of 2026.

---

## RESPONSIBILITIES AND DUTIES

**The following duties are inclusive of but not limited to:**

- Clinical care and Leadership
  - Maintain an excellent standard of clinical care
  - Be responsible for the medical management of patients admitted to the program
  - Undertake intake and discharge processes for the patients
  - Design goal oriented, patient centered and evidence based multidisciplinary rehabilitation plans
  - Conduct home visits, telehealth consultation and family meetings
  - Lead weekly multidisciplinary case conferences

- Partner with allied health professionals and nursing staff to ensure safe delivery of care
- Support the efficient utilization of resources including efficient bed utilization
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice the principles of open disclosure
- Comply with best practice healthcare standards, legislation and GV Health's Clinical Governance Framework
- Work within scope of practice
- Promote GV Health as a quality regional healthcare provider
  
- Education, Training and Supervision
  - Supervise and mentor the rehabilitation registrar and HMO
  - Deliver formal educational sessions to the rehabilitation registrars and junior medical staff
  - Participate in the personal development process on an annual basis
  - Comply with College requirements for ongoing professional education
  - Participate in relevant teaching sessions at GVH
  - Participate in the teaching of undergraduate students undertaking clinical placements in rehabilitation
  
- Quality improvement
  - Participate in clinical audits, research and accreditation processes
  - Review clinical incidents in a timely manner
  - Attend unit meetings as required
  - Assist in developing clinical pathways, clinical practice guides and protocols where appropriate
  - Assist in resolving complaints in a timely manner

- Administration
  - Participate in planning and development of the service
  - Ensure timely completion of appropriate data collection commitments
  - Ensure that appropriate guidance is given to registrars and junior medical staff in the performance of their duties
  - Work closely and collaboratively with the Clinical Director to ensure the delivery of effective, evidence based, high quality rehabilitation services
  - Represent the unit at relevant regional and state events when required

---

## KEY SELECTION CRITERIA

### Formal Qualification(s) and Required Registration(s):

#### Essential:

1. Full registration with the Australian Health Practitioner Registration Agency (AHPRA)
2. Fellowship of the Australasian Faculty of Rehabilitation Medicine (AFRM)
3. Well-developed and highly effective communication, interpersonal and leadership skills
4. Commitment to GV Health's values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical behavior
5. Driver's license

#### Desirable:

1. Proven ability to develop, deliver and evaluate services and programs to meet the needs of patients and their carers
2. Wide experience in Rehabilitation Medicine
3. Ability to work within a small team but liaise effectively with the broader subacute service and other areas of GV Health
4. Demonstrated ability and experience in the education and training of rehabilitation registrars and junior medical staff

---

## KEY PERFORMANCE INDICATORS

### Your performance will be measured through your successful:

- Rostering which is completed in accordance with the relevant Enterprise Agreement requirements
- Budget management and the department is within budget, performance and development reviews are completed on time, training and core competency requirements are met as per the GV Health Education Framework and leave balances are managed in accordance with the policy and procedure to minimise liability
- Promoting and enabling of effective teamwork and service provision both within the department and/or organisation and with other service providers;

- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Efficient work practices and awareness of the need to meet current Department of Health targets in patient care
- Excellence in medical documentation
- Supervision and training of registrars and junior medical staff
- High standard of working relationship with other staff and team members
- Undertake specific tasks under the portfolio for administrative work, patient safety, teaching and research as allocated

---

### **ALL GV HEALTH ALL STAFF ARE REQUIRED TO**

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
  - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
  - Develop and maintain collaborative relationships with all other teams and professionals;
  - Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
  - Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
  - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
  - Contribute to organisational quality and safety initiatives;
  - Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
  - Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
  - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
  - Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
  - Comply with the principles of patient and family centred care;
  - Not smoke or vape on GV Health premises;
  - Comply with immunisation requirements as per the Victorian Department of Health Victoria;
  - Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
  - In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.
-

## ACCEPTANCE

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

---

Clinical Operations	Rehabilitation Physician
<b>Reviewed by:</b>	Clinical Director - Subacute
<b>Issue Date:</b>	June 2026

## ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

## OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

## OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

## OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

## FOR MORE INFORMATION

**Application tips:** [Application Tips - GV Health](#)

**GV Health:** <https://www.gvhealth.org.au/about/>

**Child Safety and Wellbeing:** [Child Safety and Wellbeing - GV Health](#)

**Living in Goulburn Valley:** [Goulburn | Regional Living Victoria](#)

**GV Community Connector:** [Community Connector Program for Businesses](#)