



Position Description

Position Details

Position Title	General Practitioner
Position number	
Department / Division	Clinical services
Classification	Dependent on experience
Salary range	Pro Rata Salary that can reach up to \$304,000
Employment Type	Ongoing / Part time
Work Location	Warruwi / Jabiru, Northern Territory
Reports to:	CEO / Primary Healthcare Director
Reporting lines	Nil
Organisation link	https://redlily.org.au/

Primary Objective

Your role supports clinical governance and best practice in individual and community health care planning, treatment, and reviews. A key tenet of your role involves the integration of Indigenous cultural imperatives in the delivery of health care in the context of an Aboriginal Community Controlled Health Service.

About the Team

The position is part of the Red Lily Primary Health Care team that provides primary health care in the West Arnhem region (including homelands). Coordination with other communities and teams within Red Lily and beyond will be necessary to ensure that the communities receive high quality services and achieve optimal outcomes.

General Principles

The GP is responsible to the Red Lily Health Board (RLHB), through the CEO/Medical Director and is expected to practice in a manner responsive to local health needs.

The duties of the GP include the provision of clinical care services to the community and associated outstations. The GP provides clinical leadership by overseeing clinical care in the health centre, in particular planning and managing care for clients throughout the lifespan with complex or chronic disease.

Clinical tasks include the identification and management of disease, health screening through the provision of annual health checks and the development of care plans for clients with complex conditions with the multidisciplinary team.

The GP works as part of the Primary Health Care team and operates with a commitment to the principles, practices, and policies of the Red Lily Health Service, and ensure the Aboriginal cultural context is reflected in all activities.

The GP is expected to fully utilise the Red Lily electronic health record system, PCIS, as the primary record system used.

The GP may from time to time be asked to work at another Health Centre to provide cover for a GP on leave or to allow access by community members to a GP of a different gender. This is arranged by negotiation with the Medical Director/PHC Director, and the GPs concerned.

Services provided by General Practitioners at Red Lily are bulk billed. There is no right of private practice and the level of Medicare income generated does not affect the GP's income. The GP is expected to use the Medicare Billing system in all cases and maximise the income received through the program.

The GP may live in the community with housing provided by Red Lily or be based in Darwin and available for regular travel to island communities.

Responsibilities

1. Clinical

- 1.1. In collaboration with other primary care providers, support and provide primary and emergency medical care to a level appropriate to a GP in a remote health team, including case management of chronic illness.
- 1.2. The GP will provide care within Australian therapeutic guidelines and College guidelines. They should also be consistent with Red Lily endorsed clinical practice guidelines, in particular the CARPA Standard Treatment Guidelines and the Women's Business Manual to promote their consistent use by all staff and to provide explicit documentation when varying treatment from these guidelines.
- 1.3. Be responsible for the coordination of medical retrieval and patient travel services, which includes liaising with the NT Health Duty RMP to facilitate the tasking of Care Flight.
- 1.4. Actively support and encourage the role of Remote Area Nurses and Aboriginal Health Practitioners as primary care providers.
- 1.5. Participate as part of a team with a wide range of other health care professionals including liaison with visiting specialist services.
- 1.6. Maintain high quality clinical records using the computerised clinical information system provided. All consultations by the GP are to be entered on the health centre computer system and this system is to be used as the primary medical record and the primary tool for managing health information including recalls.
- 1.7. Be conversant with and utilise the Practice Incentive Program and its capacity to add value to the health and wellbeing of Aboriginal patients.
- 1.8. Participate in and support health screening, surveillance programs and other public health activities as endorsed by Red Lily.
- 1.9. Develop and maintain knowledge, skills, and expertise in both clinical and public health medicine
- 1.10. Work with the rest of the team to optimise Medicare billing
- 1.11. Hold personal medical indemnity insurance.

2. Organisational

- 2.1. In conjunction with the local health centre team and with other Red Lily General Practitioners provide advice on clinical issues and in the development and implementation of health programs and services appropriate for the local health centre and for the health service generally.
- 2.2. Assist staff in the provision and development of education/training activities in Red Lily Health Centres including local supervision of medical students, junior doctors, and GP Registrars
- 2.3. Where relevant, in conjunction with Red Lily staff and partners, perform and support research in the team, particularly to enhance service provision.
- 2.4. Participate with Red Lily administration, health centre staff and other personnel in the collection, collation and reporting of health service and health status data

- 2.5. Promote, facilitate, and maintain professional standards within the team, including Audit, Quality and Safety, and Practice Accreditation programs and participation in Red Lily clinical meetings and education activities
- 2.6. Contribute to developing best practice procedures through the Clinical Governance group and be willing to attend as delegated by the Medical Director.
- 2.7. Report to the CEO immediately any personal criminal charges or convictions that arise
- 2.8. Maintain ongoing registration with the National Medical Board
- 2.9. Participate in annual performance review with CEO/Medical Director
- 2.10. Be familiar with WH&S policies and procedures; apply guidelines and procedures
- 2.11. Report safety hazards within the workplace
- 2.12. Identify and assist in rectifying safety hazards within the workplace environment
- 2.13. Participate in WH&S information sessions as requested
- 2.14. Assist in compiling clinical and management reports to the Medical Director, PHC Director, CEO and the Board as required.
- 2.15. Assist in meeting relevant key performance indicators linked to Red Lily operational and strategic plans.

3. Health Advisory Group interaction

- 3.1. Participate in and provide advice as requested by the communities in local community-based health committees where they are formed (for example, a local counter-disaster committee)

Key Selection Criteria

Personal Attributes

Knowledge, Strengths, and Personal Abilities

Essential:

1. An understanding and commitment to the principles of Aboriginal community control in primary health care delivery
2. An understanding of the multifactorial origins of poor health in Aboriginal communities
3. A clear respect for Aboriginal culture, willingness to listen and learn and willingness to participate in cross cultural awareness activities as directed by RLHB.
4. Demonstrated ability to work well in multidisciplinary teams, including ability to share tasks and knowledge, and delegate to other practitioners
5. Demonstrate a willingness to practice only in a manner consistent with clinical and administrative guidelines endorsed by Red Lily.
6. High standard of written and oral communication the ability to communicate clearly in plain English, to both clients and other clinicians.
7. Capacity to learn and use a computerised clinical information system to a high level
8. Understanding of, and capacity to participate in, a continuous quality improvement approach to health service delivery
9. Demonstrate respect for the confidentiality and privacy of medical information, of both individuals and their communities, and respect the confidentiality and ownership by Red Lily Health Board of information gained in the course of employment.

10. Self-care and stress management skills appropriate to living and working in an isolated area.
11. Willingness to travel by 4WD and/or light aircraft to other communities, including overnight stays as required

Qualifications and Experience

Essential:

1. Eligible for AHPRA general or specialist registration as a medical practitioner
2. Current driver's licence
3. Hold or have the ability to obtain a current Criminal History Clearance and NT Ochre Care (Working with Children clearance).
4. At least 3 years post-Fellowship/VR experience
5. Broad based experience in primary care appropriate to working independently in a rural/remote location

Highly Desirable:

1. Post-graduate qualification in primary care medicine
2. Post-graduate training and/or experience in antenatal care, emergency medicine, paediatrics, or public health medicine
3. Experience in Aboriginal community health or other relevant cross-cultural environments

Acknowledgement

I have received a copy of the position description and understand it fully.

Employee name: _____

Signatures: _____