

POSITION PROFILE

404 GENERAL PRACTITIONER

Position Details

Position Title:	General Practitioner
Employment Status:	Contract Position
Classification:	-
Salary Range:	Salary Packaging up to \$215,000 plus other benefits
Reports to:	Medical Director
Positions supervised:	Nil
Location:	Katherine & Community Based

Position Objective

General Practitioners (GP) at Sunrise are expected to work under the direction of the Medical Director as members of a multi-disciplinary team. The role will involve direct provision of General Practice services, support for and sharing of skills with other team members and participation in key primary health care initiatives and community consultation.

The GP will operate with a commitment to the principles, practices and policies of the Sunrise Health Service board and in particular ensure that Aboriginal culture is reflected in all activities.

The GP is responsible to the Sunrise Health Service Board through the Medical Director and is expected to practice in a manner responsive to local health needs, including those expressed through community bodies such as the Community Government Council and local health committees.

Personal Profile

- Possess an ability to work closely with Aboriginal people in a community controlled environment and demonstrate a supportive attitude to the control by communities of their health service planning and delivery.
 - Have respect for Aboriginal people, their communities, society and culture and have an understanding of the problems faced by remote Aboriginal people.
 - Be committed to support and promote the aims and objectives of the Sunrise Health Service Board and the organisation's role as provider of primary health care services to the region.
 - Be committed to practicing in a multi-disciplinary team environment with a willingness to support and promote the role of nursing practitioners and Aboriginal Health Workers as primary health care providers.
 - Be respectful of the confidentiality and privacy of medical information pertaining to individuals and their communities.
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Duty Statement:

1. CLINICAL	Workload Percentage
<ul style="list-style-type: none"> ▪ In collaboration with other primary health care providers, support and provide primary and emergency medical care to a level appropriate for GP in a remote health team 	20%
Chronic Disease Management <ul style="list-style-type: none"> - Case management of chronic illness - Actively support and encourage the nurses, Aboriginal Health Workers, and community based workers as primary health care providers. - Participate as a member of a multi-disciplinary team of primary health care professionals. - Use as directed and provide feedback and advice on paper based and computerised medical record systems. - Provide supplementary support to after-hours on-call services if needed. 	40%
<ul style="list-style-type: none"> ▪ Participate in and support health screening, surveillance programs and other public health activities including health promotion programs as endorsed by the Sunrise Health Service Board. 	20%
<ul style="list-style-type: none"> ▪ Maintain appropriate skills through active participation in Professional Development 	10%
<ul style="list-style-type: none"> ▪ Other duties as directed. 	

2. MANAGEMENT	Workload Percentage
In conjunction with clinic staff, provide advice on clinical issues and the development and implementation of health programs and services that enhance service provision.	10%
Assist staff in the development and provision of education/training activities.	
In collaboration with the Medical Director, Primary Health Care Manager and Community Development Unit, work with community representatives to support and develop local community primary health care planning initiatives.	
Participate in the collection, collation and reporting of health related data.	
Promote, facilitate and maintain professional standards which include audit and quality improvement and practiced accreditation programs.	
Other duties as directed.	

Key Performance Indicators

Criteria for Performance Assessment

1. Work plans and outcomes are consistent with the organisations goals and objectives
Indicator: Progress towards meeting goals & objectives reflected in Business Plan
2. Collaboration with other primary health care professionals to provide comprehensive primary health care.
Indicator: Number of care plans and health assessments done
3. Health Centre staff are encouraged and supported in skills development
Indicator: Appropriate training undertaken by Health Centre Staff
4. Active participation in Health Services Quality Improvement activities
Indicator: Participation in Quality Improvement activities within Health Services
Indicator: Promotion, facilitation and maintenance of professional standards
5. Participation in performance management program and completion of professional development activities in line with training plan.
Indicator: Completion of professional development activities within agreed timeframes from Performance Management
6. Behaviour and methodologies utilised are culturally safe, acceptable and inclusive
Indicator: Feedback and evidence of appropriate planning and protocol observance for activities undertaken at community level

Delegations

Financial: Up to \$250.00

Personnel: Nil

Selection Criteria

Essential:

- Medical degree registrable in the Northern Territory and eligible for General Practice.
- At least 5 years Post-graduate experience.
- Broad based experience in primary health care appropriate to working in a rural/remote location.
- Demonstrated ability to work well in a multi-disciplinary team, including the ability to share tasks and knowledge and delegate to other health practitioners.
- An understanding and commitment to the principles of Aboriginal community control of primary health care delivery.
- A respect for Aboriginal culture and a willingness to listen, learn and to participate in cross-cultural awareness activities promoted by the Sunrise Health Service Board.
- An understanding of the origins of poor health in Aboriginal communities.

- A high standard of written and oral presentation; particularly the ability to communicate clearly in plain English to both clients and other health professionals.
- Demonstrated self-care and stress management skills appropriate to living and working in an isolated area.
- Current driver's license.
- A preparedness to travel by 4WD and/or light aircraft to communities, including overnight stays as required.

Highly Desirable:

- Formal Post-graduate training in General Practice.
- Training and/or experience in obstetrics, emergency medicine and paediatrics.
- Post-graduate training and/or experience in public health.

Endorsement and Approval

Position description endorsed by Medical Director

Signature: ENDORSED

Date: 7 October 2008

Position description approved by CEO

Signature: ENDORSED

Date: 7 October 2008