

Position title	Lead General Practitioner
Reports to	Manager, Medical Services
Award Agreement	Your Community Health Medical Practitioners' Single Enterprise Agreement 2024 – 2027
Classification	Medical Practitioner

About Your Community Health

Your Community Health is a quality accredited independent community health service with its own Board of Directors. It provides a wide range of allied health, medical, social support and health promotion services operating across the seven Local Government Areas (LGAs) of northern Melbourne: Darebin, Banyule, Moreland, Yarra, Hume, Nillumbik and Whittlesea. There are three service sites:

- East Reservoir (125 Blake Street, East Reservoir)
- Northcote (42 Separation Street, Northcote)
- Panch (300 Bell Street, Preston)

More information is available at: www.yourch.org.au

Vision	Health and wellbeing for everyone
Purpose	We partner with people and communities to deliver health and wellbeing services and promote equity
Our organisational values	<p>Courage</p> <ul style="list-style-type: none"> • We are progressive • We are creative and resourceful • We challenge the status quo for the benefit of our communities <p>Empathy</p> <ul style="list-style-type: none"> • We are caring and inclusive • We celebrate and value diversity • We work collaboratively and respectfully <p>Integrity</p> <ul style="list-style-type: none"> • We are ethical, honest, reliable and fair • We listen and are accountable to our communities • We earn and build trust <p>Achievement</p> <ul style="list-style-type: none"> • We are outcomes-focused • We are adaptable and always learning • We continuously improve • We are creative and resourceful

Statement of Inclusivity

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage applications from of the LGBTIQ+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

Position Purpose

The Lead General Practitioner (GP) at Your Community Health plays a pivotal role within a multidisciplinary team, supported by extensive professional resources to deliver high-quality, holistic, person-centred care in the northern Melbourne region.

The Lead GP is responsible for providing medical leadership, guiding, mentoring, and performance managing GPs and practice staff. Additionally, the Lead GP contributes to the growth and development of the practice, recruiting medical professionals in alignment with YourCH's strategic and business objectives. This role also offers expert advice to the Executive and leadership teams on medical and practice matters, and represents YourCH to external organisations such as the AMA, RACGP, and PHNs.

A unique aspect of the role is the opportunity to work across diverse General Practice and Specialist Clinics, tailoring the career to specific skills and interests, including:

- General Practice
- General Practice Respiratory Clinics
- Lymphoedema Clinic
- Pharmacotherapy Clinic
- Refugee Health Clinic
- Specialist Paediatric Development and Behavioural Clinic
- Trans and Gender Diverse Health Clinic (gender-affirming care)
- Vitamin D Clinic

At Your Community Health, practitioners are encouraged to engage with multiple clinics and collaborate in interdisciplinary teams, creating a dynamic and rewarding professional environment.

Position responsibilities

GP Leadership

- Lead clinical standards, supervising GPs, fostering collaboration, and driving continuous improvement.
- Oversee GP workforce development and clinical governance, ensuring services are safe, effective, and patient-focused.
- Address clinical practice or compliance issues with GPs, ensuring alignment with medical standards and accreditation.
- Provide input to executive and clinical governance decisions, representing these decisions to GPs.
- Act as a conduit for GP concerns, escalating issues as required to the Medical Services Manager or Executive.
- Support RACGP AGPT & FSP accreditation and hold Primary Supervisor responsibilities.
- Manage registrar placements and assist with the recruitment of new GPs.
- Provide support for GP-related matters alongside the Medical Services Manager.

Business Development

- Promote the integration of GP services with other YourCH services.
- Represent and promote YourCH in external forums and initiatives.
- Recommend service development to offer a comprehensive range of GP, nursing, and allied health services.
- Collaborate with management to enhance service accessibility, range, and quality.

Clinical Responsibilities

- Provide high-quality primary healthcare, adhering to best practice standards and the informed consent model.
- Deliver appropriate care to all patients, regardless of age or care level.
- Advise on respiratory illness management, including isolation protocols.
- Provide care for acute illnesses and facilitate referrals to tertiary care when necessary.
- Diagnose, treat, and refer patients as required, offering preventive care and health promotion advice.
- Support the community in making informed health choices and refer to internal/external providers.

Operational

- Maintain accurate patient records, adhering to clinic protocols and using electronic medical records.
- Coordinate multidisciplinary care with colleagues, allied health professionals, and specialists.

Safety and Quality

- Comply with legislative requirements governing medical practice in Victoria.
- Maintain professional credentials through CPD and vocational requirements.
- Participate in LGBTIQ+ safe services training and best practices.
- Use gender-affirming language and apply person-centred approaches with the trans, gender-diverse, and non-binary community.
- Ensure compliance with infection control measures and regulatory requirements.
- Record incidents and near misses in line with policy.
- Contribute to quality improvement initiatives within YourCH.

Partnerships

- Collaborate with the community, clients, staff, volunteers, and contractors to achieve YourCH's vision.
- Represent YourCH in external initiatives and communities of practice, promoting the organisation's values and improvements in client care.

Position requirements

Qualifications, Registrations and Licenses

- Registered with AHPRA to practise medicine in Australia, with a valid provider number for the site location.
- Vocational recognition through Fellowship with the Royal Australian College of General Practitioners (RACGP) or an equivalent body.
- Adherence to all legislative acts governing medical practice in Victoria.
- Current Medical Indemnity Insurance cover.
- Ongoing commitment to maintaining a RACGP FSP Primary Supervisor role

Skills, Knowledge and Competencies

- Postgraduate qualifications in medicine, business, or a related field (desirable).
- Proven medical leadership experience, ideally in community health or general practice.
- Expertise in primary care medicine (essential).
- Strong communication, interpersonal, and presentation skills.
- Demonstrated ability to drive change and improve healthcare outcomes.
- Commitment to continuous quality improvement and health promotion.
- Effective time management, prioritisation, and problem-solving skills.
- Sensitivity to the needs of marginalised groups and their access to services (essential).
- Experience in gender-affirming health, sexual health, complex care, neurodivergent clients, and/or pharmacotherapy (desirable).

Expected behaviours for all YourCH team members and volunteers

- Support the provision of services that are inclusive, safe and high quality
- Maintain staff, volunteer and client confidentiality at all times
- Work in partnership with the community, clients, and staff to achieve our vision
- Ensure an inclusive and safe workplace for clients, visitors, volunteers and staff
- Work in accordance with Your Community Health Policies and Procedures.

General

- Your Community Health requires declarations and personal information relevant to this contract. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful employee is required to provide evidence of eligibility to work in Australia.
- The contract is contingent on a satisfactory compliance check being provided by the employee for: Police Records Check, valid Working with Children Check, NDIS Worker Screening check clearance (where needed). Where the employee has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time.
- Employees who are not currently engaged by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form.
- Any changes to modify contracted KPIs will be undertaken through a written contract variation to the employee contract

Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQ+ communities to apply.