



Central Australian Aboriginal Congress

Aboriginal Corporation

Position Description

Equity and Social Justice • Respect • Recognition • Resourceful • Responsibility • Relationships

Position:	General Practitioner (PN826)
Division:	Health Services Division
Section:	Clinical Services
Salary Level:	GP
Position Reports to:	Medical Director
Location:	Alice Springs (site as directed)
Last Review:	January 2024

Role Description

The General Practitioner (GP) provides culturally safe GP services within a comprehensive primary health care framework across all sections of Congress' Health Services Division. The position works to the principles, values and philosophy of Congress as an Aboriginal community controlled health service.

Team Description

The position works within a multidisciplinary team including General Practitioners, Registered Nurses, Aboriginal Health Practitioners, Allied Health Practitioners, Aboriginal Liaison Officers, Transport Officers and Client Service Officers. The position reports to the Clinic Manager for day to day operational matters and receives clinical leadership from the Medical Director and Deputy Medical Director. The GP may be required to provide clinical leadership to the Clinic and collaborates with all Congress services, visiting Allied Health Professionals and other specialist services.

Responsibilities

<p>MAIN DUTIES</p> <p>(This is not a comprehensive list of all duties required of the position)</p>	<ul style="list-style-type: none"> • Undertake comprehensive primary health care clinical consultations in a holistic manner following protocols defined in the Central Australian Remote Practitioners Association (CARPA) Standard Treatment Manual and the Minymaku Kutja Tjukurpa Women's Business Manual where appropriate. • Work in a multidisciplinary team to optimise the health and wellbeing of clients through Congress' comprehensive primary health care service. • Work in a cooperative manner with clients taking into consideration their cultural practices and beliefs to their health and wellbeing and Western medicine • Participate in continuous quality improvement programs and support clinic staff with any change processes to improve health outcomes, service efficiency and client satisfaction, and support health service accreditation/s • Ensure revenue maximised by claiming appropriate Medicare Benefit Schedule items and generating invoice request for claimable service • Ensure clients are managed using GP management plans, team care arrangements, mental health care plans and ATSI health checks when appropriate as per the Medicare Benefit Schedule; • Seek advice from the Deputy Medical Director or senior GPs in times of uncertainty • Be available for after-hours and weekend duties as rostered • Assist Aboriginal Health Practitioners, Nurses and Midwives with clinical assessments and provide clinical advice as required • Provide immediate clinical assistance to Congress staff for work related illness or injury (excluding WC), and arrange referral for on-going management outside Congress; • Undertake other duties (and training) that are safe, legal, logical and responsible while being within the limits of employee's skill, competence and training, consistent with the position classification.
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<p>WORK ORGANISATION</p> <p>(Planning and coordination)</p>	<ul style="list-style-type: none"> • Be familiar with and follow all Congress policies and procedures that are relevant for the area in which the GP is working • Ensure effective record collection including updating client health summaries, recording all details of consultations in the “Communicare” client record, organising and ensuring appropriate follow up and timely referrals for clients as necessary • Participate in education and support of GP Registrars, junior doctors, medical students and other clinical staff within Congress • Participate in continuing professional development and maintain currency regarding Aboriginal health issues • Senior GPs will be expected to perform the following duties as directed by the Deputy Medical Director: <ul style="list-style-type: none"> ○ Provide clinical leadership in sections or areas as directed; ○ Hold and ensure maintenance of accreditation as a GP registrar supervisor by attending continuing professional development; ○ Provide advice to the senior managers on medico-legal and ethical issues; • In negotiation between the GP and senior management provide relief support to Congress remote clinics • Be an active team member and support a service based work culture showing commitment to the organisation’s strategy, mission, vision and values outlined by the board. • Take all reasonable steps to support the employment, professional development and promotion of Aboriginal people across all parts of Congress.
<p>WORK HEALTH AND SAFETY</p>	<ul style="list-style-type: none"> • Take reasonable care for your own health and safety and for the health and safety of anyone else who may be affected by your acts and omissions in the workplace. • Work in accordance with Congress’ WHS policy, the WHS Act, Regulations and Code of Practices. • Ensure WHS non-conformances or incidents/injuries are notified.
<p>VALUES AND BEHAVIOURS</p>	<ul style="list-style-type: none"> • Conduct all work in line with Congress values which are: Cultural Integrity, Equity and Social Justice, Respect and Empathy, Recognition, Resourcefulness, Responsibility, Relationships. • Apply the cultural framework and adhere to community specific protocols in all aspects of work with Congress. • Apply strict confidentiality practices and guidelines to all patient, clients, personal and commercially sensitive information. • Uphold Congress’ commitment to integrating Culturally Responsive Trauma Informed Care approaches across all aspects of service delivery in our communities.

Person Requirements (Qualifications & Attributes)

ESSENTIAL

1. Current registration (or ability to obtain) with the Medical Board of Australia (AHPRA);
2. Fellow of the RACGP or ACRRM or a minimum of five years of experience in General Practice;
3. Good communication skills, especially in cross-cultural environment;
4. Ability to work well under pressure and the ability to work effectively in a multidisciplinary primary health care team;
5. Willingness and ability to accommodate Aboriginal values and traditions in clinical practice including willingness to take cultural advice from Aboriginal staff, and awareness of and sensitivity to Aboriginal culture and history, and knowledge of current issues affecting the lives of aboriginal people;
6. Willingness, ability and appropriate levels of health and fitness to travel to and work from remote locations; and

