

## Position Description

<b>Position Title</b>	Specialist General Practitioner – Primary Care & Urgent Care
<b>Employment Type</b>	Full-time / Part-time / Locum / Independent Contractor
<b>Location</b>	Palmerston GP Super Clinic and Palmerston Medicare Urgent Care Clinic
<b>Salary</b>	\$115/hr - \$286/hr depending on employment model (private practice, locum, employed, or independent practitioner arrangements available)
<b>Applicable Award</b>	Medical Practitioners Awards 2020
<b>Supervision</b>	Provided
<b>Flexible Roster</b>	Yes

## Primary Objective

The Specialist General Practitioner (GP) will provide advanced, patient-centered healthcare at Palmerston GP Super Clinic and Palmerston Medicare Urgent Care Clinic (PMUCC). This role requires a Fellowship of the Royal Australian College of General Practitioners (FRACGP) or the Australian College of Rural and Remote Medicine (FACRRM) and offers the opportunity to work across both primary and urgent care settings. The successful candidate will contribute to high-quality, evidence-based care, clinical leadership, and medical education while supporting best practice and clinical governance frameworks.

## Key Responsibilities

### Advanced Clinical Practice

- Deliver comprehensive primary healthcare services, including chronic disease management, preventive care, and complex case management.
- Manage urgent care presentations, including minor injuries, fractures, infections, respiratory illnesses, and other acute conditions.
- Perform advanced diagnostic assessments, order and interpret pathology and imaging, and develop evidence-based management plans.
- Prescribe medications and therapeutic interventions in accordance with current PBS, MBS, and clinical guidelines.
- Ensure timely referrals to specialists, allied health providers, and emergency departments when required.
- Maintain comprehensive, accurate, and confidential medical records following legal, ethical, and practice standards.
- Deliver culturally competent healthcare, particularly for Aboriginal and Torres Strait Islander patients.

### Leadership and Governance

- Lead quality improvement initiatives to enhance patient safety and care outcomes.
- Support and mentor junior doctors, medical students, and nursing staff.
- Contribute to clinical governance, including risk management, protocol development, and compliance with RACGP standards.
- Participate in multidisciplinary team meetings, peer reviews, and case discussions.

### Education, Training and Research

- Provide clinical supervision and mentorship for registrars, junior doctors, and medical trainees.
- Engage in continuous professional development (CPD), maintaining FRACGP/FACRRM requirements.
- Participate in teaching, training, and research initiatives to improve clinical practice and patient care.

### Quality, Safety and Compliance

- Adhere to FCD Health's Clinical Governance Framework, NT and Federal privacy laws, and medical ethics standards.
- Maintain infection control, medication safety, and workplace health & safety protocols.
- Participate in risk management and ongoing accreditation activities to ensure best practice.

- Participate in community outreach programs, including health education and chronic disease prevention initiatives.

### **Selection Criteria**

- Fellowship of the Royal Australian College of General Practitioners (FRACGP) or Australian College of Rural and Remote Medicine (ACRRM).
- Current registration with AHPRA as a Specialist General Practitioner.
- Minimum of three years' post-fellowship experience in general practice, urgent care, or emergency medicine.
- Demonstrated expertise in managing complex, multimorbid, and high-acuity presentations.
- Strong leadership skills, with experience in clinical governance, supervision, and mentoring.
- Ability to work autonomously and collaboratively within a multidisciplinary healthcare team.
- Commitment to culturally safe practice, particularly in Aboriginal and Torres Strait Islander healthcare.
- Current CPR/ALS certification (within the last three years).
- Eligibility for a Medicare Provider Number to practice at PMUCC.
- Professional indemnity insurance coverage.

### **Desirable**

- Additional training in emergency medicine, minor procedures, or chronic disease management.
- Experience in teaching, clinical research, or quality improvement initiatives.
- Familiarity with electronic health records (e.g., Best Practice)
- Postgraduate qualifications in health leadership, medical education, or rural and remote medicine.

### **Employment Models and Remuneration**

This role offers flexible employment options, including:

- Salaried employment with a competitive package.
- Locum positions with sessional rates.
- Independent contractor arrangements with percentage-based earnings or hourly rates.
- Private practice opportunities with full clinic administration and nursing team support.
- Remuneration range: \$115/hr - \$286/hr, depending on the employment model and clinic worked at.

### **Conditions of Employment**

- Credentialing and Scope of Clinical Practice
- AHPRA registration as a Specialist General Practitioner.
- Fellowship of RACGP (FRACGP) or ACRRM (ACRRM).
- Eligibility for a Medicare Provider Number to work at PMUCC.
- Professional indemnity insurance as required for medical practitioners in Australia.
- Working with Children (Ochre Card) and Criminal History Check (National Police Check)
- Immunisation Requirements  
The role requires compliance with Category A healthcare worker immunisation requirements.

### **Human Resource Principles within the role**

- Undertake all work as rostered.
- Identify and contribute to efficiency improvements in patient care and clinical workflows.
- Ensure adherence to infection control measures and workplace safety regulations.
- Support emergency response procedures and maintain readiness for clinical emergencies.
- Comply with FCD Health policy related to attendance, agreed required business hours, annual leave planning and flexible working arrangements.
- Compliance with all FCD Health policy in relation to the treatment of all FCD Health staff.
- Participate in FCD Health annual appraisal process.
- Attend in-service training and professional development courses on an ongoing basis.

### **Team Building**

- Demonstrate and maintain a high standard of work, setting an example for co-workers.
- Demonstrate well-developed teamwork skills.

### **Continuum of Care**

- Offer proactive assistance to clients and ensure seamless coordination of care.
- Consult and collaborate with all other staff where required to provide high-quality non-clinical services to patients.
- Clearly communicate issues in a succinct and understandable way.
- Assist in developing and maintaining a high level of morale.
- Promote loyalty to the organisation both internally and externally.
- Assist with policy and procedure development and review.

### **Information Management**

- Maintain accurate and confidential health records, ensuring compliance with Equip and FCD Health standards.

### **Improving Performance**

- Assist with identifying quality and efficiency improvements in all areas, contributing to continuous improvement initiatives.

### **Safe Practice and Environment**

- Maintain and ensure safe and healthy work practices and conditions.
- Report and document all accidents/incidents to the Chief Executive Officer.
- Implement recommendations to avoid, reduce or eliminate hazards.
- Take care to avoid adversely affecting the health and safety of any other person through any act or omission at work.
- Be familiar with fire and emergency procedures.
- Attend and assist in Emergencies as directed by the Chief Executive Officer or delegate. Have a working knowledge of all emergency codes and respond according to FCD Health policy.