****

**POSITION DESCRIPTION**

### POSITION TITLE: General Practitioner

### PROGRAM: Clinical Services

### STATUS: Contractor

### REPORTING TO: Manager, Clinical Services

**LOCATION:** Equinox and PRONTO! - 200 Hoddle Street Abbotsford

#### 1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI health organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For the past 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community’s response to HIV and AIDS.  Now, our work has moved beyond Victoria and Thorne Harbour Health is responding to a broad range of issues.  Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

**Our Vision**

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

**Our Mission**

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

**2. PROGRAM CONTEXT, ROLE & FOCUS**

**Equinox Gender Diverse Health Centre**

Equinox is an AGPAL Accredited General Practice that caters exclusively to the Trans and Gender Diverse (TGD) community.

The primary objective of Equinox is to reduce the barriers that TGD people face in accessing primary health care services and to contribute to the enhanced health and well-being of members in this specific community. The service is guided by a consultation process with the THH Trans Advisory Group that consists of a selection of TGD community members and representatives from a wide array of community support and action groups.

Equinox aims to reduce barriers to TGD health and well-being by:

* Providing trans affirmative health services that reflect and serve the needs of the TGD community
* Ensuring that all TGD clients are treated respectfully and with dignity
* Providing an environment where clients are safe and able to present their own gender identity without judgment or discrimination
* Providing services that are cost effective and affordable to the TGD community

**PRONTO!**

PRONTO! is a Thorne Harbour Health peer HIV testing program that has operated since 2013. In this time, the Peer Test Facilitators have provided health promotion education to, and tested over 10,000 G/MSM for HIV. They have diagnosed and provided support and referral to over 70 men from a wide range of ages, cultures and sexual identities. In 2016 the program expanded to provide Peer STI testing services and has since tested over 5,000 men for STIs. The Peer Testers work in collaboration with onsite General Practitioners and Nurse Practitioners who provide Pre-Exposure Prophylaxis (PrEP) and STI treatment services.

HIV testing is a key HIV prevention strategy for MSM/gay men in Australia. Increased coverage and frequency of testing for HIV amongst high risk gay, bisexual and queer men who have sex with men is an effective public health intervention to reduce future transmissions of HIV.

The primary objectives of PRONTO! are to:

* Deliver an accessible, high quality, confidential community based HIV testing and STI testing service in metropolitan Melbourne
* To increase the frequency of HIV and STI testing among sexually active and high risk G/MSM in Victoria
* Reduce barriers to G/MSM in Victoria accessing HIV and STI testing at the recommended frequency
* Provide high quality evidence of the impact of community based and rapid point of care HIV testing for reducing HIV transmission risk among G/MSM in Victoria
* Enhance access to primary and secondary sexual health services by working in partnership with existing service providers

**General Practitioner role**

*Provision of Medical Services*

The General Practitioner is responsible for the provision of high quality general practice and sexual health medical services at Equinox.

The General Practitioner must maintain registration with AHPRA and maintain current provider status with the Health Insurance Commission.

The General Practitioner must maintain high clinical standards in keeping with community accepted standards of care. The General Practitioner must maintain up to date knowledge, standards and practices in sexual health, HIV medicine and trans health in keeping with the service’s focus on these areas.

The General Practitioner must have all the attributes required to ensure the highest quality client care. The General Practitioner must be able to establish rapport with diverse clients and have excellent communication skills, in particular the capacity to communicate complex information and assist clients to make informed decisions.

*Case Management and Peer Review*

General Practitioner contractors report to the Manager, Clinical Services with oversight through the THH Clinical Governance Framework. The General Practitioner will engage in informal and formal case-management and peer-review meetings with the other Medical Practitioners engaged at Equinox/PRONTO!.

*Building Relationships*

The General Practitioner will participate in and support the building and maintaining of relationships with other relevant organisations, institutions, services and practices.

#### 3. POSITION ROLE AND RESPONSIBILITIES

* Provision of PrEP, PEP and STI result checking and treatment services.
* Provision of all General Practice medical services including mental health, sexual health, hormone management, vaccinations, preventative health care and chronic disease management to the TGD community.
* Respond to and assist with medical emergencies and provide general medical knowledge, advice and support to the PRONTO! Peer Testing team.
* Thorne Harbour Health / Equinox has produced an Informed Consent Protocol for the Initiation of Hormone Therapy and Hormone Therapy Prescribing Guidelines. These have both been endorsed by AUSPATH. We are seeking practitioners who are willing to work within this framework where clinically appropriate.

#### 4. KEY SELECTION CRITERIA

**Mandatory Qualifications**

1. A tertiary qualification enabling eligibility for registration with AHPRA.
2. Fellowship with the Royal Australian College of General Practitioners or Royal Australian College of Physicians (Chapter of Sexual Health Medicine)
3. Applicants must be S100 Prescribers for HIV medications, in the process of undertaking this training, or commit to undertaking this training.

**Skills and experience**

1. Demonstrated experience in the provision of general practice and/or sexual health medical services to the client base of Equinox and PRONTO!, including the trans and gender diverse community, gay men and men who have sex with men.
2. A demonstrated sensitivity to the issues of trans and gender diverse people and gay men/MSM face in accessing culturally sensitive and appropriate health care. A strong commitment to reducing these barriers and supporting these communities.
3. Demonstrated knowledge and understanding of delivery of medical services and client care using a holistic, patient centred and trauma informed approach.
4. Demonstrated ability to provide medically related information to clients within a model of empowerment and personal development.
5. Demonstrated ability and commitment to work with a multi-disciplinary team.
6. A demonstrated commitment to the implementation of human rights and social justice principles, to industrial democracy and respect for people in the workplace.
7. Excellent interpersonal and communication skills

#### 5. CONDITIONS OF EMPLOYMENT

* Contracted doctors are offered a fee split of 70% of all Medicare and other patient income received. The Centre Clinic offers bulk billed services. Patients without Medicare are charged at the Medicare rebate schedule rates.
* Completion by Thorne Harbour Health of a satisfactory police check.
* A Confidentiality Agreement must be signed.
* Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
* Thorne Harbour Health provides a non-smoking workplace.
* Membership of the appropriate union is strongly encouraged.
* Applicants must either be Australian citizens, or have permanent resident status.

#### 6. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

#### 7. APPLICATION PROCESS

Applicants will need to provide a CV and evidence of current registration and insurance.

For further enquiries please contact:

Manager, Clinical Services – Peter Locke on 0419 913 062 or via email peter.locke@thorneharbour.org