



VICTORIAN AIDS COUNCIL

WORKING TOGETHER

CONTRACT ROLE DESCRIPTION

POSITION TITLE: General Practitioner

PROGRAM: Equinox and PRONTO!

POSITION STATUS: Contractor

REPORTING TO: Practice and Program Manager

1. PRIMARY OBJECTIVES

We are seeking medical practitioners that are interested in working as contractors with VAC to provide General Practice services, STI testing and treatment and PrEP services to trans and gender diverse (TGD) Equinox patients and Gay/MSM PRONTO! clients.

This position description incorporates all of the services being offered at PRONTO! and Equinox. Ideally you would be interested in working with clients from both services, however we would be willing to work with medical practitioners interested in working with only one of the services.

2. ORGANISATIONAL ENVIRONMENT

The Victorian AIDS Council (VAC) was formed in 1983 as a central part of the Victorian community's response to HIV/AIDS. In 1986 the Gay Men's Health Centre was formed to address the broader health needs of the gay community. VAC aims to improve the health and social and emotional well-being of Victorian communities, with a particular emphasis on bringing the HIV/AIDS epidemic to an end.

VAC employs around 100 staff members, across various program areas. Staff member's qualifications range from medical practitioners, social work and counseling to psychology and nursing. Strategies are in place to maintain a stable, motivated, and supported workforce through regular staff members and team building activities, and peer review meetings.

Our purpose

To reduce HIV transmissions in Victoria by promoting the health of gay men and of people living with HIV.

To work in partnership to improve health outcomes for the sexually and gender diverse community.

Our Vision

A future without HIV.

A world where all sexually and gender diverse people live with dignity, with equal rights, and participate fully in our society.

Our Mission

VAC leads the fight against HIV/AIDS in Victoria by providing care and support for people living with HIV, health promotion, and advocacy.

We advocate, with partner organisations, to improve health outcomes for sexually and gender diverse communities.

At VAC we:

Deliver HIV prevention, education and health promotion to gay men.

Provide services, support and advocacy for all people living with HIV.

Respond to emerging needs and developments in HIV prevention and care.

Support and promote the health and wellbeing of sexually and gender diverse communities.
Promote access to our services for these communities.

Our Goals

Decrease rates and impact of HIV.

Be recognised as a visible and trusted leader for our communities.

Lead through innovative and high-quality programs and services.

Be a strong, unified organisation.

Be a well-governed, financially secure, and sustainably-resourced organisation.

For more information on our organisation please visit our website www.vac.org.au

2. PROGRAMS CONTEXT, ROLE & FOCUS

Equinox

Equinox is a VAC operated health centre that caters exclusively to the Trans and Gender Diverse (TGD) community. General Practice, Counseling and Care Recovery Coordination services are currently being offered on site.

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 VAC 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 peer driven, community based shop front approach to reduce barriers to HIV and STI testing and promote early HIV detection. PRONTO! is a novel collaboration between the VAC, Burnet Institute and the Victorian Department of Health.

The framework of PRONTO! is a combination of peer education, healthcare and promotion and cultural intervention. This position works within a team that is collectively responsible for participating in all aspects of the programs ongoing planning, development and evaluation.

The primary objectives are to:

- Provide an accessible, high quality, confidential community based HIV and STI screening and testing service in metropolitan Melbourne;
- To increase the frequency of HIV and STI testing among sexually active and high risk GBM in Victoria;
- Reduce barriers to GBM in Victoria accessing HIV 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 GBM in Victoria;
- Enhance access to primary and secondary sexual health services by working in partnership with existing service providers.

3. THE ROLE OF THE GENERAL PRACTITIONER

Provision of Medical Services

The Medical Officer is responsible for the provision of high quality general practice and sexual health medical services at Equinox and PRONTO!

They must maintain their registration with the Victorian Medical Practitioner's Board and maintain provider status with the Health Insurance Commission.

They must maintain high clinical standards in keeping with community accepted standards of care. They must maintain up to date knowledge, standards and practices in trans and sexual health in keeping with the service's focus on these areas.

They must have all the attributes required to ensure the highest quality client care. They must be able to establish rapport with 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

Medical contractors reports to the Practice and Program Manager with oversight through the VAC Clinical Governance Framework. The medical officer will engage in informal and formal case-management and peer-review meetings with the Medical Practitioners engaged at Equinox and VAC's other medical centre, The Centre Clinic. Opportunities for appropriate professional development, training and maintenance of skill and expertise will be raised with the Program Manager.

Building Relationships

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

Ensuring a Healthy and Safe Working Environment

As a contractor at of VAC the Medical Officer is responsible for ensuring a safe and healthy workplace by complying with the provisions of the Occupational Health and Safety Act 2004.

4. POSITION ROLE AND RESPONSIBILITIES

We are keen to hear from suitably qualified general practitioners and /or sexual health physicians that are interested in working with the TGD and or Gay/MSM communities. Our current team of GP's are willing to provide ongoing mentoring and support to practitioners who are interested in developing their skills and experience in TGD and/or sexual health.

Provide PrEP, PEP and STI result checking and treatment services;

Provide General Practice services including mental health sexual health, hormone management, vaccinations and preventative health care and chronic disease management to the TGD community;

All practitioners on site will be required to respond to and assist with medical emergencies and provide general medical knowledge, advice and support to the PRONTO! Peer Testing team.

Equinox is in the process of finalising an Informed Consent protocol for the Initiation of Hormone Therapy. This model has been endorsed by ANZPATH and The Monash Gender Clinic and is currently in community consultation. We are seeking practitioners who are willing to work within this framework where clinically appropriate.

5. KEY SELECTION CRITERIA

Qualifications

Applicants must have a tertiary qualification enabling eligibility for registration with the Medical Board of Victoria. Fellowship with the Royal Australian College of General Practitioners or Royal Australian College of Physicians (Chapter of Sexual Health Medicine) is required.

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 approach.
4. Demonstrated ability to provide medically related information to clients within a model of empowerment and personal development.
5. Demonstrated ability to participate in research and clinical trials, including data collection processes and data analysis.
6. A commitment to the principles of community development, volunteerism and participatory management of community based organisations.
7. Demonstrated ability and commitment to work with a multi-disciplinary team.
8. A demonstrated commitment to the implementation of human rights and social justice principles, to industrial democracy and respect for people in the workplace.
9. Excellent interpersonal and communication skills.

6. CONDITIONS OF CONTRACT

- o Contracted Drs are offered a fee split of 70% of all Medicare and other patient income received. Both Equinox and PRONTO! offer bulk billed services. Patients without Medicare are charged at the Medicare rebate schedule rates.
- o VAC is an equal opportunity employer and as such all staff and contractors are required to contribute to creating a non-discriminatory workplace.
- o VAC provides a non-smoking workplace.

7. Further Information

For further enquiries please contact the PRONTO! and Equinox Program Manager: Peter Locke ph: 0419 913 062 or peter.locke@vac.org.au