

POSITION DESCRIPTION

- General Practitioner



THRIVE
MEDICAL

Better Health Together



General Practitioner

Reports to: Heather Pearce

Team: Medical

Salary: Negotiable + monthly profit share arrangements.
[Salary negotiations begin at \$1,500 per day or (\$390 000 FTE)]

Superannuation: Employer contribution 11% (11.5% from 1 July 2024)

Working hours: The position is full-time (75 hours) Monday to Friday 8.30am to 5pm (1 hour lunch break) but part-time or contracting arrangements are negotiable

Working arrangement types: Hybrid arrangements are negotiable including condensed work week, FIFO DIDO etc.

Basis of employment: Continuing or contract

Probationary period: 6 months

Relocation Incentives available: Yes (see "Benefits of Working for Us" below)

CONTACT FOR ENQUIRIES:

Mel Purcell - Operations Manager

E: mel@thrivemed.com.au T: 08 8087 9383

HOW TO APPLY: Please email to hr@thrivemed.com.au
a covering letter, response to the selection criteria and CV

About Thrive Medical

Located in the heart of Broken Hill, NSW, Thrive Medical is a leading multidisciplinary health service renowned since 2011 for its advanced healthcare and compassionate approach. We began with a vision to provide exceptional medical, allied health, imaging and NDIS care services, aiming to set a global benchmark in healthcare excellence. Our team is renowned for their expertise and friendly service. At Thrive Medical, we are not just providing healthcare; we are enhancing lives in the community we proudly serve.

Joining Thrive Medical means becoming part of a family-oriented team where flexibility, collaboration, and a patient-first mindset are key. We offer a dynamic and supportive work environment, fostering both professional growth and work-life balance. Our core values of Respect, Confidentiality, and Communication guide us in delivering top-notch health services with a personal touch. Please click [here](#) to watch our Thrive Medical video to see our great working environment and hear about the benefits of working for us.

Broken Hill offers a unique lifestyle, combining a rich cultural heritage with modern comforts. It's a community known for its strong spirit, affordability, and a balance of work and leisure, making it an ideal setting for both personal and professional fulfillment. To find out more information about living in Broken Hill region read you can read this [resource](#).

A MULTI-DISCIPLINARY HEALTH SERVICE

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“Thrive is very generous with their incentives”



About The Role

Purpose of the role

Thrive Medical, being in an Monash Modified Model 3 classified area, offers unique benefits and challenges, providing an enriching and rewarding environment for GPs looking to make a difference in rural healthcare. A medical position at Thrive Medical will suit a GP at any stage of their career, from those seeking early career development opportunities and mentorship, to experienced practitioners looking for a dynamic environment that supports professional growth, or those approaching retirement and interested in a flexible, supportive role that allows for a meaningful impact in the community.

As a GP at Thrive Medical, you will be at the forefront of providing cradle-to-grave comprehensive medical care services to the Broken Hill community. The medical practice specialises in occupational health and chronic disease management. This role offers the chance to work within an innovative and supportive environment, utilising a wide range of onsite services.

Medical Practice facilities and benefits include:

- **Comprehensive Onsite Services:** a wide range of allied health services including physiotherapy and advanced imaging modalities (MRI, CT, Ultrasound, Mammography, Bone Density assessments, X-Ray) and on-site pathology service, to support integrated patient care.
- **Full-time practice nurse:** available to support General Practitioners with procedures, chronic disease management, and patient education, facilitating a comprehensive approach to healthcare.
- **Visiting Specialists:** Regular clinics with Orthopaedic surgeons, Radiologists, and specialised clinics for ear care and skin checks, enhancing the scope of patient care.
- **Modern Infrastructure:** Newly refurbished spacious facilities featuring total 3 consultation rooms in total - one is currently being used as a PN/treatment room. a 15-20 seat comfortable waiting area
- **Technology and Team Support:** Utilisation of Best Practice Software for patient management, supported by an experienced Practice Manager and 2 dedicated reception staff for optimal operation.
- **Fitness and Wellness:** 24/7 access to an on-site gym/rehabilitation space with recovery amenities and Pilates studio for patient recovery and well-being.

Responsibilities and Duties

- **Patient Care:** Provide empathetic and professional medical services, including diagnosis, treatment, and minor procedures. Develop personalised care plans and manage chronic diseases and undertaking pre-employment health assessments.
- **Patient Communication and Education:** Communicate effectively with patients, provide education on health management and preventive care.
- **Diagnostics and Referrals:** Use in-house imaging services and on-site pathology service, interpret results, and coordinate referrals to specialists as needed.
- **Multidisciplinary Collaboration:** Collaborate with Thrive Medical's allied health healthcare professionals for integrated care. Participate in medical and multidisciplinary team discussions for service improvement.
- **Clinical Governance:** Engage in quality improvement, adhere to medical guidelines, and contribute to policy development.
- **Practice Development:** Contribute to practice growth and efficiency, support new technology integration for better care delivery.

The pace of the practice is brisk and demanding, offering a dynamic and stimulating environment. Here, every day is an opportunity to make a significant impact on the lives of our community members. Currently operating with locum doctors, our practice holds immense potential, readily accommodating 2-3 full-time equivalent GPs, alongside medical students and registrars.

Note:

This position description is not a duty statement; it is only intended to provide an outline of the key responsibilities of the position. Employees are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives. It is expected that this position description will change over time due to the nature of Thrive Medical's activities. A flexible attitude to change is expected of staff. Any proposed changes will be discussed with you.

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“ I really like the energetic
vibe of the whole team
and the way we always go
the extra mile for patients
and clients. ”



About You

Selection Criteria

Mandatory

- Committed to Thrive Medical's values of Respect, Confidentiality, and Communication.
- Vocationally registered (VR GP) with FACRRM or FRACGP, eligible to practice in Australia.
- Minimum three years of diverse general practice experience, emphasizing holistic patient care.
- Dedicated to rural health, delivering high-quality, evidence-based care.
- Strong multidisciplinary team player, collaborating effectively with allied health professionals, nursing staff, specialists, and locums.
- Excellent interpersonal and communication skills.
- Demonstrated understanding of and commitment to joining a family-oriented organisation, committed to flexibility, strong collaboration skills, and a patient-first approach.

Desirable

- Exposure to occupational health and work safety
- Additional qualifications or certifications relevant to general practice.
- Interest in leading or participating in clinical governance activities, including AGPT supervisor and practice accreditation, policy development, and quality improvement initiatives to ensure high standards of patient care.

Other Requirements

- Proof of AHPRA registration
- Proof of medical qualifications and CPD training undertaken
- Current police check
- Current working with children check
- Current first aid certificate
- Current driver's licence

Benefits of Working with Us

Staff benefits

- Flexible working arrangements (full-time, part-time, employed, contract, hybrid work arrangements including condensed work week, FIFO DIDO etc.)
- Option to purchase additional leave to support work/life balance.
- Remuneration - Negotiable + monthly profit share arrangements. [Salary negotiations begin at \$1,500 per day or \$390 000 FTE]
- Annual professional development allowance of \$3,000 and access to the Health Workforce Scholarship Bursary administered by the Rural Doctors Network offering up to \$10,000 annually for course fees, accommodation, and travel expenses related to professional upskilling.

If needing to relocate:

- Dedicated accommodation – 366 Oxide Street available for first six months (value at \$18,200).
- Up to 3 flights back to a major city in first year in accordance with our Flight Incentive Policy (valued at \$2,400 for 1.0 FTE position).
- Relocation assistance up to a \$4,000 contribution, 50% paid upon arrival with invoice presentation and the remaining 50% on the 12-month work anniversary, in accordance with our Relocation Assistance Policy and access to Relocation Grants (depending on home location) up to \$1,500 administered by the Rural Doctors Network.
- Referral to the Welcome Experience a free 12-month service to personally welcome, help settle and connect you, your partner and any other family members to Broken Hill (includes support with finding housing, partner employment, childcare and schooling and social connection etc.).
- Access to comprehensive Broken Hill-based GP training and development programs for enhancing professional skills and personal growth through PHN .
- Free on-site car parking and EV charging stations.
- Use of fleet cars for work related travel including EVs (Tesla)
- Regular organised social events for employees
- 24/7 onsite gym access
- Access to a free Employee Assistance Program (EAP) via telehealth