

Victorian Rural Generalist Program

Position description

Statewide Clinical Lead

The Statewide Clinical Lead will, through professional leadership and expertise, lead the Victorian Rural Generalist Program (VRGP). The Statewide Clinical Lead will drive a culture of clinical excellence through the development of a skilled Rural Generalist workforce.

The Statewide Clinical Lead will support the implementation of the VRGP and governance arrangements for Clinical Leads in rural and regional Victoria. The Statewide Clinical Lead will also provide mentorship and ongoing support to general practice trainees and general practitioners who are interested in pursuing Rural Generalist careers.

The Statewide Clinical Lead will lead a team of five Clinical Leads appointed within the VRGP. This includes four Clinical Leads for each of the key advanced skills areas (Anaesthetics, Obstetrics, Emergency Medicine and Paediatrics).

Classification	Medical Specialist
Engagement model	This position is jointly funded by the Victorian and Commonwealth governments. Employment arrangements will be confirmed with the successful applicant and health service as part of the recruitment process.
Title	Statewide Clinical Lead
Team, unit	Victorian Rural Generalist Program
Locality	Negotiable
Registration	Medical Board of Australia Specialist General Practitioner
Qualification	GP Fellowship plus advanced skill qualification
Employment type	0.4 FTE (negotiable), up to two years fixed term contract
Salary	\$465,000 (pro rata)
Position reports to	Department of Health and Human Services, Victoria
Further information	Name: Steven Fok Position: Senior Policy Officer Telephone: 03 9096 6955 Email: RuralGeneralist@dhhs.vic.gov.au
Closing date for submissions	Please email your resume and cover letter to Steven Fok at RuralGeneralist@dhhs.vic.gov.au by Sunday 24 May 2020

Victorian health service system

The Victorian Government is responsible for ensuring that a wide range of health care services are delivered to the Victorian community. Victoria's health service system delivers services across six health regions: Barwon Southwest, Gippsland, Grampians, Hume, Loddon Mallee and the Metropolitan region.

The Department of Health and Human Services (the department) offers a range of programs to support the education and training of rural medical practitioners with the aim of encouraging rural recruitment and retention to meet rural community need. In 2019, the department has developed a *Strengthening Rural Generalist Training plan* (the plan) for Victoria. The Plan builds on existing department funded rural medical workforce programs and investment in rural medical workforce training to develop a statewide coordinated Victorian Rural Generalist Program (VRGP). The long-term objective of the VRGP is to increase the available number of Rural Generalists employed in rural health services.

The general practitioner (GP) workforce in rural and regional Victoria is the primary medical workforce in local health services and small rural health services. Rural Generalists are GPs with advanced skills in areas such as obstetrics, anaesthetics, emergency medicine, paediatrics, Indigenous health and mental health.

Purpose

The Statewide Clinical Lead is critical to the success of the VRGP. In collaboration with the VRGP Coordination Unit and the Regional Networks, the Statewide Clinical Lead will lead the implementation of the VRGP by:

1. Providing advice to the department and Victorian health services on Rural Generalist workforce requirements to facilitate the delivery of Rural Generalist training services in rural health services.
2. Improving training outcomes and experiences of trainees across Victoria;
3. Improving access to Rural Generalist training in rural and regional Victoria; and
4. Developing and implementing a robust Clinical Lead program management framework;

Roles and responsibilities

1. Lead the VRGP by supporting program design and implementation, and governance arrangements.
2. Provide oversight and support to Clinical Leads to facilitate consistency of training standards across training posts.
3. Provide authoritative advice to inform the implementation of the VRGP with a particular focus on improving access to Rural Generalist services.
4. Facilitate the expansion of Rural Generalist advanced skills training by supporting health services to meet accreditation requirements for the relevant Rural Generalist training activities.
5. Provide individualised and consistent advice to ensure trainee progress in accordance with curriculum requirements, and College and contractual standards. This requires an understanding of the architecture of training and the extent to which the interest of stakeholders is recognised and reconciled with the needs of trainees and supervisors.
6. Oversight the delivery of support and case management to trainees and supervisors.
7. Analyse areas of strength and weakness and contribute to professional development and learning plans for individual trainees, including quarterly review of learning plans and log books, as required.
8. Evaluate the effectiveness of education and training activities with support of the VRGP Coordination Unit.
9. Promote the education and training activities of the VRGP.
10. Advocate for Rural Generalism and support succession planning for Rural Generalist advanced skills for health services in rural Victoria.
11. Establish and maintain working relationships with hospital directors, Registered Training Organisation (RTO) Medical Educators, GP Colleges, other specialist medical colleges/Joint Consultative Committees, supervisors, regional and rural health services and other stakeholders.

12. Participate in the selection and interview process of potential trainees, as required.
13. Work collaboratively with the department staff to ensure linkages and synergies of work.
14. Chair the VRGP Statewide Committee.
15. Participate in VRGP Clinical Lead meetings as required.
16. Other duties as directed.

Personal skills and qualities

We are seeking a Statewide Clinical Lead who can demonstrate the following personal skills and qualities:

- Management skills: Is able to provide instructions to others about what work they need to do and/or how to perform specific tasks.
- Good with people: Can quickly establish a natural rapport with a range of people.
- Integrity: Is consistently honest, fair, and ethical in words and in conduct; takes responsibility for own actions.
- Respect: Treats others fairly and objectively, ensuring freedom from discrimination, harassment and bullying, and using the views of others to improve outcomes on an ongoing basis.
- Active listening skills: Is able to receive information and insights conveyed verbally; takes steps to confirm a shared understanding about the meaning of the information and insights provided.
- Coaching and mentoring skills: Is able to help others improve their knowledge or skills by providing encouragement, feedback and insights into alternative ways of approaching particular situations.
- Conflict management skills: Is able to work with people to overcome differences of opinion or communication difficulties.
- Influencing skills: Is able to affect the beliefs, behaviours or actions of other people.

Qualifications

To be eligible for this position you will have:

- Fellowship of the Royal Australian College of General Practitioners (RACGP) OR Fellowship of the Australian College of Rural and Remote Medicine (ACRRM)
- Vocational Registration and currency of clinical practice in a relevant Rural Generalist Advanced Skill.

It is also essential that you have the following:

- Full unconditional medical registration with the Medical Board of Australia
- Understand the requirements of Rural Generalist Advanced Skills training and be able to give accurate training advice to trainees and potential trainees and assess suitable training posts
- Excellent organisational and planning skills in managing competing priorities in a busy environment
- Proven experience in building strong, positive relationships
- Proficient computer literacy skills including the capacity to effectively use the Microsoft Office suite and database software
- Current driver's licence with the ability to travel to regional and rural parts of Victoria.

Operating conditions and resources

The Statewide Clinical Lead will be accountable to the Medical Workforce unit, Health Services and Workforce Policy Branch, Department of Health and Human Services for achieving a set of performance targets as well as contributing to the objectives of the VRGP. At the beginning of their term the Statewide Clinical Lead and the department will agree the performance targets.