1. POSITION SUMMARY

1.1 POSITION TITLE:	**Trans and Gender Diverse Health Initiative Project – General Practitioner** (Part-time – approximately 22.5 hours per week)
1.2 TEAM(S):	Medical Practice & Specialist Services
1.3 PROGRAM	TGD Health Initiative
1.4 ACCOUNTABLE TO:	Medical Practice Manager
1.5 AGREEMENT:	• Darebin Community Health Medical Practitioners Single Enterprise Agreement 2015-2018 • (Agreement not applicable for Contractor arrangements)
1.6 CLASSIFICATION:	General Practitioner
1.7 COST CENTRE:	Medical Services - 470
1.8 SUPERANNUATION:	As per the Superannuation Guarantee Act
1.9 SALARY PACKAGING:	In accordance with Your Community Health Policy
1.10 EMPLOYMENT CHECKS:	Employment is contingent on a satisfactory Police Records Check, valid Working With Children Check and a clear Disability Workers Exclusion Scheme (DWES) check
1.11 PRE-EXISTING INJURY/ ILLNESS	Applicants who are not currently employed by Your Community Health are required to fill out a Pre-existing Illness/ Injury Declaration Form.

2. POSITION PURPOSE:

The purpose of this position is to provide general practice services for trans and gender diverse people as part of the Trans and Gender Diverse (TGD) Health Initiative.

The TGD Health initiative brings together four of Victoria's key health and wellbeing organisations in a consortium in collaboration with the trans and gender diverse (TGD) community, to deliver the two components of the Trans and Gender Diverse Health Initiative:

- a state-wide workforce skills and training program and
- new multidisciplinary sessional clinics in Preston and Ballarat.

The TGD Health initiative is to be co-designed and produced with the TGD community and delivered by the Trans and Gender Diverse in Community Health Consortium (TGDiCH) comprising Your Community Health (lead agency), Ballarat Community Health Service, Austin Health and Thorne Harbour Health.

All aspects of the development, implementation and delivery of the TGD Health Initiative will be evaluated. Learnings from this innovative project will inform the development of future integrated health care models that will broaden access to safe and patient centred primary health care for the TGD community.

3. OUR ORGANISATION:

Your Community Health is a quality accredited independent community health service with its own Board of Directors. It provides a wide range of allied health, medical, social support and health promotion services operating across the seven Local Government Areas (LGAs) of northern Melbourne: Darebin, Banyule, Moreland, Yarra, Hume, Nillumbik and Whittlesea. There are four service sites:

- East Reservoir (125 Blake Street, East Reservoir)
- Northcote (42 Separation Street, Northcote)
- PANCH (300 Bell Street, Preston)
- East Reservoir Community Hub (Unit 1/44 Whitelaw Street, Reservoir)

Staff may be required to work at any site.

Purpose

We enable health, wellbeing and dignity for all people in the northern Melbourne by providing responsive and accessible services.

Our organisational values

We strive for:

Courage
- We rise to challenges and persevere in the face of obstacles

Compassion:
- We are caring and empathic towards others
- We embrace and value diversity
- We work collaboratively and respectfully

Integrity:
- We are ethical, accountable, honest, reliable, and fair

Achievement:
- We continually strive to improve
- We are adaptable
- We are creative and resourceful

4. POSITION DETAILS

The Trans and Gender Diverse Health Initiative General Practitioner will provide high quality general practice medical care to people who identify as transgender or gender diverse.

4.1. Role and Duties

The role of the Trans and Gender Diverse Health Initiative General Practitioner is to:

- Provide trans affirmative health services that reflect and serve the needs of the TGD community
- Provide services that are accessible and of high quality to the TGD community
- Ensure that all TGD clients are treated respectfully and with dignity
- Provide an environment where clients are safe and able to present their own gender identity without judgment or discrimination

The responsibilities of the TGD General Practitioner are:

Provision of Medical Services

- Provide high quality general practice and sexual health medical services for people who identify as TGD including:
    - mental health sexual health
    - hormone management
    - vaccinations and preventative health care and
    - chronic disease management.
- Work within the Informed Consent protocol for the Initiation of Hormone Therapy developed by the Thorne Harbour Health Equinox Clinic and endorsed by ANZPATH and The Monash Gender Clinic where clinically appropriate.
- Maintain high clinical standards in keeping with community accepted standards of care.
- Maintain up to date knowledge, standards and practices in trans and sexual health in keeping with the service's focus on these areas.
- Establish rapport with clients and communicate complex information in a form that is understood so as to support shared decision making and assist clients to make informed decisions.
- Maintain registration with AHPRA and provider status with the Health Insurance Commission.

Case Management and Peer Review

- Engage in informal and formal case-management and peer-review meetings with other members of the TGD Health Initiative, including Your Community Health TGD Health Initiative staff and specialist staff from Austin Health.

Building Relationships and Capacity for TGD Health

- Engage with all members of the TGD Health Initiative Consortium to support shared learning
- Participate in and support the building and maintaining of relationships with other relevant organisations, institutions, services and practices
- Engage in program evaluation and development of sector capacity through being willing to share learnings with others.

Quality Management

- Support the provision of services that are safe and high quality.
- Maintain staff and client confidentiality at all times.

Health Promotion

- Work with our community to increase capacity to make choices that enhance health and wellbeing.

Service Development

- Continuously improve the accessibility, range and level of services delivered.

Partnerships

- Work in partnership with the community, clients and staff to achieve our vision.

Organisational Sustainability

- Ensure a safe workplace for clients, visitors and staff.
- Work in accordance with Your Community Health Policies and Procedures.

4.2. Key Selection Criteria

Qualifications and Experience

- Registered with the Medical Board of AHPRA.
- Fellowship with the Royal Australian College of General Practitioners or Royal Australian College of Physicians (Chapter of Sexual Health Medicine).
- Background in a sector with a focus on clients with complex needs

Essential

- Demonstrated experience in the provision of general practice and/or sexual health medical services to the trans and gender diverse community.
- Sensitivity to the issues faced by trans and gender diverse people in accessing trans affirmative, non – pathologising health services that support their gender identity and transition goals and an awareness of the impacts on their health and wellbeing created by not being able to secure these essential services. A

strong commitment to reducing these barriers and supporting these communities.

- Demonstrated knowledge and understanding of delivery of medical services and client care using a holistic, patient centred approach.
- Demonstrated ability to provide medically related information to clients within a model of empowerment and personal development.
- Demonstrated ability to participate in research and clinical trials, including data collection processes and data analysis.
- A commitment to the principles of community development, volunteerism and participatory management of community based organisations.
- Demonstrated ability and commitment to work with a multi-disciplinary team.
- A demonstrated commitment to the implementation of human rights and social justice principles, to industrial democracy and respect for people in the workplace.
- Well-developed communication skills, including the capacity to successfully build relationships and manage challenging situations

Desirable

- Current Victorian Driver's licence

5. GENERAL

- People with lived experience as trans and gender diverse are encouraged to apply.
- This position may be offered as an employment arrangement or contractor arrangement, to be negotiated with the preferred applicant.
- Employment / engagement is conditional upon a clear Police Records Check, valid Working with Children Check and clear Disability Workers Exclusion Scheme (DWES) check.
- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 2000

PD Updated: 03/04/2019