

TRUST
MEDICAL RECRUITMENT

WORKING WITH A RECRUITMENT AGENCY


With Jessica Fryett-Tigges


*"12 years of GP recruitment
experience"*

CHALLENGES FOR PRACTICES IN THE HUNTER NEW ENGLAND AREA

- District of Priority Need is widely available across Hunter New England
- Classified between rural and regional
- Eligible for training programs for International MG's who are still on their 10-year moratorium.
- Goal: Attracting VR GP's (that hold Fellowship who can potentially Supervise.
- Also, General Registrants who want to move towards General Practice who have previous GP experience or Australian hospital experience.

20 September 2021Coronavirus (COVID-19) health alert

Australian Government
Department of Health



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Health Workforce Locator

The Health Workforce Locator shows you which health workforce classifications and incentives apply in different areas of Australia.

Classification Filter

DWS for Specialists

Distribution Priority Area

Modified Monash Model

ASGS Remoteness Areas

ASGC Remoteness Areas

Inner & Outer Metro Areas

RRMA

☐ All

☒ GPs

☐ BMP

☐ 2015

☒ 2019

☐ 2011

☐ 2016

☐ 2006

☐ 2014

☐ 1991

show

Find address

Tenterfield
NSW, Australia

Search Location

as at 20 September 2021

Tenterfield NSW 2372, Australia

is classified:

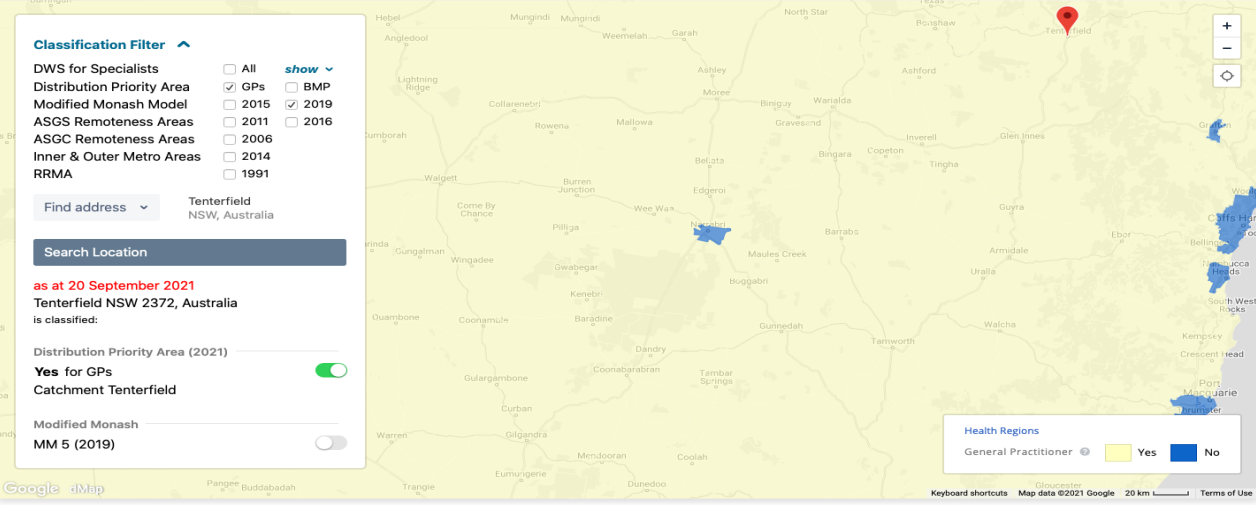
Distribution Priority Area (2021)

Yes for GPs

Catchment Tenterfield

Modified Monash

MM 5 (2019)



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We are always looking for ways to improve our website.

Provide feedback

The Department of Health acknowledges the traditional owners of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.

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BENEFITS OF WORKING WITH A RECRUITER/S



Creating an external relationship of a professional who is looking after your job vacancy requests.

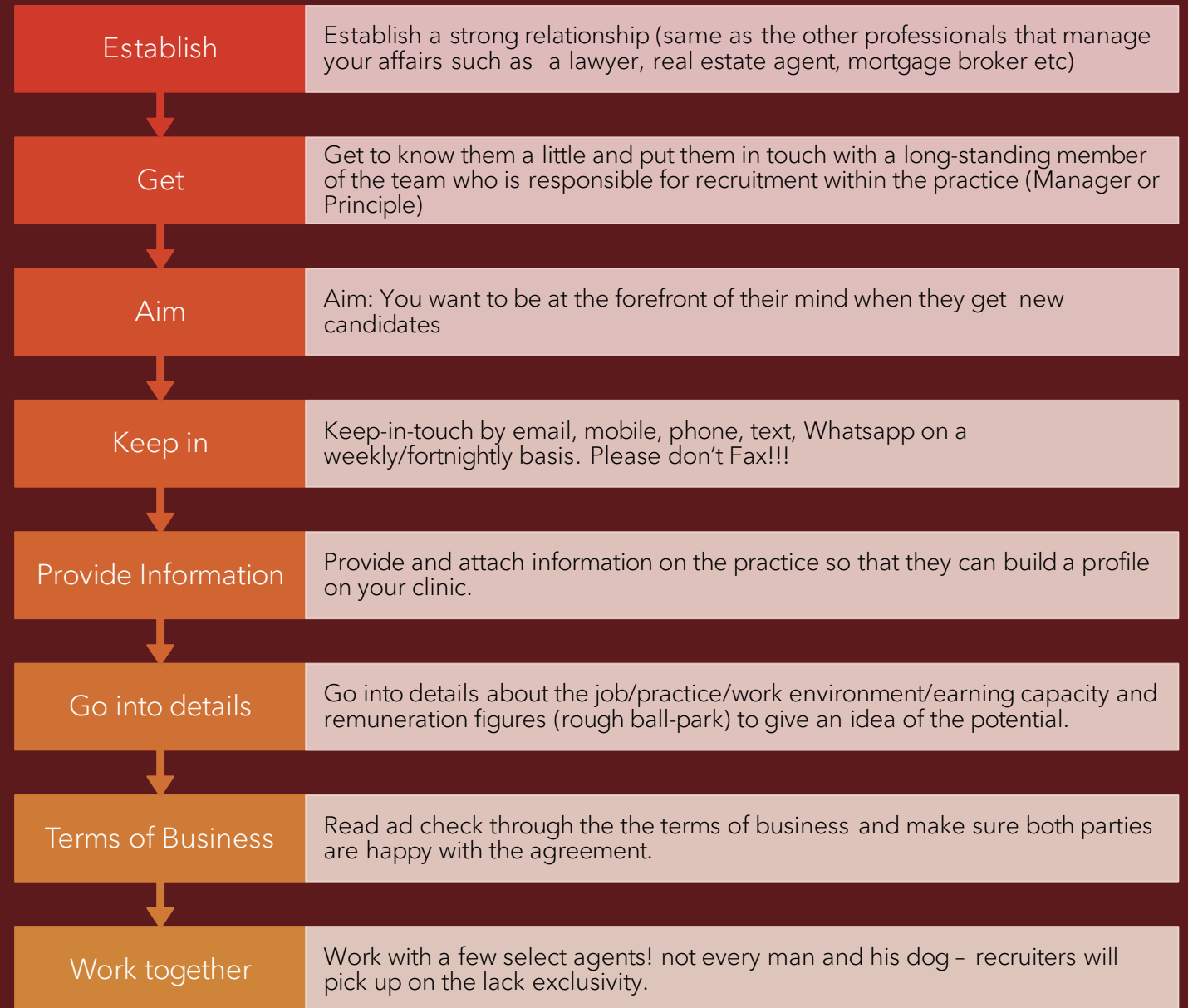


Utilizing and accessing Inside knowledge and insight on the current market.



Extending your reach of candidates - platforms, databases and potentially accessing passive job seeking Doctors.

HOW TO BUILD A RELATIONSHIP WITH A RECRUITER/S



SIGNS OF A GOOD RECRUITMENT AGENT:



Knowledge: On the market and the local area

Expertise: Do they know their stuff?

Time: how much time they have been in the job and how much time they give to you.

How much they listen to you. Some recruiters like to talk!

Following up and getting back to you. So that everyone knows where they stand.

Always considering your clinic for new candidates if you are actively or passively looking

Background Checks references, AHPRA rego, past patient reviews etc

WHAT TO INCLUDE IN YOUR INFORMATION FOR THE RECRUITER

- Go into details about the job/practice/work environment/figures
- Where is the practice? Location, patient access, transport, what is nice to do on their lunch break, what areas would a Doctor consider living if not too close by?
- What are the consult rooms like? Modern, window, natural light etc
- What sort of practice is it? Corporate, Family Practice, Doctor owned, Solo practice
- How many Doctors, how many Male and Females Doctors and what PTE or FTE are they working?
- Staff: Talk about Nurse support and reception staff
- The team dynamic, social, fun, what day to day looks like
- Unique Selling Points what makes your practice stand out from the crowd



EXTRA INFORMATION THAT GP CANDIDATES WANT TO KNOW:

Flexibility of Hours – appeals for families and working Mums.

Shifts: Are weekend shifts available? are they essential to be worked on a shared roster? After hours on call, aged care visits?

Billing Type (bulk, private or mixed and what ratio is private/bulk)

Staff and the team: friendly, longstanding, who is who

Site Visit or Virtual Tour:
Invite the Doctor to come for a visit to get a feel for it or if not offer a virtual tour of the clinic.

Principles: Who are they and what is the history? Will they retire soon or do they want to slow down? What opportunities might be ahead of them in this regard?

Training and Educating,
Registrar training, taking turns to present clinical case topics

RECRUITER CONTRACTS & TERMS OF BUSINESS

- Corporate Vs. Boutique Agencies
- Flexible payment options to help the GP settle into the clinic
- Temp to Perm arrangement for the candidate



GP CONTRACTS NEED TO BE FLEXIBLE AND ATTRACTIVE

- The ultimate request from a GP candidate “no contract” to be considered: we get this from time to time VR GP’s don’t like to be locked in.
- Letters of Offer over lengthy contracts: Keep it simple and don’t confuse with legal jargon.
- Partnership and associate considerations: For the Gp’s that are looking for the next step in their career progression.
- More than the percentage: Income Guarantee of \$150 for the first 3 months or 6 reassures GP’s.
- Rough Ball park on remuneration:
- Fostering Educators so they can train the juniors or registrars
- Marketing individuals on their sub-specialities.

EMPLOYING AN INTERNATIONAL MEDICAL GRADUATE:

- Challenges:
- 1. Supporting them through the supervision levels. Usually, 2 patients per hour for 6 months
- 2. Passing a PESCI with lack of site visit orientations.
- 3. Sometimes in certain situations sponsoring them on a 482 Visa/186 PR sponsorship.
- 4. helping them to settle into the area.
- 5. Practicing GP medicine in the Australian Context.

EMPLOYING AN INTERNATIONAL MEDICAL GRADUATE:

- Benefits:
 1. They can gain the Higher Medicare rebates through Training Programs to FRACGP.
 2. Usually they are happy to sign a 4-5 Year service Agreement.
 3. Spend more time with patients in the first six months of consulting whilst on level one supervision, this leads to close doctor/patient relationships.
 4. Are willing to learn and are modifiable to your style of practice.
 5. Off-shore IMG's have up to date GP's experience and need to convert into the Australian Context.
 6. On-shore IMG's usually have Australian Hospital experience and General Registration with GP experience from their home country.
 7. Grants are available for training, supervision and development towards Fellowship.
 8. Most can attempt their Fellowship exams after 12 months.
 9. Multiple training programs available.

RECRUITMENT PUT OFFS



Using too many agencies



Not providing enough
information on the position



IN CONCLUSION

We love helping medical centres find suitable Doctors for long standing relationships!

Communication tips:
keep in touch and provide as much info as you can so we can get to know you and SELL your practice.

Area, location and lifestyle – explore your community and what it has to offer Doctors

We are here to help your bottom line and can be just as cost effective as endlessly advertising on Seek and getting no where.

MY CONTACT DETAILS:

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Please Note: We can offer practices “pay as you go” Terms of Business for Doctors that we recruit. If you would like our assistance moving forward please contact us.

