

GP RECRUITMENT

Stand out in a GP Drought

Gathering key information to ensure success



A list of questions you need to ask to ensure you find the right fit for your GP Practice.

Job Details and Practice Profile Checklist

Job Details

Response

1	<p>What type of role is available? Full-time/part-time, how many sessions/hours per week?</p>	
2	<p>When is your preferred start date for a new GP? Please be aware the current registration time frames of overseas based GPs is 6-8 months.</p>	
3	<p>How did this vacancy come about? Eg. is an existing doctor departing and why, is it a new position created due to patient demand?</p>	
4	<p>What is the minimum length of contract you will consider?</p>	
5	<p>What is the weekly gross billings of your current full-time, well-established GPs (approximately)?</p>	
6	<p>Are there any additional benefits on offer? Eg. relocation assistance/upfront payments, accommodation, vehicle, mobile phone, meal allowance.</p>	
7	<p>Are there partnership opportunities available?</p>	
8	<p>What are the education/experience requirements you expect of the candidate?</p>	
9	<p>How many GPs are required? If more than one, over what time frame? Eg. Three doctors over six months, all within one month etc</p>	
10	<p>Are you happy to take on a non-VR GP? General Registration or ACRRM Specialist Pathway If so, what are the supervision arrangements at your practice?</p>	
11	<p>Patient numbers – how many patients do the GPs see per day? What is the total for the practice?</p>	
12	<p>What is the pay rate on offer? If this is negotiable, please provide an approximate base rate or range that you are happy to negotiate within.</p>	

13	How long do you estimate it will take for the new GP to be fully booked and earn an income as quoted?	
14	Please provide some information about the town. Eg. size/population, benefits of living there, schools, tourism, house prices, closest city, weather.	
15	What kind of person would be the right fit for your practice? Eg. soft skills, personal attributes	
16	Does the candidate require any procedural skills?	

Visa Sponsorship Details (if required)

TSS (Subclass 482)

Response

1	Do you have Distribution Priority Area (DPA) status with the DoH? You will be required to provide documentary evidence of DPA status	
2	Have you ever contracted an International Medical Graduate (IMG) before? If so, do you have an induction program?	
3	Are you willing to provide sponsorship for a GP? (If no, please move on to the 'The Practice')	
4	Do you have current Standard Business Sponsorship? If so, when is at valid until?	

The Practice

Response

1	Is the practice computerised?	
2	How many doctors are there and what are their specialties?	
3	Are there any Allied Health Services available? Eg. on-site physio, dietician, dentist, psychologist.	
4	What are the practice opening hours and the doctors' working hours?	

5	What is the practice's socio-economic patient mix? Eg. families, elderly, indigenous, worker's comp	
6	Where is the practice located within the town; where are the nearest pharmacy and hospital?	
7	What makes your practice attractive and what makes your clinic stand out as a desirable place to work?	
8	How many consulting and treatment rooms are on the premises?	
9	Support/back up – who makes up the rest of the team? How many nurses/receptionists are available?	
10	Is the practice bulk, private or mixed billing? If mixed or private billing, what is your consultation fee? If mixed, please give an indication of the ratio eg. 30% bulk, 70% private	
11	What sort of on-call commitment is required? Eg. days/times, does this involve call outs?	
12	What are the features of the building? Eg. is it modern, purpose-built, do you have a staff room, kitchen, parking; is there natural lighting etc	
13	Will the doctor require a driver's license or are there any other special requirements?	
14	Will the doctor be required to work at additional locations? If so, please list all the locations and addresses for Medicare purposes.	

Upon receipt of a Wavelength International's Terms of Business it is understood that, if the Client proceeds to use the services of Wavelength International then our Terms of Business apply and are legally binding

Contact Us



Peter Treacy

GENERAL MANAGER
GP DIVISION

☎ +61 2 8353 9030

☎ +61 2 8353 9099

✉ ptreacy@wave.com.au

➤ www.wave.com.au