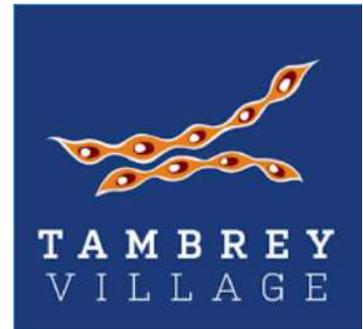




Pilbara Health Centre



MAKING HEALTH CARE EASY

Panaceum Medical | Panaceum Seacrest | Allied Health | Industrial Health | Travel Clinic | Pilbara Health Centre



Why the Panaceum Group....?



The Panaceum Group has a history stretching back to the 1950's in the growing mid-west Western Australian town of Geraldton. Back then it was a small practice that grew and became known as the Geraldton Medical Group.

The local GP owners of the Geraldton Medical Group were inspired to create a medical practice that offered all the benefits of a local family practice but with all the accessibility and services of a modern metropolitan practice. With that vision, the Panaceum Group was born.

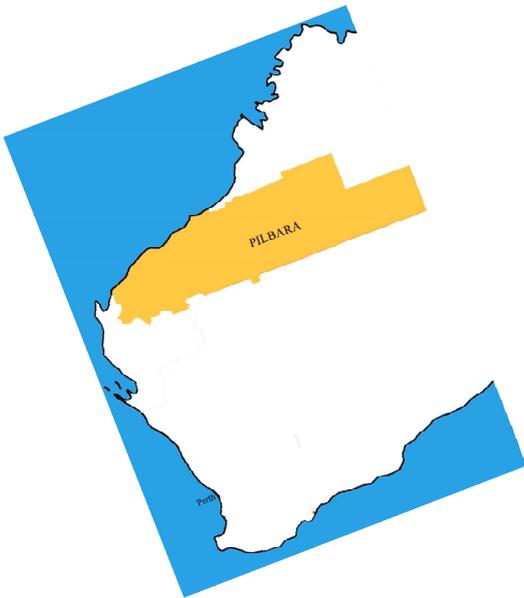
The Panaceum group is now a collection of practices, still GP owned and operated, with the same strong values of sustainable community responsibility, high quality medicine and cradle to the grave services. The Panaceum Group is not an intractable corporate, we are built on strong supportive values, with highly trained staff and dynamic management team.



The practices pride themselves on excellent service to the patient and to our practitioners, we are second to none for support and mentoring for clinical and non clinical staff.

As a health professional you can expect to work in a team that provides:

- Strong end to end support, time tested protocols, mentorship and support
- High quality secure IT and communication systems
- Highly qualified support teams
- Highly qualified nurse team, supporting you in acute care and chronic disease management
- Inclusivity, an opportunity to form part of a team to help develop the vision and outreach of the practice
- Work life balance – helping you strike the right balance and hit your personal earning and development goals
- Excitement and diversity – never a believer of sitting still, we are always prepared and ready to introduce new services and push the boundaries for the betterment of patient care.



The Panaceum Group in Karratha; introducing the Pilbara Health Centre

The Panaceum Group have been working in the Pilbara for the past four years as part of a chronic disease outreach service. The Pilbara Health Centre was created to house our allied health professionals associated with this outreach. Our work there has allowed us to see that this growing city is in need of more general practice services. In line with our vision to bring high quality services to remote and rural areas, the

Panaceum Group commenced building the new Pilbara Health Centre in 2021. This new custom built facility is designed to house both General Practice, Allied Health, Pathology and visiting specialists.

Benefits of Working in Karratha:

Growth...Karratha is a growing modern city, with massive infrastructure investments due to its status as a major mining hub. Unlike other mining towns Karratha has gained its own momentum and established itself as a sustainable community in the middle of the Pilbara, great for families and independents alike and a great place to explore the ocean and land.



Location grants and subsidies...Karratha is MMM6 Location, attracting substantial grants from the Workforce Incentive Program, starting from \$16000 for the first year of work. You will also be eligible to apply for scholarships and bursaries from the Health Workforce Scholarship Program (HWSP). This program is designed to support health professionals in remote and rural Australia retain and enhance their skills capacity and scope of practice.

Need....Karratha is severely under resourced for GP's, and will take very little time to build a patient base.

Established support...Although a remote location, you will not be isolated from clinical support, with established local GP clinics in place and brand new public hospital, the Karratha Health Campus. This brand new WACHS owned centre offers GP's the opportunity to look at credentialing for services in ED, anesthetics and obstetrics. A service that we can organise and support with rostering and billing.

Occupational Medicine...Being a major industrial hub there is ample opportunity for occupation medicine, both in pre-employment and preventive care.

About the practice

The Pilbara Health Centre (PHC) is a brand new practice, due to be ready in April 2021.

The PHC presents a rare opportunity for a blank canvas start up. What makes this opportunity more exciting is that we have existing and robust sets of workflows, clinic arrangements, policies and procedures that are time tested and reproducible for the new setting; taking all the hard work out of the startup!

Our management team and directors are an invested part of the everyday working of the practice, supporting the local management and support team in Karratha.

The Pilbara Health Centre will be able to offer:

- Acute GP care services
- Nurse led chronic disease care
- Skin cancer care and support with state of the art skin mapping and analysis software, either in house or via visiting /remote assistance
- Allied health services
- Full treatment room nurse led services for immunisations, wound care, minor surgery, infusions etc.
- Occupational medicine. Utilising our Industrial health unit in Geraldton we have the protocols and contacts to grow and support this needed area of General Practice in Karratha.
- Telehealth ready practice for GP telehealth consults as well as for Patient End Assisted Telehealth consults for your patient's specialist appointments.



Current Design for Pilbara Health Centre

Opening Hours:

The practice will be open Monday to Friday 8.30am -5.00pm.

Billing Practices:

The Panaceum Group is a **private billing group** and exercise a socially responsible mixed billing service. We have set fees based on the AMA suggested rates, with mandatory discounts for those with pension and health care cards. Some services are bulk billed to Medicare/ DVA, such as chronic disease careplans, DMMR's and health assessments. GPs are free to be able to set their fees or discounts as they see fit for their patients within the fee guidelines. The management team will be there to help guide how to use Medicare and other insurance fee schedules in a sustainable and responsible way.

The Panaceum Group are Department of Veteran Affairs (DVA) providers. We provide direct billed services to DVA gold card and eligible white card holders.

Workers compensation care is provided at Workcover WA rates

Patient load:

Our model of commitment to excellent patient care plus work life balance, means that we do not encourage the practice of "6 minute" medicine. Our time tested model allows for practitioners to invest the time with patients in an efficient and appropriate manner.

For a fully qualified GP we work on a patient load of four patients an hour with the occasional fifth from our nursing team.

Our nurses work alongside you to maximising your day so that you can review your patients in short visits. We train and empower our nurses to work autonomously within their areas of expertise. The GP/ nurse team at the Panaceum Group is exceptionally valuable with a culture of mutual respect and collegial support.



Join us !



The Package

One of our core values is to provide a **fully comprehensive service, infrastructure and support** to allow our practitioners to simply do their job as a health professional and leave the rest to us. This includes:

- GP designed, modern fully equipped consulting rooms
- All utilities
- Cutting edge IT, Clinical software and communication services, with lifelong support and training
- Access to fully stocked clinical consumables, reviewed to be the most supported but current evidence base
- Highly trained nursing staff, to deliver, chronic disease care and treatment room services
- Exceptional administrative staff and managerial support
- Support in pursuing professional development and access to clinical support from GP colleagues throughout the Panaceum Group
- Accounting services for collation and distribution of service fees
- Seeking on your behalf new patients services and income streams to diversify your workload
- Practice and patient data analysis for process improvement, health promotion and compliance audits

Excellent remuneration and open contracts:

Engagement with the practice will be on a Non Equity Associate (NEA) agreement, with a remuneration is 65% of all fees received by the practice for all in- hours in practice service.

Out of hours services attract a lower service fee.

Our contracts are open with no fixed terms or restrictive clauses.

You are free to bill patients as you see fit and appropriate, your management team will help you find your feet with fees so that you are able to meet your personal career and finance objectives.

Join us !

The “Panaceum Parachute!” – minimum guarantee payment:

Whether you are a fully-fledged GP or a non- VR GP on an independent program we want to give you the confidence that whilst you are getting settled in, you don't need to worry about your initial income. This is especially important for Non-VR GP's under the independent programs, we want to ensure that your patient numbers are slow and steady to start with, your training and support is more important at this stage. This is why we will pay a minimum salary of \$6666.00 per month for the first 4 months for any new GP. We expect that your appointment books will build rapidly, but this “parachute” will get you through orientation and give you some financial confidence in your opening weeks and months.

Flexible working:

Choose how and where you work to fit your life. You will have the flexibility to exercise your own clinical autonomy, within the safety net of the Panaceum Groups excellent workflows and structure. Our clinical and managerial team welcome different ideas that support excellent patient and practitioner care and would invite your participation in the molding of the clinic throughout your career.

Accommodation:

Part of this package is a new executive 4 bedroom home in Karratha that can be furnished if required. The rental will be covered by the Panaceum Group for the first 2 years from placement. Karratha's rental availability is very low and prices inflated in this area, so this is an excellent opportunity for anyone moving to Karratha.



Leave:

As a non-equity associate, you do not accrue leave, however the contract allows for up to 8 weeks leave per annum without the requirement for the GP to source a locum (subject to discussion with practice management).

Relocation:

Depending on the situation the Panaceum Group will consider relocation assistance on a case by case basis.

Training and development programs

One of our core values is training the future generation of General Practitioners. We enthusiastically support doctors at all stages of their career by supporting and training medical and nursing students, registrars, and qualified GP's, you never stop learning!

Medical students

We host students from a range of programs including:

- The John Flynn Placement Program
- Rural Clinical School Placement Program

GP training

Registrar training programs

The Panaceum Group medical practices in Geraldton are accredited to provide WAGPET registrar training and have accredited ACRRM and RACGP supervisors.

We have an excellent supportive team with a 100% track record of registrars passing their exams.

When we offer an AGPT training position we only do so if we are confident of being able to give the registrar the option of remaining with the practice once they are followed. This allows our registrars to have the confidence of a long term career past their vocational training.

Once established, we will be working toward gaining WAGPET accreditation to train registrars from our Karratha clinic.

Independent fellowship pathways

ACRRM and RACGP have both released independent training programs to gain fellowship; the Independent pathway (IP) and the Practice Experience Pathway (PEP) respectively.

The programs are designed for doctors to gain fellowship in a flexible and supported training pathway.

The programs are ideal for overseas trained doctors as they are 3GA approved pathways allowing participants to bill at 100% A1 Medicare billing rates. The Panaceum Group are able to support applicants from both pathways.

Participants of both pathways may be eligible for as subsidy under the Non- VR Fellowship Support Program, with subsidies of up to \$15000.



More Doctors for Rural Australia Program (MDRAP)

Panaceum Medical and Panaceum Seacrest in Geraldton are able to offer this program as an intermediate step to joining an IP program.

The MDRAP program provides a valuable training program to Non VR-GPs see <https://www.ruralhealthwest.com.au/general-practice/mdrap> for more information.

The program is a 3GA approved program and participants are able to bill Medicare via A7 Medicare benefit (80% of the usual medicare rates). The program requires a high level of supervision that will be provided by our GP's .

Our Geraldton practices will provide a supportive and safe environment for the participant to engage in observation, and some supervised practice. As the MDRAP program significantly restricts the earning potential through Medicare, we can assist participants to bolster their income by allocating sessions in our Industrial Health department.



Distribution Priority Areas

It is a legislative requirement that International Medical Graduates must work in locations that have been classified as Distribution Priority Areas (DPA) to access a Medicare provider number. These areas were formerly known as District of Workforce Shortage (DWS) locations. Our practices in Geraldton and Karratha are both DPA, so we are able to accommodate International Medical Graduates.

The Panaceum Group has a long history in the support of IMG's. Over the years we have developed the expertise and contacts required to help guide doctors through the minefield of immigration, registration, fellowship pathways, the Australian health system, finance and business.

Both practices are able to offer fellowship support via the IP programs for IMGs that have chosen to take this route or not able to participate in the AGPT program.

We will offer the "Panaceum Parachute", which is based on a first year registrar minimum salary. These payments support you for the first 4 months of your placement. Like the minimum salary requirements of the AGPT program, the minimum guarantee supports you to see a reduced amount of patients per hour so that you can take your time and seek out guidance from your peers, mentors and management team. The minimum guarantee is also a key need to support successful visa applications.

Visas

The Panaceum Group is a Standard Business Sponsor for temporary work visas. We have had much experience with the application and assistance for visas for our health professional and staff with a repertoire of excellent contacts for migration queries and assistance.

Reduce your moratorium!

The benefits of working in DPA areas are that you often have access to many subsidies and payments such as described above. As well as this Karratha is a RA 4 on the table of scaling credits for those GP's that are on the 10 year moratorium. Working at Karratha has the potential to reduce your moratorium to 6 years. See <https://www.health.gov.au/health-topics/health-workforce/medicare-billing-restrictions/10-year-moratorium-scaling> for further information.

More information and key contacts

The Karratha project is being led by Panaceum Group CEO Richard Sykes and General Manager of Group Operations, Louise Turner.

Both Richard and Louise will be happy to talk through this opportunity and we invite you to call or email with your questions and enquiries.



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