

# Something Different in General Practice

Live and work in sunny Australia



Level 1, 40 Bridge Mall, Ballarat  
1008a Sturt St, Ballarat  
452 Gillies St, Wendouree  
202 Doveton St Nth, Ballarat (opening late 2010)

## The Opportunity

UFS Medical is a new, dynamic and progressive medical practice which commenced operations in Ballarat in 2008. Developed by renowned not-for-profit health care organisation UFS Dispensaries, UFS Medical is setting a benchmark in best practice with state-of-the-art equipment and professional administration and nursing support.

The UFS Medical model has achieved success with its first flagship practice and is experiencing growth propelled by GPs looking to work with UFS Medical. If you have been considering moving to an Australian regional city with first class educational and cultural facilities, then this might be the right opportunity for you.

*This is your opportunity to be part of an exciting and innovative concept in healthcare with an organisation that has a 130-year history of ethical business practice, community ties and sound financial results.*

## Why UFS Medical?

UFS is a mutual organisation with solid business management performance, is a partner and employer of first choice, and is renowned as a family-friendly organisation. UFS Medical is the perfect practice alternative primarily because we manage every aspect of the business and let you do what you do best – practice medicine. Other benefits of joining UFS Medical include:

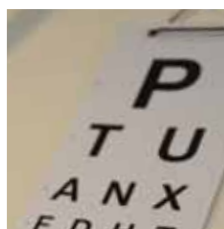
- No threat of being on-sold to another corporate, or taken over by a corporate group
- Primary focus is health care outcomes, not shareholder profit
- Local, accessible and community-minded organisation with direct access to CEO and Board of Directors
- Financially sound organisation
- Flexibility and the ability to offer input into the model of practice
- Advanced technology, including paperless practice and practice nurse support.

## Introduction

The UFS Medical model takes the best of the emerging national experiences regarding primary health care while remaining grounded in the traditional arrangements that place the GPs, practice nurses and practice managers at the core of the general practice environment. In our model the GP's role is to manage and oversee care through detecting, diagnosing and identifying whole-of-patient issues and care planning. Practice nurses and allied health professionals will implement care plans and other appropriate chronic disease management processes under the GP's direction.

The UFS Medical model provides:

- **A GP led, wellness oriented, primary health care system** as a necessary pre-requisite to an effective health system.
- **A comprehensive approach to general practice and primary health care** that includes health promotion, illness prevention, treatment and care of the sick, community development, advocacy, rehabilitation and population health based approaches.
- **GP-centred, multidisciplinary teams**, as the main access point for population health initiatives, community development activities and clinical encounters.
- Service integration supported by **effective e-health and information technology/information management systems**.
- **Focused recruitment strategies** to increase the GP workforce in the Ballarat region in order to maintain access to medical care as many current GPs prepare to make the transition to retirement.



## The Company

UFS Dispensaries Ltd (UFS) has a rich and proud history of caring for generations of Ballarat families and the development of UFS Medical has reconnected us with our history. UFS commenced pharmacy services in Ballarat in 1881, and in 1919 established the UFS Medical Institute. The medical practice was closed in 1939, after the introduction of the national health scheme, however the pharmacy practice continued to expand.

UFS Dispensaries now operates fourteen pharmacies in the Ballarat and western region (including Beaufort, Ballan, Bacchus Marsh and Melton), two pharmacy depots at Skipton and Willaura, Cherub Cards & Gifts and our well-being centre Peace & Quiet in Ballarat. The addition of UFS Medical has resulted in three centres being established and a number of other sites in development including a purpose-built site.

UFS now employs over 370 full-time, part time and casual staff and is governed by an elected Board of Directors. The organisation has an experienced senior management team headed by Chief Executive Officer Lynne McLennan, (B. Sc., MBA (Melb)), Operations Manager Tony Diamond, (Dip. Mgt), Professional Services Manager Colin Dorn, (B. Pharm., MPA) and Chief Financial Officer Tyrone McCuskey, (CPA, GAICD). Other core business functions include departments for purchasing, IT and systems, marketing and business development, human resources and finance.

While UFS is run by a Board of Directors and a management team, the 90,000+ individual members own the business. Effectively members become part owners in the organisation receiving their 'dividends' in the form of the discounts they receive and health services. With the advent of the UFS Medical Centres, the Board of Directors has appointed a Director with significant experience in working with GPs.

As a not-for-profit organisation, our culture of business focus means that while the organisation must be economically sound, profit is not the major objective.

UFS is well known as an organisation with strong community ethics and is an employer of choice. UFS has an extensive training and development program for all staff and has been recognised three times in recent years by the CGU Business Excellence Awards for our contribution to Innovative Training, Professional Services and Community Support. All UFS pharmacies are Quality Care Accredited.



## The Future

The most exciting phase in the history of UFS is currently being written. The company is strategically focused on becoming a leading organisation in health care services. Much of this is contingent on reconnecting health care professionals and working in a collaborative and multi-disciplinary way to improve health outcomes for patients.

## The Practice

In line with the Mission Statement and philosophy of UFS, UFS Medical reflects a primary care approach with a focus on multi-disciplinary team care arrangements supported by up to date organisational structures, procedures and systems including the use of fully electronic patient and practice records.

UFS Medical embraces continuing education and professional development and is involved in teaching and medical student placements in order to support the development of a future rural GP workforce.

In support of the multi-disciplinary team care model the service profile will support access to a range of allied health professionals including: physiotherapy; psychology; diabetes education; dietetics and podiatry.

In order to service the local community, UFS Medical includes extended hours and an appointment-based system.

The broader staffing profile, in recognition of the complexity of the service profile, includes full-time Practice Manager Ms Talei Deacon and Clinical Nurse Manager Danni Steele responsible for clinical care coordination and well resourced reception and administration services.

## GP Engagement

UFS Medical offers GPs a flexible model to work within, with the support of organisational management, expert administrative personnel, resources and systems.

UFS Medical is an attractive alternative for GPs looking to relieve themselves of the burden of business ownership, management and administration in order to focus on the very best clinical practice.

To support the stated aim of providing a GP led service, UFS Medical has appointed a GP Advisor to advise on the clinical operations of all medical centres.

This model provides GPs with a transparent, flexible and generous option for professional engagement. Engagement will be defined by a contractor relationship that will underpin a mutually beneficial partnership. Flexible employment options will also be available, including part-time and job-share arrangements.

Broad aspects of the contract relationship will include:

- A defined negotiated period of contract including a negotiable upfront payment in consideration of practice and relocation expenses of up to AUD\$20,000. No post contract "restraint of trade" conditions.
- Negotiated hours of work and annual leave provisions within the context of roster and workforce requirements. This will include a capacity to arrange flexible roster changes through negotiations with colleagues.
- Staff discount benefits (up to 33.3%) available through UFS Dispensaries and associated businesses.
- A commitment of contracted GPs to support and reflect the philosophies of UFS Dispensaries Ltd broadly and UFS Medical specifically.
- Defined income and expense arrangements based on GP remuneration at a minimum of 60% of earnings plus profit share.

*Changing the face of health care*



# A fresh practice alternative



## Live it Up in Sunny Australia

Joining UFS Medical provides such an opportunity for work/ life balance that you can really enjoy our Australian lifestyle.

Ballarat is a major southern city situated in regional Victoria just over one hour from Melbourne, the state's capital. Victoria is a diverse state with many beautiful areas to explore including the Great Ocean Road, indulgent spa country, the snow fields, the Murray River region, peninsulas and Phillip Island and of course the goldfield's region that we call home.

Ballarat is situated in the history-rich goldfields region and enjoys an unparalleled lifestyle opportunity. Ballarat has two universities, excellent local and independent schools and a rich cultural life. There is a multitude of sporting clubs, including elite standard facilities. In Ballarat, we have the unique advantage of experiencing all four seasons throughout the year; the warm summers, delightful springs, refreshing winters and balmy autumns. It's the perfect place to live.

### About Ballarat and Australia

Ballarat	<a href="http://www.ballarat.com.au">www.ballarat.com.au</a>
Victoria	<a href="http://www.visitvictoria.com">www.visitvictoria.com</a>
Australia	<a href="http://www.australia.com">www.australia.com</a>

### Secondary Schools

Clarendon College	<a href="http://www.clarendon.vic.edu.au">www.clarendon.vic.edu.au</a>
Ballarat Grammar School	<a href="http://www.bgs.vic.edu.au">www.bgs.vic.edu.au</a>
St Patrick's College	<a href="http://www.stpats.vic.edu.au">www.stpats.vic.edu.au</a>
Loreto College	<a href="http://www.loreto.vic.edu.au">www.loreto.vic.edu.au</a>
Damascus College	<a href="http://www.damascus.vic.edu.au">www.damascus.vic.edu.au</a>
Ballarat High School	<a href="http://www.ballaraths.vic.edu.au">www.ballaraths.vic.edu.au</a>
Ballarat Secondary College	<a href="http://www.ballaratsc.vic.edu.au">www.ballaratsc.vic.edu.au</a>
Mt Clear Secondary College	<a href="http://www.mtclearsc.vic.edu.au">www.mtclearsc.vic.edu.au</a>

### Universities

University of Ballarat	<a href="http://www.ballarat.edu.au">www.ballarat.edu.au</a>
Aquinas University	<a href="http://www.acu.edu.au">www.acu.edu.au</a>

## A Very Easy Transition

UFS is well practiced in welcoming overseas health professionals to Ballarat. We like you to feel at home straight away. On arrival we will arrange pick-up from Melbourne airport. We have a very comfortable fully furnished four-bedroom house in central Ballarat (owned by UFS) that you are welcome to call home free of charge until you find suitable accommodation (subject to availability).

Furthermore, as mentioned there is a AUD\$20,000 relocation payment to assist in getting established.



## More Information

UFS Dispensaries' Chief Executive Officer Lynne McLennan is interested in discussing this opportunity further with GPs looking to relocate to Australia.

For more information contact:

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