



Medical  
First Group

Rewarding work as a  
General Practitioner  
in Australia

# A Welcome from our CEO

**Have you considered living and working as a doctor in Australia? At Medical First Group we love our doctors, are passionate about primary health care and would be delighted to welcome you and your family here to join our growing health network.**

We already have several international doctors and staff working for Medical First Group, and have staff on hand who can help make your move as smooth as possible.

We are not a large corporate. This means you are never just a number to us. Our team can guide you step by step from your home

country to Australia. We can assist with visas for you and your family, PESCI exam preparation, schooling, accommodation, healthcare queries and informing you of community and sporting events. Our aim is to help you and your family settle in Australia and be happy.

Australia is a wonderful, safe and stable place to live with so many opportunities. I warmly encourage you to reach out for a confidential discussion.

**Kristy Challingsworth**  
Chief Executive Officer



*We are a rapidly growing group that prides itself on offering a personalized service. Most of our executive team has lived overseas and understand that moving to a new country can be stressful, but, also can be extraordinarily exciting and rewarding. We look forward to supporting you and your family on your new beginning.”*



# A message from our medical director

**Many international graduates have joined the Medical First family. I am proud to be an IMG who came to Australia as a junior doctor over 20 years ago.**

Moving to a new country and transitioning to a different medical system can appear daunting, but it presents you with many opportunities and can be an exciting new beginning.

Here at Medical First Group, you will have the opportunity to work in a variety of locations, with the support of a team dedicated to providing long term continuity of care to all our patients.

We will support you in your journey to RACGP fellowship and

beyond, with mentorship, examination preparation sessions and more.

Medical First offers you the opportunity to build a family-friendly lifestyle with a fulfilling career.

Doctors, now more than ever, want to focus on medicine. You will be able to do exactly that while working at a Medical First practice.

## **A/ Prof Paula Heggarty**

MB BCh BAO FRACGP ACRRM GCertHlthProfEd

Principal Medical Director



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*I love being a GP it's the best job in the world. There is none better. I am passionate about the future of General Practice and firmly believe everyone deserves a good GP no matter where they live in Australia.”*

# About medical first group

**At Medical First Group we're expanding our established network of medical practices with the purpose of delivering accessible, high-quality healthcare in Australia.**

We have significant plans for growth with additional practices set to open in the near future – and these plans

for growth could involve you. We're in need of more doctors! Medical First Group is the ideal platform for you to pursue the areas you feel passionate about and maximise your earning potential, all with a friendly family practice culture and plenty of genuine support.





## Where we started

Medical First Group was founded in September 2019 by entrepreneurs Kevin Dhillon and Alok Anand, beginning with the acquisition of the Narre Warren Medical Centre. We've since built a stable, reputable network of 10 practices and growing.

### All of our clinics are well-established

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All clinics are accredited to the RACGP Standards: 5th Edition

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All clinics are COVID-19 vaccination approved

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## Our practice locations

Our practices are situated in Australia's capital cities, regional areas, country towns and along the coast in QLD, NSW, Victoria and South Australia. These locations offer excellent lifestyles and communities, as well as flexible relocation opportunities for our team members.

**10** practices and growing

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**55+** general practitioners

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**50+** allied health staff and specialists

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**85** nurses & support staff

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# Our Vision & Values

We know that the best care happens when doctors are well supported. This is why our company is built around providing the best structures and support to our general practitioners (GPs). We focus on upholding safe and efficient

processes, providing access to quality professional development and nurturing a healthy culture of collaboration. And central to it all is maintaining that local family practice feel, for meaningful patient care.

## Our Mission

To make a difference to the health of everyday Australians, by bringing together the best medical practitioners through a supportive network of local family practices.

## Our Vision

A community where everyone has access to high-quality, integrated health services for their unique health journey.



## Our Values



### COMPASSION

We believe in keeping the care in healthcare at all times. We aim to support our patients on their health journey and deliver meaningful, personalised service.



### INTEGRITY

It's important to always do the right thing by our patients and teams, and to maintain honesty and accountability.



### COLLABORATION

The best outcomes are often found with a collaborative approach. We work together: with our patients, our Doctors, our staff and across the broader health network.



### INNOVATION

Our team is proud to implement the latest and most effective technology solutions to support our Doctors, staff and improve the patient journey.



### RESPECT

We firmly believe that every person has the right to be heard and valued. We take care to listen to and appreciate each individual's unique experiences.



### COMMUNITY

Everyone deserves a good quality of life and a sense of belonging. We aim to benefit our local and wider communities through all that we do.

# Meet the Team

## Executive



**Kristy Challingsworth**

**B.Comm, M.App Fin, CA, GAICD**  
Chief Executive Officer & Managing Director



**Robert Mooney**

**DipEng**  
General Manager - Operations



**Alok Anand**

**M.Tel, MIS, MBA**  
Chief Acquisition Officer and Director



**Prasanna Perera**

**BBA, MBA, CA**  
Head of Finance



**Kim Weeks**

**BASc Dip.Nursing Dip.PM  
Dip.Health Leadership and Management**  
Manager - Nursing and patient engagement



**Angela Stavris**

**BA(Econ)**  
National GP Recruitment and Relationship Manger

## Board of Directors



**Dr Alex Abrahams**

**(Chair) BDS, GAICD**  
Director, Dental Surgeon, Founder of Pacific Smiles Group Ltd (ASX: PSQ)



**Kevin Dhillon**

**BA(Poli Sci)**  
Non-Executive Director



**Andrew Ross**

**B.Comm**  
Director Portfolio Manager at Microequities Asset Management



**Dr Paula Heggerty**

**B.Med/Surgery, AMC, FRACGP**  
Director of Medicine General Practitioner, Principal Medical Educator for the College of Medicine & Dentistry at James Cook University, Clinical Professional for 30+ years



# Our Services

Our clinics all offer a sophisticated range of primary health care services as well as an exceptional level of primary health care services and corporate medicine.



Chronic disease management



Ante natal and newborn care



Geriatric care



Family medicine



Sports medicine



Minor procedures



Emergency care



Preventative healthcare



Mental healthcare



Full range of Nursing Services



Visiting specialist support



Skin cancer treatments



Full range of vaccinations



Travel medicine



Cosmetic skin care



Women's health

Each practice also provides any types of medical services needed by their communities.



# Our Practices

## 1 Central Clinic

Port Pirie, South Australia



## 2 Wakefield Doctors

Wakefield, South Australia



## 3 Grand Health Medical Centre

Rosewater, South Australia



## 4 Narre Warren Medical Centre

Narre Warren, Victoria



## 5 Wyndham House Clinic

Shepparton, Victoria



## 6 Breed Street Clinic

Traralgon, Victoria



## 7 Marima Medical Clinic

Goulburn, New South Wales



## 8 Macquarie Town Medical Centre

Richmond, New South Wales



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### Bateau Bay Medical Centre

Bateau Bay, New South Wales



10

### Marulan Medical Centre

Marulan, New South Wales



11

### Blackbutt Medical Centre

Blackbutt, Queensland



12

### Mount Louisa Medical Centre

Townsville, Queensland



## Locations

1

Port Pirie (SA)

2

Wakefield (SA)

3

Rosewater (SA)

4

Narre Warren (VIC)

5

Shepparton (VIC)

6

Traralgon (VIC)

7

Goulburn (NSW)

8

Richmond (NSW)

9

Bateau Bay (NSW)

10

Marulan (NSW)

11

Blackbutt (QLD)

12

Townsville (QLD)



# Possibilities for Placements

**There's strong demand for qualified GPs across regional, rural and urban communities in Australia. With 10 practices running and more in the works, there's a good chance we have options to suit you and your family.**

## A country or city placement?

You could have the best of both worlds. Some of our international GPs migrate on a skilled regional visa, which require a number of years working in a regional area before applying for permanent residency. Upon gaining residency some GPs choose to stay in the local community they've come to know and love, while others choose to make the move to one of our modern metro practices. All practices are well-furnished and well-equipped.

We're here to help you explore all the options for relocation to Australia. Read on for the various ways that we can help you with this process, including relocation grants.

### Our regional practices

Relaxed & friendly country living

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Appreciative local communities

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A great chance to flex your full range of skills

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### Our city practices

City conveniences & entertainment

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A great chance to work with the latest equipment & surroundings

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# Living in Australia

**Moving to Australia can be a superb lifestyle and career move. From white sand beaches to endless horizons, your working conditions could be amongst some of the world's most enviable!**

Australia's reputable education and healthcare systems provide a sense of stability for families, and we can help you find local schools and community events to help you settle right in. There are so many options for your free time: from watching Australian Rules Football (known as AFL, or footy) at the stadium, to fine dining and wining, to camping under the stars. No matter what you love to do, in Australia you'll find a relaxed way of life that's ideal for making memories.



## Life in Australia



**Great work-life balance and a laid back lifestyle**



**Beautiful weather with easy access to natural attractions such as parks and beaches**



**Low population density - just 3 people per square kilometre!**



**Excellent schools, local sports and community events**



**A robust economy and safe neighbourhoods**



**A world-class health system with high standards and support for patient care**

# The Work-Life Balance

**Medical First Group is uniquely placed to offer you a flexible work-life balance when you join us as a GP. Here are just some of the ways we support this balance.**



## **Flexible working hours**

With good communication we can be very flexible. Choose your working hours to suit your lifestyle. You can make changes to your schedule as you prefer with reasonable notice, and we'll ensure your patients are well looked after in your absence.



## **Quality nursing support**

You will be supported with highly qualified nursing staff who can complete helpful tasks on your behalf such as procedures, immunisation, care plans and health assessments. This can save you time and allow you to provide care to more patients.



## **Supervisor rebate**

We have a great appreciation for GPs who are willing to help develop the next generation of primary health practitioners. For those who are looking to pass on their knowledge and be a supervisor, we offer an additional service fee rebate.



## **Clinical Mentorship and support**

We have a Director of Medicine available to support you on your journey as well as ensuring you have support from other Doctors within the Practice you join.



### **Support for additional procedural work**

Such as skin cancer care, Platelet-Rich Plasma (PRP) therapy or antenatal/postnatal care. We enable doctors to practice what they're passionate about by providing specific marketing campaigns, nursing support, administrative support and equipment if needed.



### **Production of medico-legal documents**

We want you to be able to do your best work with the correct processes in place. We provide all administration support needed to maintain medical reports and update or transfer medical records safely and securely, according to industry standards.



# Why Choose Medical First Group?

It's how we look after our doctors.

We know that our biggest strength is the relationships we have with our GPs. It's the reason we go the extra mile to provide the best support and services for you as you progress your career.

## As you join us you can expect:

- + **A regional relocation allowance**  
If you're relocating to a regional or rural area, we'll provide a relocation rebate from your service fees.
- + **Social & lifestyle support**  
We can help relocating doctors find accommodation, schools for kids and introductions to the local community. We also offer discounted accommodation to visiting doctors.
- + **Relocation flexibility**  
You could make the most of opportunities to work within our network of practices across New South Wales, Victoria, South Australia and Queensland.
- + **An appealing Dynamic Service Agreement**  
Our service fee structure is variable depending on private or bulk billing. We offer lower service fees for private billing, as well as further rebates at certain thresholds.
- + **Comprehensive practice support**  
This includes total Medicare management, hassle-free appointment setting, quality nursing support and marketing to help you build your client database.
- + **Partnership and shareholding opportunities**  
We value loyalty, and there may be partnership and shareholdings options for those who stay long-term with Medical First Group.



# Professional Development

## And when it comes to professional development you can expect:

### + **A service fee rebate for education**

We offer every doctor a \$1,000\* rebate per annum for educational programs and can assist you with the selection of educational programs if you're seeking guidance.

### + **Monthly Lunch and Learn events**

Our free program provides an opportunity every month to learn from the best educators, specialist, industry and allied health professionals, all over a shared lunch.

### + **Collaboration with a large group of doctors**

We host dinners where you can get to know colleagues in the broader medical community, share knowledge and grow your professional network.

### + **Mentorship and collegialship opportunities**

You may have the opportunity to mentor doctors early in their general practice journey with support, guidance, and advice, with service fee rebates for your time.

### + **Support to add services**

We help to cover the cost of accreditation for GPs to perform pre-employment medicals, supporting you if you wish to expand your service offerings.



# Hear from Our Doctors

**Our doctors say it best. Gain insights from GPs who have been working with Medical First Group and what they have to say about their experience.**

## **Dr Tabinda Malik**

*“I have worked with Medical First for the last 2.5 years. I have really enjoyed being able to just focus on medicine. They administer the practice very professionally and this makes it very easy to work at Narre Warren. I am good at medicine, and they are good at business. I enjoy the work-life balance that having someone else manage the day-to-day operations has given me.”*



**Dr Ejaz Mohammad, Goulburn**

*“I have worked with the Medical first group for the past 18 months. I have been pleasantly surprised by the consideration they display to their GP workforce. They focus on a good work/life balance. They are constantly assuring that we have clinical autonomy and are well supported with professional staff.”*

**Dr Allan Golding, Port Pirie**

*“I have been working with Medical First group since September 2020. As a specialist GP I am most skilled at practicing medicine. The very professional and supportive team from Medical First group allows me to get on with my job, free from the worries about clinic and staff management.”*



# Pathways to Practicing in Australia

Depending on your circumstances, there can be multiple pathways to relocate to Australia. There are two key areas to consider: immigration and registration.

## Registration

In order to work as a general practitioner in Australia, you will need to be eligible for registration with the Medical Board of Australia. There are four pathways to medical registration for International Medical Graduates (IMGs) in Australia:

- + Competent Authority pathway
- + Specialist pathway
- + Standard pathway
- + Short term training in a medical specialty pathway

Our team can help you apply for the right pathway to suit your circumstances and professional goals. We can also help you to prepare for a pre-employment structured clinical interview (PESCI), if you are applying for limited or provisional registration.

## Immigration

You can choose from the General Migration program, or we can sponsor you through the Employer Sponsor Migration program. The team at Medical First Group can help with your visa application and also help you to apply for family members to move with you.

### IMG Pathway



SCAN ME

[medicalfirstgroup.com.au/IMGpathway](https://medicalfirstgroup.com.au/IMGpathway)

### AMC Pathway



SCAN ME

<https://www.amc.org.au/assessment/amc-examinations-standard-pathway/>

# Join Us

**Exciting and rewarding professional opportunities await you with Medical First Group. We offer the support, benefits and links to community to help you and your family make the most of a move to Australia, where you can:**



**Join a well-established and thriving network**



**Find a flexible work-life balance**



**Relocate with assistance and peace of mind**



**Work with and learn from the best**



**Be supported to pursue your passions**



**Optimise your earning potential, all while delivering great care.**

**Find out how we can help and which steps to take next by contacting our engagement team today.**

# Be a part of our talented team!

## Contact

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