

SUPPORTING A
SUSTAINABLE FUTURE
FOR GP TRAINING

GPTA LTD (T/AS GP SA)

ANNUAL REPORT

2017-2018

SUPPORTING A SUSTAINABLE FUTURE FOR GP TRAINING

GPSA is supported by funding from the Australian Government under the Australian General Practice Training Program. GPSA would like to thank the following organisations for their support:



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MESSAGE FROM THE CHAIR

It is an ultimately humbling experience to have served the GP Supervisor membership over the past two years. GP Supervisors Australia during the reporting period has continued to go from strength to strength with supervisor membership increasing to over 4400 and practice manager membership to over 1200. As this annual report is being typed, the negotiating teams for GPSA and the registrar team prepare to meet for what is likely to end in agreement that times are tough for everyone in general practice - registrars, supervisors and practices included.

Despite the well documented challenges in the medical media, GPSA continue to commit to a FOAMED strategy which sees supervisors nationally benefit from open source resources to support their supervision activities. Consumption of these resources outlined later in this report are testament to the value supervisor members place on them and in particular their accessibility.

When GPSA was first funded in 2013 by GPET, the board vowed to do things in the best interests of members. I am proud to say that 2017/18 continued to align the board and operational staff in this endeavour. Collaboration with MDA National meant that GPSA was able to deliver best practice medico-legal answers to common ethical dilemmas faced by GP supervisors and their registrars.

GPSA's collaboration with Dementia Training Australia saw the development of teaching plans around dementia diagnosis and treatment, a webinar and access to dementia training, free to members.

Though approaches were made by a number of organisations to sponsor GPSA, the board continued to apply the same measure in 2017/18 as it always has, that being: does the sponsorship compromise the values of the organisation or those things our members value? I am proud to say the sponsorships entered into in no way compromised the organisations ability to support and advocate for all members.

GPSA continued to advocate strongly for a quality training program through the General Practice Training Advisory Committee (GPTAC) and fed into the GP Training Transition advisory group. GPSA also continued to meet with the CEOs of our local training organisations to voice the initiatives and solutions being sought by the membership.

During the reporting year GPSA also contributed to research collaborations with GPEX, GPTT and Monash. Each research initiative was designed to advance the organisations orientation to quality and in particular supervision related research. One project delivered: the Supervisor Relationship Measure and was successfully acquitted during the reporting period.

A further two projects were nearing completion at the time of reporting and three new research projects were submitted for consideration.

GPSA introduced its now well recognised infographics, providing insights into the GP supervisor demography. This of course helps to qualify the national and jurisdictional identity of members and what issues affect different cross sections of the supervisor membership similarly/differently via our annual member survey.

GPSA's 2017/18 annual report attests to the organisation showing up, putting up and standing up. We thank you for your support and look forward to delivering ongoing value to you throughout 2018/19.

Finally, I would like to thank the highly professional operational team and dedicated honorary (unpaid) board. The stability of GPSA's staff and board reflects its commitment to remain relevant to the membership, to evolve but with attention to its purpose. We thank you, our members for keeping us focussed and informed. As supervisors know all too well:

"Service to others is the rent you pay for your room here on earth."

Muhammad Ali



Dr Steve Holmes : Board Chair

MESSAGE FROM THE CEO

I am constantly heartened by the goodwill present in general practice to take on learners and give back to the profession. Generosity of spirit is in fact one of the values that have guided GPSA from inception and is a reflection of why supervisors choose to do what they do. And... supervisors do it well! The registrar satisfaction survey results demonstrate 92% of registrar respondents were happy with the supervision and training they received.

Throughout the reporting period GPSA participated in three education research projects – collaborations with our valued RTO partners. While the ink has not yet dried on the final reports of these projects and they await publication, generally the findings and outcomes are striking. While one of the project research findings confirms that money is not a motivator to becoming a GP supervisor, financial pressures associated do appear to be a barrier to participation. This is perhaps not surprising within the context of only 16% of GPs choosing to supervise.

The other two education research projects GPSA collaborated on related to measuring the relationship between registrars and their supervisors – one tool developed from the registrar perspective another from the supervisor perspective. Both tools will have a significant impact on how supervision is measured into the future. Both tools have delivered something practical, evidence based and represent significant advances in GP Supervisor research.

2018 is a negotiation year for the NTCER. We expect very little change and that Sadly, it is true that GPs (registrars, supervisors and practice principals alike) are all in the same boat together - feeling the pinch of

years of the MBS not keeping up with inflation. Unfortunately, the solution to fixing the challenges faced in general practice are not as simple as printing more money.

GPSA have always been cognisant of the fact that we must deliver real value to our members. It is why GPSA have remained committed to a Free Open Access resource model – keeping everything accessible to you – what you need, when you need it. The strategy has served well with GPSAs teaching plans being downloaded over 40,000 times. Our webinars remain accessible to the membership attracting over 1600 registrations throughout the reporting period alone. Of course everything we do is built around sustainability, so long after the conclusion of live webinars the resource is available to members on YouTube which were viewed over 2,500 times this financial year.

What does that say about GP Supervisors and the work of GPSA. To me that says we are meeting a need – your need. As a membership organisation if we are not serving our members we are missing the point. And, while that can be a challenge with four full time equivalent staff anyone who has ever called the GPSA office for support would be aware of the responsive nature of the GPSA team.

I am proud of the capacity such a small operational team brings to supporting supervisors nationally, and this capacity is mirrored in the skills, experience and dedication of the honorary Board that provide governance to the organisation.

This will be important in the year ahead. There are a great many pressures GP supervisors are exposed to in the current environment. The changing

landscape of general practice delivery in terms of consumer and GP workforce expectations, income pressures, a continually evolving GP training environment all represent the challenges the next generation of GP supervisors are inheriting.

GP training returning to the Colleges is welcomed as is the unfreezing of Medicare items.

There is going to have to be broad systemic changes made to general practice and the way practitioners are remunerated that assists with the challenge of getting more Australian trained doctors out into the bush and willing to stay there.

These changes and challenges must be met by and with the profession, so having the colleges at the helm at this time is reassuring and the importance of stakeholder bodies such as GPSA will remain important to informing effective policy decisions moving forward. Thankfully we have a very engaged membership and we hope that the next generation of GP supervisors will be as generous to their registrars as what current supervisors are with their learners.

In the mean time GPSA will continue to deliver the same trusted and consistent service to its membership as you have come to know and rely upon. As a valued member shared with me during the year:

"If ever you think you are too small to make a difference, try sleeping with a mosquito." Dalai Lama



Mr Glen Wallace : Chief Executive Officer

GP SUPERVISION: REWARDING, RESPECTED, RECOGNISED

OUR PURPOSE

GPSA is the national representative body that unites GP Supervisors by promoting recognition for GP supervision through open and accountable advocacy.

OUR VALUES

LEADERSHIP

We aim to use innovation to inspire participation among GP Supervisors.

EQUITY

We believe it is only fair that GP Supervisors be recognised and respected for the important contribution they make to GP training.

ACCOUNTABILITY

When campaigning and advocating on behalf of GP Supervisors, we will act with integrity and make our work and achievements transparent.

GENEROSITY OF SPIRIT

Our greatest resource is our members. We want to share, teach and continuously learn with them.

OPENNESS

We recognise the importance of listening to our members and working with the wider health industry to reach positive outcomes.

OUR PRINCIPLE OBJECTIVE

We want to ensure the vital contribution supervisors make to providing quality training for the next generation of family doctors is rewarded and recognised.

To do this, we will:

- Lobby and work with relevant health sector policy makers and representatives to make supervision rewarding, respected and recognised.
- Work with our members, GPs and the health sector to increase the recruitment and retention of quality supervisors.
- Listen to members about ways we can support them in their supervision roles and professional development
- Negotiate the National Terms and Conditions (NTCER) between supervisors and registrars on behalf of supervisors.

This work will benefit GP training and in turn make a positive contribution to the broader Australian health landscape.

THE GPSA BOARD



1. **DR GERARD CONNORS**
 - Deputy Chair
 - FARM Committee
 - Chair NTCER Committee
2. **DR FRANK MALDARI**
 - FARM Committee
3. **DR NICOLE HIGGINS**
 - NTCER Sub Committee
4. **DR STEVE HOLMES**
 - Chair
5. **DR COLUMBINE MULLINS**
6. **DR RICHARD MATTHEWS**
7. **DR KEVIN ARLETT**
8. **DR BRUCE WILLETT**
 - (Retired March 2018)
9. **THE HON. GEOFF WILSON**
 - Chair FARM Committee
10. **DR KEN HAZELTON**
 - (Retired October 2017)
 - FARM Committee
11. **DR ALAN LEEB**
 - (Retired October 2017)
 - NTCER Sub Committee

THE GPSA TEAM



1. **GLEN WALLACE**
 - Chief Executive Officer
2. **JOAN BURNS**
 - Manager Policy and Research
3. **SHELLIE VINCENT**
 - Marketing and Communications Manager
4. **MARISA SAMPSON**
 - Administration Officer
5. **JODI SKINNER**
 - Administration Officer
6. **CORINNA BOLDISTON**
 - Senior Communications Adviser

REPRESENTING SUPERVISORS

"There are a lot of demands being a GP, it is like being in the middle of a six lane highway sometimes. But GPSA is a beacon of light. It is a national organisation and it is non-judgmental, supportive, and it cares."

[GP Supervisor, 2017 National GP Supervisor Survey]

GPSA continues its strong representation and advocacy on behalf of GP supervisors throughout 2017-18. This included participation in the AGPT Policy review process for 2019, which was conducted during the reporting period.

GPSA is a member of the General Practice Training Advisory Committee - the Ministerial Committee tasked with oversight of the governance of the Australian General Practice Training Program (AGPT). The committee met four times during 2017-18.

The Chair of the Board, Dr Steve Holmes and CEO, Glen Wallace presented at thirty conferences, discussions and workshops during 2017-18. GPSA continues to attend the Regional Training Organisation Network (RTON) meetings and works constructively with RTOs to promote the needs and interests of GP Supervisors.

GPSA also continues to work constructively with ACRRM and the RACGP and looks forward to actively encouraging our members to participate in Bi-College accreditation as RTOs continue to go through the accreditation process to ensure that the training delivered through the AGPT

program meets both colleges' standards for education program delivery.

In keeping with past practice, GPSA held two Supervisor Liaison Officer Network meetings, one in conjunction with General Practice Training and Education Conference in Sydney on 15 August 2017. The second meeting was held 27 April 2018 in Melbourne.

GPSA takes the representative role it is commissioned to fulfill seriously and diligently sets about being a voice of reason in its representation. We ensure that we represent the voice of our members by actively collecting an evidence base for representation. During the reporting period this has taken the form of the GP Supervisor satisfaction survey, the NTCER survey, the Supervisory Relationship measure survey, stakeholder enquiries logs, stakeholder feedback, stakeholder reference groups that GPSA attends and feedback from our supervisor liaison officer members, who provide an all important RTO wide perspective on trends, challenges and achievements important to the membership.

National Terms and Conditions for the Employment of Registrars (NTCER)

The NTCER is due for renegotiation for the 2018-2019 training years.

Preliminary meetings were held with GPRA and the AMA in preparation for formal negotiations scheduled to commence in July 2018.

GPSA provides support, resources, clarification and advice to GP Supervisors on the NTCER that are highly valued by our members:

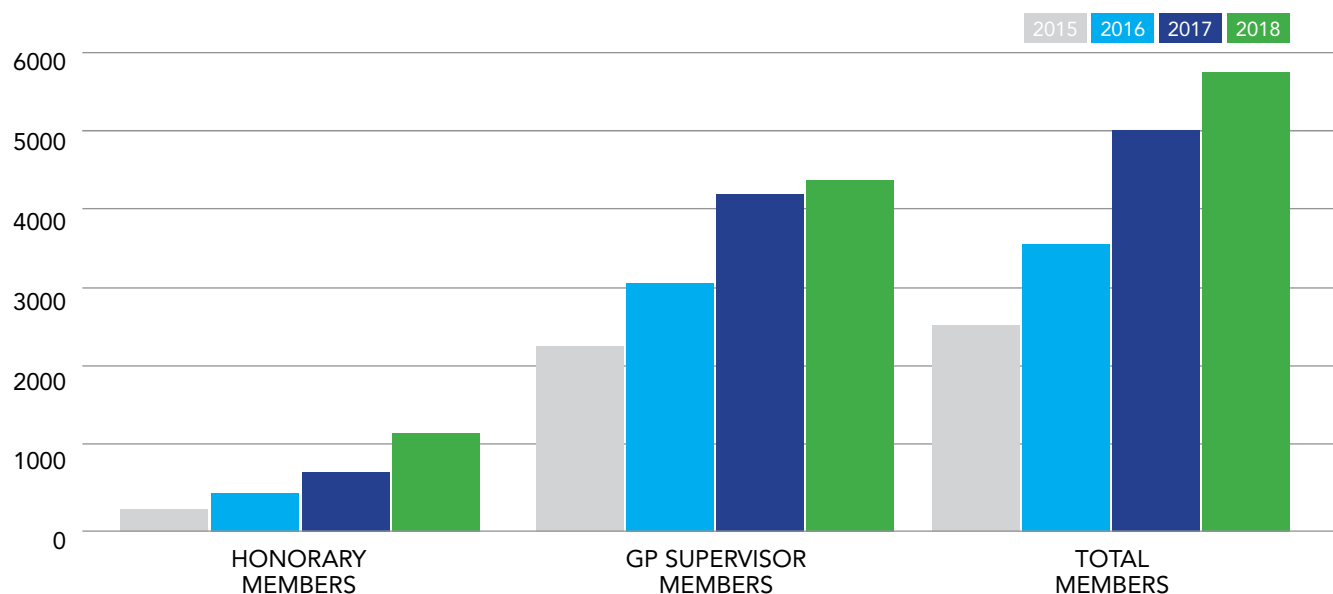
"Having a standard contract for registrars and preventing the 'bidding war' between practices keen to procure the same registrar is an enormous help'.

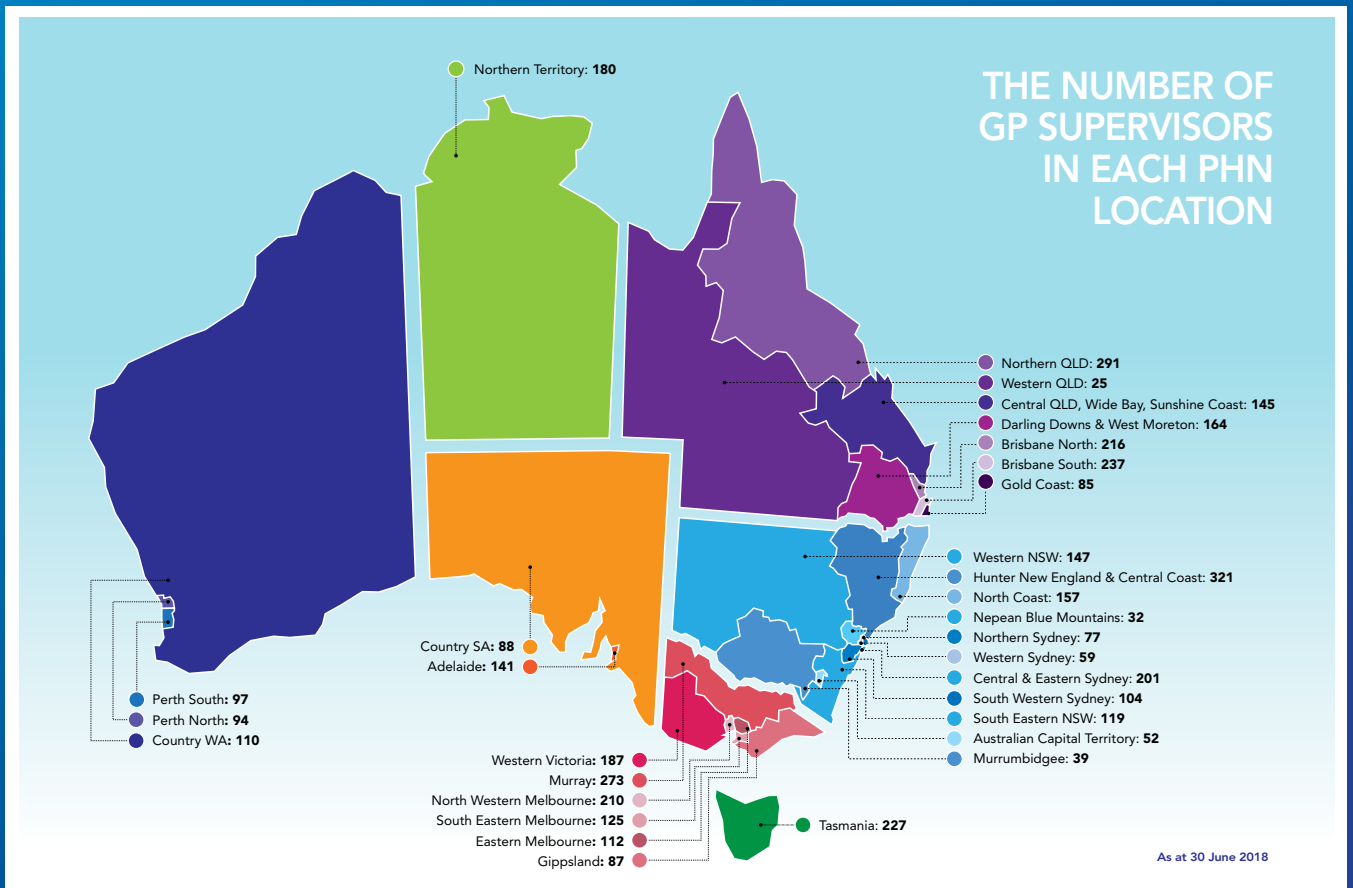
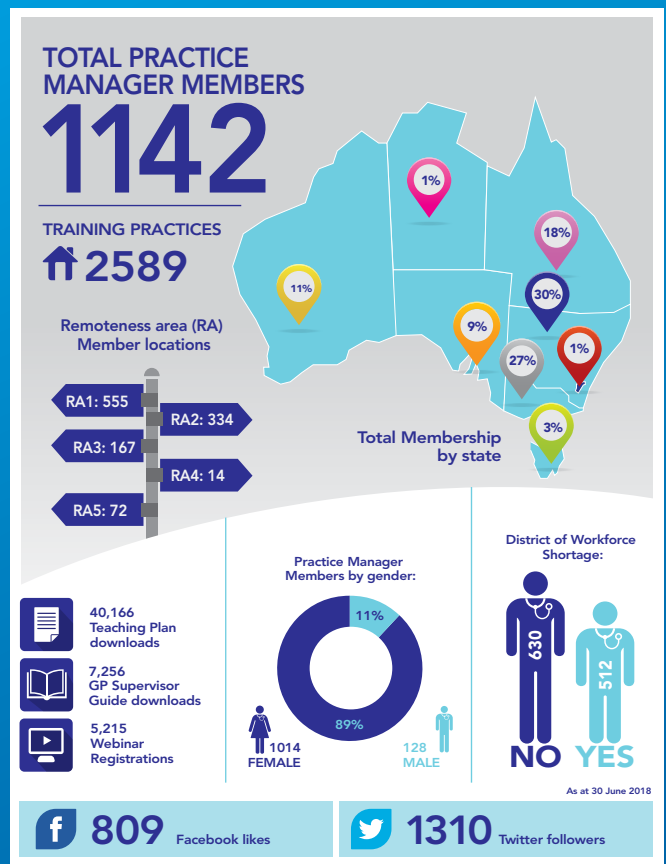
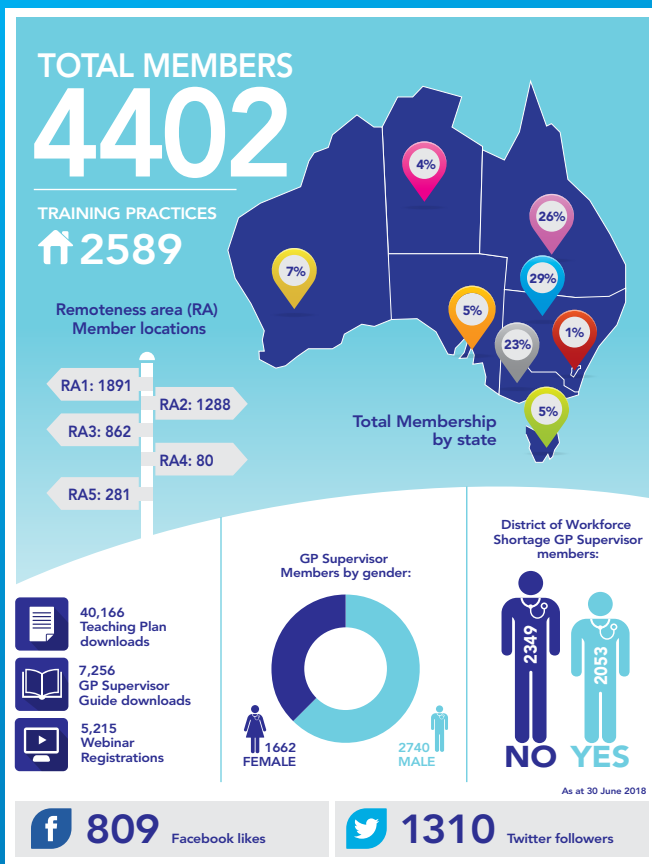
[GP Supervisor, 2018 National GP Supervisor Survey].

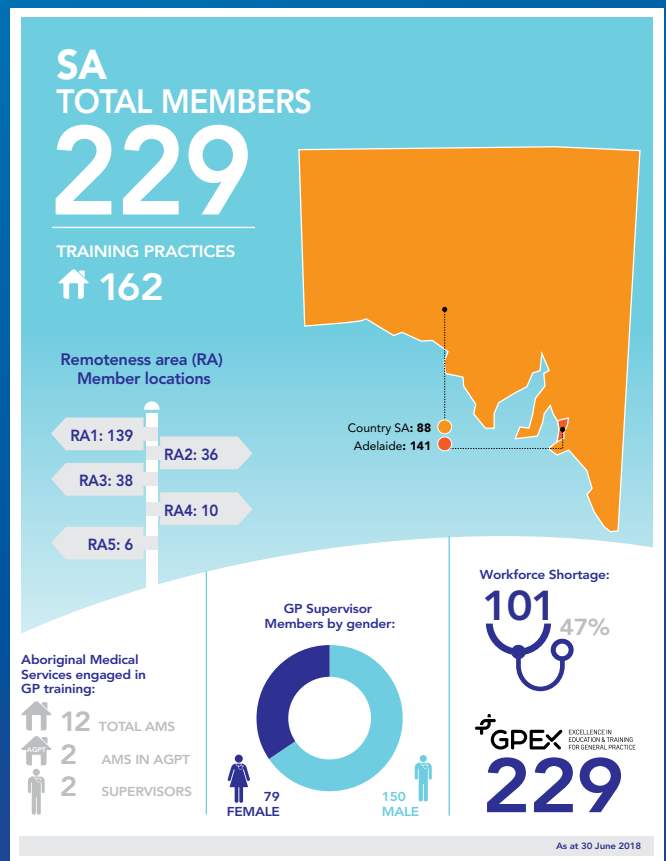
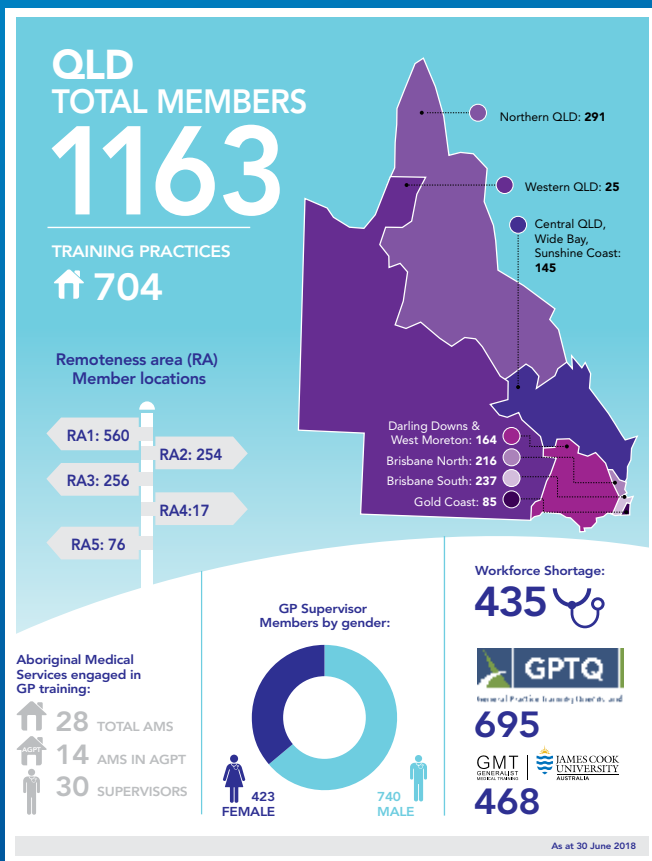
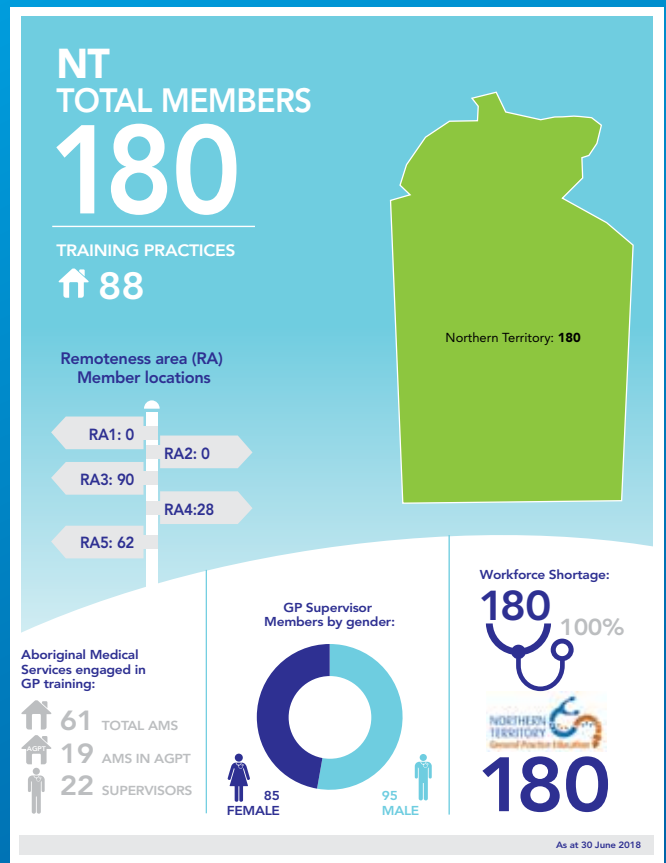
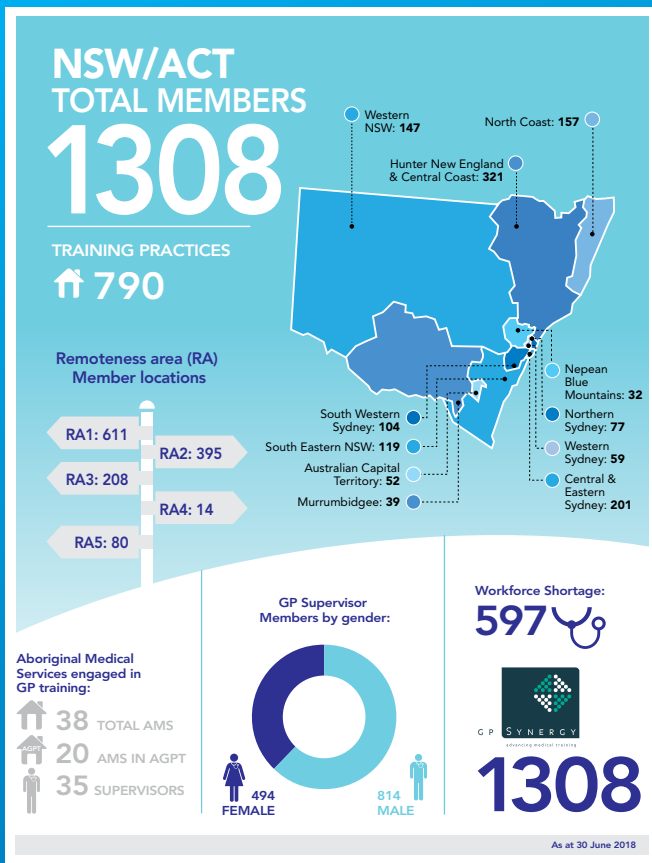
SUPPORTING OUR MEMBERS

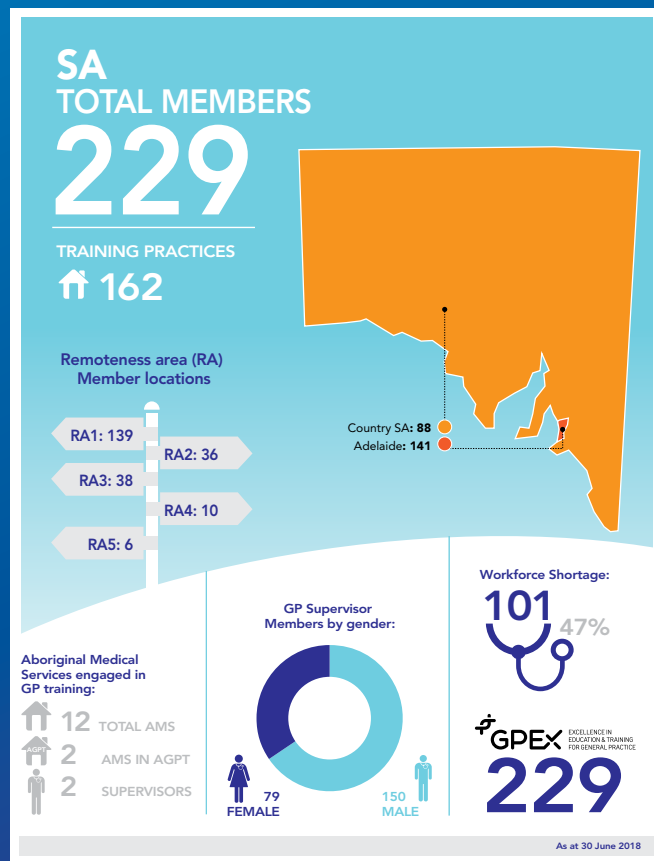
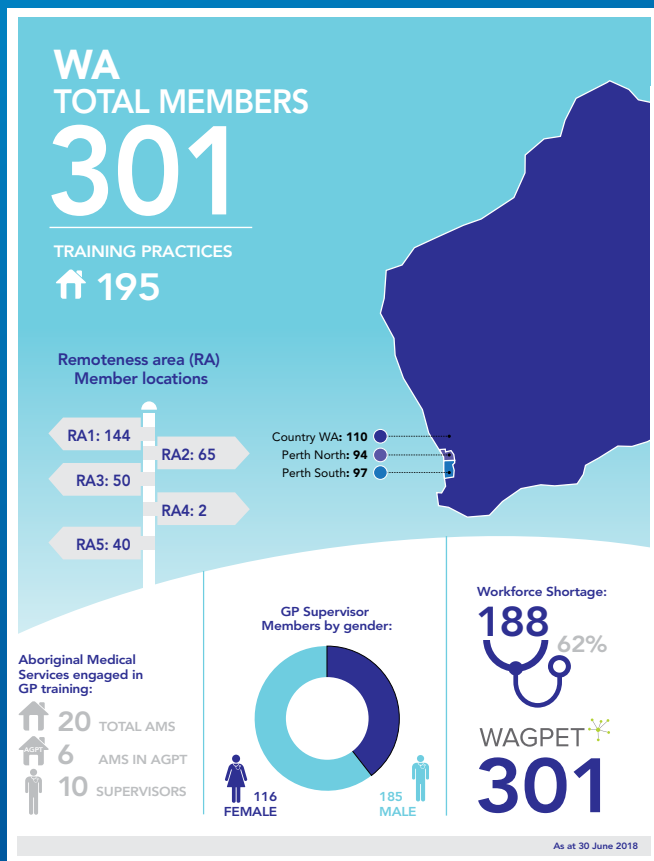
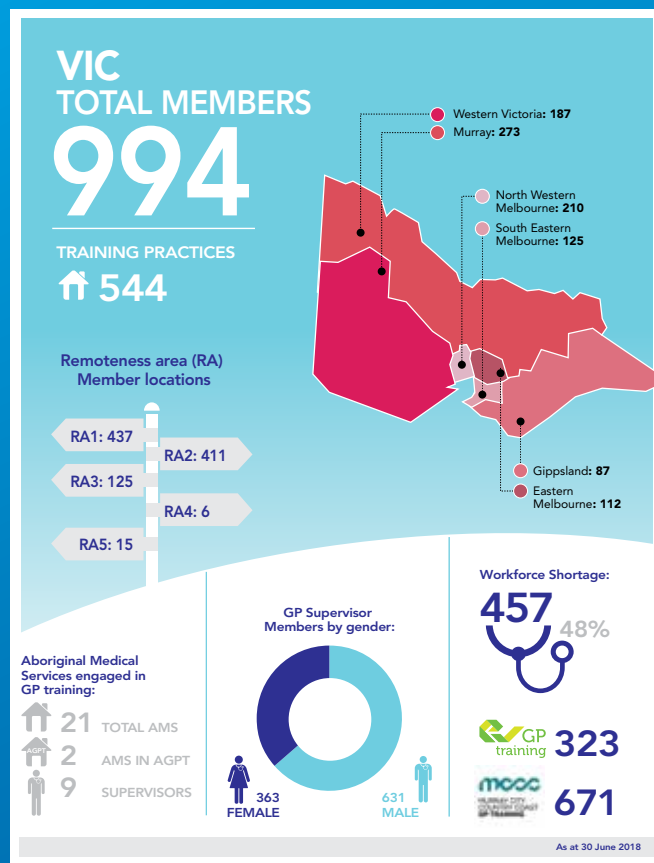
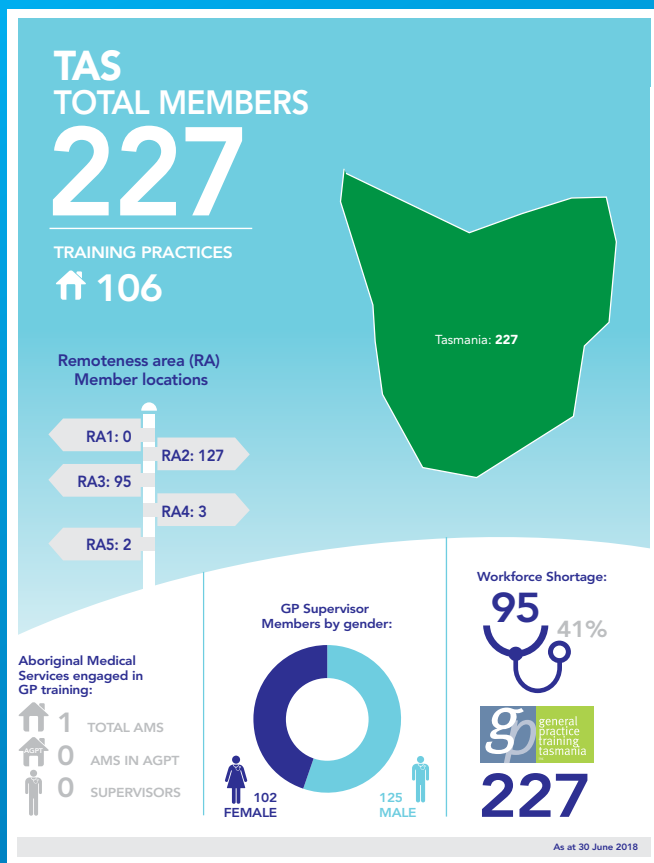
MEMBER ENGAGEMENT

Membership Growth 2015 - 2018









GP NATIONAL SUPERVISOR SURVEY

GPSA again invited GP Supervisors to complete a number of surveys in the course of 2017-18 to assist it in providing evidence-based policy and support that is of real value to our members.

These included surveys on the NTCER and training practice income.

A National GP Supervisor Survey was conducted in August 2017.

In order to enable the results of this annual survey to be presented at the key education and training conference for RTOs and other key stakeholders, GPTEC, and in order not to clash with RTO surveys, the National GP Supervisor Survey for 2018 was conducted in May/June 2018.

Future annual National GP Supervisor Surveys will be conducted around May each year to enable reporting at GPTEC conferences each year.

Despite challenging financial environment widely reporting in the medical media throughout the period, GP Supervisors continue to find supervisory role rewarding.



"Supervisors need a voice to sustain and support quality training...our patients, and future patients, expect us to ensure early career training secures safe and competent GPs."

[GP Supervisor, 2017 National GP Supervisor Survey]

"I enjoy supervising. I feel it is important to ensure good standards of practice for the practice, patients and well-being of the registrars."

[GP Supervisor, GP Supervisor Survey 2018]

"I enjoy being involved in ongoing training of the future generation of GPs and find it helps keep me up to date and enthusiastic about medicine."

[GP Supervisor, GP Supervisor Survey 2018]

GP National Supervisor Survey (cont.)

From both the 2017 and 2018 GP National Supervisor survey, we have built up a picture of the typical GP Supervisor and some of their views.

The typical respondent was a male GP supervisor who is also a practice principal or partner, over 50 years of age, a Fellow of the RACGP for over 11 years and qualified at postgraduate level.

The typical GP Supervisor intends to continue supervising while they are still a practising GP and is either satisfied or very satisfied with their particular experience of supervision.

"Overall, supervision is stressful and rewarding at the same time. I think the good outweighs the bad."

[GP Supervisor, GP Supervisor Survey 2018]

"Great way to stay up to date, excellent way to 'give back', satisfying to be a role model."

[GP Supervisor, GP Supervisor Survey 2018]

S/he sees increased remuneration as the way to make supervision a more attractive option and works in an RTO that they are satisfied or very satisfied with, that supports them in their role, provides adequate resources including sufficient CPD and has a positive relationship with their practice.

"It's a great thing to do - fun, interesting, keeps me up to date and in touch with new learning, teaches me about my own practice and knowledge and brings fresh energy into the practice. I just wish it was paid better."

[GP Supervisor, GP Supervisor Survey 2018]

"I enjoy teaching but find the time I put in is greater than the remuneration."

[GP Supervisor, GP Supervisor Survey 2018]

"Overall satisfied and I enjoy being a supervisor - however don't know how much longer I will last!"

[GP Supervisor, GP Supervisor Survey 2018]

GP National Supervisor Survey (cont.)

GP Supervisors want GPSA to provide advocacy in relation to ensuring the delivery of quality training, increased recognition for supervisors and their role and improved remuneration for teaching.

"The remuneration as it stands is not enough for me to convince other doctors in the practice to become supervisors."

[GP Supervisor, GP Supervisor Survey 2018]

They also want GPSA to provide supervision resources, information on issues and trends in GP training, information on government policy and updates on GP education and research.

"Great information guide for education, teaching and further research development ideas."

[GP Supervisor, GP Supervisor Survey 2018]

"The GPSA resources are fantastic and have made my life much easier as a supervisor."

[GP Supervisor, GP Supervisor Survey 2018]

"Your educational resources are fantastic - thank you."

[GP Supervisor, GP Supervisor Survey 2018]

"I have found the registrar contract useful - it is expensive and time-consuming for each practice to get this drawn up by a lawyer, thank you."

[GP Supervisor, 2017 National GP Supervisor Survey].

"Thank you - the GPSA resources are fantastic and have made my life much easier as a Supervisor."

[GP Supervisor, GP Supervisor Survey 2018]

ENGAGEMENT WITH GP SUPERVISORS IN RURAL AND ISOLATED AREAS OF AUSTRALIA

GPSA is focused on supporting GP Supervisors in rural and isolated areas of Australia and aims to provide relevant information and services to those GP Supervisors. Through GPSA's increased profile resulting from our engagement with RTO's, and directly with GP Supervisors through the introduction of new services like the employment agreement and social media policy templates, our webinars and our engagement with GP Supervisors in rural and regional Australia has greatly increased.

The feedback to GPSA from GP Supervisors in these areas is that they enjoy the engagement and connectivity with others during events like the webinars and meetings which offer some opportunity to renew acquaintances, share ideas, compare practises and build connections and reduce the effects of professional isolation so often present in rural and remote Australia.

GPSA's current capacity to measure member engagement in rural and isolated areas is only achievable by counting those GP Supervisors who are located in districts of workforce shortage. Whilst some districts of workforce shortage are in more densely populated centres, most are in rural and isolated areas.

The map below indicates the locations of GP Supervisors in districts of workforce shortage that have attended GPSA webinars. The individual map markers only indicate locations, they do not represent the number of times a GP Supervisor from a particular location has attended. For example a GP Supervisor who attends 3 webinars will only be represented by one marker.

Please also refer to the individual state by state infographics on the previous pages to view the number of Supervisors working in an area of workforce shortage.



"Thanks for all your hard work, and creating such capacity from relatively few resources. I'm very grateful GPSA seems to function so well."

[GP Supervisor Survey, June 2018]

RESEARCH AND COLLABORATION

In 2017, GPSA undertook the bulk of the work associated with winning an RACGP Education Research Grant (ERG) to adapt and validate an instrument for measuring the supervisory relationship from the perspective of the GP Supervisor. It provides an opportunity for the supervisor perspective on the educational alliance to be given greater prominence.

The result is the GP-Supervisory Relationship Measure for Supervisors (GP-SRMS). In what we understand to be a world-first, this instrument, validated for use in the Australian general practice context, measures the supervisory relationship as viewed by the GP Supervisor.

The GP-SRMS not only provides a window on the nature of the educational alliance but also provides an opportunity for deep reflection by supervisors on their supervisory relationship with each registrar which may assist them in identifying learning and professional development needs of their own

GPSA's success in winning an RACGP Education Research Grant in conjunction with General Practice Training Tasmania and Monash University in 2016-17 was improved on in the 2017-18 round of RACGP Education Research Grants.

Two further ERGs are underway:

- GP-SRMR - this project, undertaken in conjunction with GPEx, GPTT and Monash University attempts to replicate the success of the GP-SRMS project by adapting and validating a registrar version of the supervisory relationship measure - the GP-Supervisory Relationship Measure for Registrars (GP-SRMR).
- A project examining the characteristics of those GPs who supervise and those who do not will provide deeper insight into why individual GPs undertake supervision and for those who do not, help us to understand and potentially make supervision a more attractive proposition for GPs considering supervision as part of their career as a GP. The project has both a quantitative and qualitative aspect, utilising the MABEL dataset and in-depth, one-on-one interviews with those who supervise and those who do not.

These research projects are yet another way of giving supervisors a voice and increasing recognition of the importance and value of GP supervisors and how we can continue to grow the GP supervision workforce. This will be important in meeting the anticipated demand for supervision that will be required as the GP registrar workforce increases.



MEMBER PRODUCTS AND SERVICES

Over 98% of those who participated in a GPSA webinar in 2017-18 said they would participate again

[data from GPSA post-webinar evaluations]

GPSA WEBSITE

GPSA continues to progress and develop the new website which launched early in 2017. The site includes information on supporting supervisors and practices, employment resources and events as well as educational resources such as guides, frequently asked questions (FAQ's) webinars and teaching plans.

GPSA recently launched a series of Online Learning Modules aimed at helping GP supervisors and practice nurses in various aspects of their work and training with GP registrars. Learning modules include; Immunisation, Wound Management, Practice Standards and Chronic Disease Management. The modules were a legacy resource initially developed by Coast City Country GP Training which transferred the IP to GPSA, which we have updated and continued to make available to supervisors nationally.



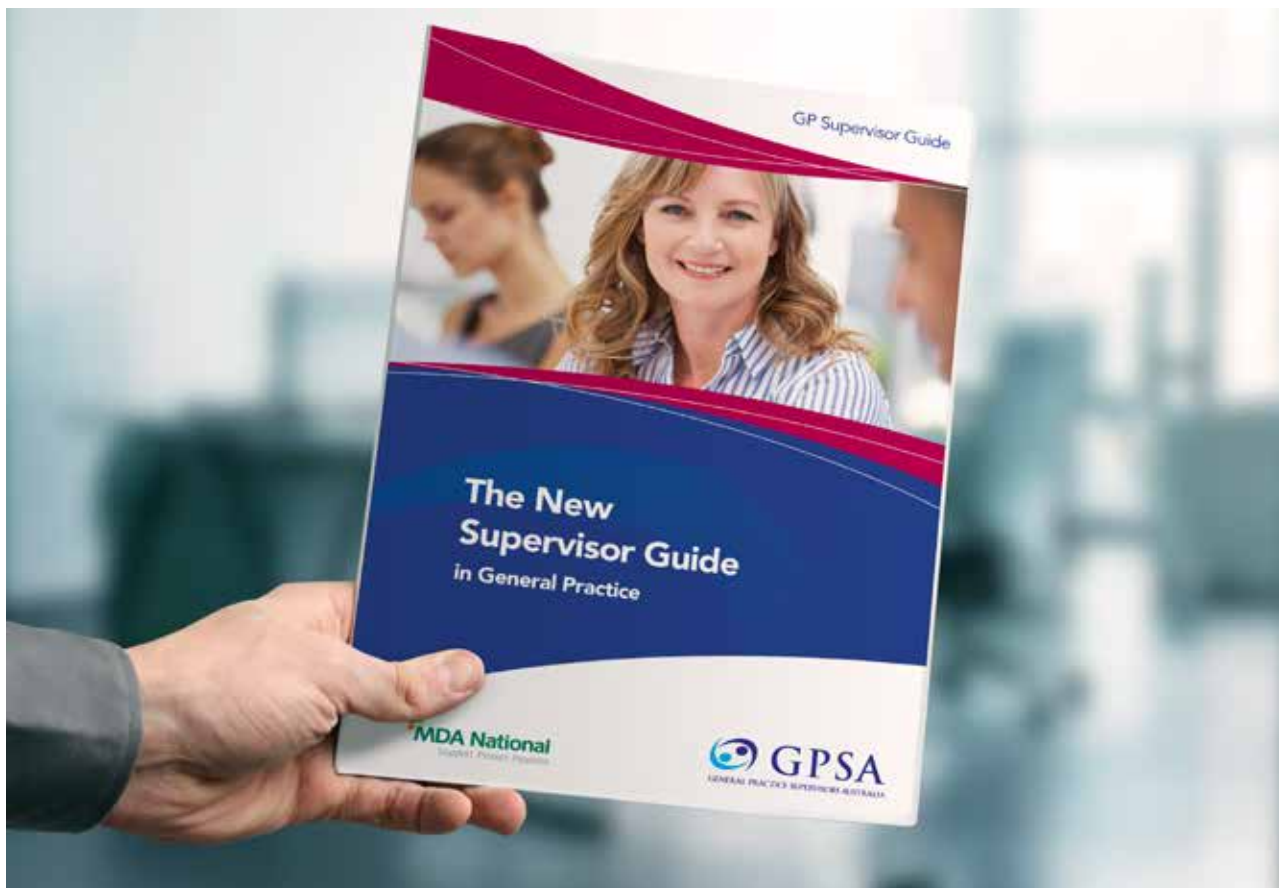
A new Communication ToolKit also a legacy resource from CCCGPT was a printed resource, which GPSA has updated and developed into an electronic online resource to make it more accessible to members.



GPSA is committed to Free Open Access Medical Education (FOAMed). All GPSA teaching and learning resources are made freely available as are all webinars.
www.gpsupervisorsaustralia.org.au

SUPERVISOR GUIDES

GPSA members continue to utilise the series of 12 GPSA Guides, they are downloaded regularly and distributed at the various General Practice conferences. These popular resources were written by GP Supervisors for GP Supervisors ensuring the relevance and utility of the information provided. They are freely available to download via the GPSA website or available to purchase in hardcopy.



SUPPORTING THE WHOLE PRACTICE

From the initial engagement and orientation into the practice and provision of medical equipment and resources, the organisation of rostering and teaching times and supporting the GP Supervisor with required resources, the allocation of patients, right through to fellowship, the entire practice team play a critical role in the successful training experiences of registrars. During the funding period GPSA increased accessibility of resources to practice managers and provided support to practice staff in the form of GPSA webinars, the members support hotline for NTCER and employment contract queries and funding submission support.

Training practice managers play a significant role in supporting GP Supervisors in their role as well as further contributing to sustainable registrar training activity within the practice. GPSA will further investigate what and how new resources can be developed and delivered in 2017-18 to further support training practices.

In 2017-18, GPSA supported training practices with the following products and services:

- **National Terms and Conditions for the Employment of Registrars (NTCER)**
The agreement sets out terms and conditions for the employment of registrars as agreed by GPSA and GPRA. The current NTCER is available on the GPSA website.
- **The registrar employment agreement template**
GPSA has developed an employment agreement template which is compatible with the NTCER. Over 400 practices have downloaded the template from the GPSA website. The template simplifies the registrar employment process for GP Supervisors and practice managers.
- **NTCER FAQ's and email enquiry service**
Occasionally, due to particular employment condition requests or unusual circumstances arise during the employment process or during the term of employment. GPSA has on the website a comprehensive list of frequently asked questions which may be of assistance when seeking information to resolve a problem. GPSA staff are also available to respond to email or telephone requests for information about the NTCER or Employment Agreement Template.

FLASHCARD TEACHING RESOURCES

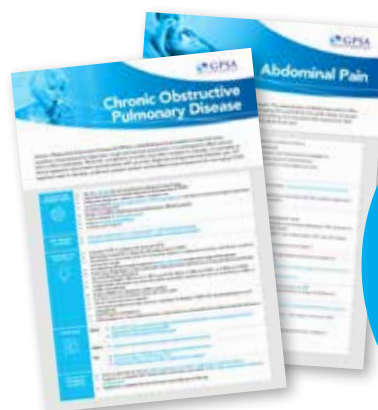


GPSA have developed a series of Flash Cards aimed at helping GP supervisors in various aspect of their work and training, they are a great communication resource for GP supervisors to run through with their GP registrar as an in-practice teaching session. Shades of Grey Flash Cards focus on ethical dilemmas in General Practice whilst Doctor Talk Flash Cards focus on Communication in General Practice. These are currently available for purchase or downloaded on the GPSA website.

IN-PRACTICE TEACHING PLANS

GPSA has developed a new series of resources to assist supervisors. The In-practice Teaching Plans are designed to assist supervisors in providing effective, evidence-based teaching to their registrars. These teaching plans cover common presentations, diagnoses of common conditions or key processes in general practice.

Each teaching plan contains key teaching and learning areas, pre-session activities, teaching tips and traps, key resources and follow-up and extension activities. They also contain exam preparation cases including Clinical Reasoning Challenges, CCQ and KFP style cases.



DOWNLOADED
40,166
TIMES

Fifty-five In-practice Teaching Plans have been produced:

Presentations

- | | | | |
|-----------------------------|-----------------------------|---------------------|-----------------|
| • Abdominal Pain | • Chest Pain | • Fatigue | • Neck Pain |
| • Abnormal Vaginal Bleeding | • Contraception | • Fever In Children | • Red Eye |
| • Back Pain | • Cough | • Headache | • Shoulder Pain |
| • Breast Lumps | • Dizziness and Funny Turns | • Leg Ulcers | |

Diagnosis

- | | | | |
|-----------------------|-------------------------------|-------------------------|--------------------------|
| • Acne | • Diagnosing Dementia | • Hypertension | • Thyroid Disease |
| • Allergic Rhinitis | • Dyslipidaemia | • LUTS in Men | • TIA and Stroke |
| • Anxiety | • GORD | • Menopause | • Understanding Dementia |
| • Atrial Fibrillation | • Gout and Monoarthritis | • Osteoarthritis | • URTI and Sore Throat |
| • Coeliac Disease | • Haematuria | • Osteoporosis | • UTI |
| • COPD | • Hereditary Haemochromatosis | • Peripheral Neuropathy | • Vitamin B12 Deficiency |
| • Depression | | • Skin Cancer | |

Processes

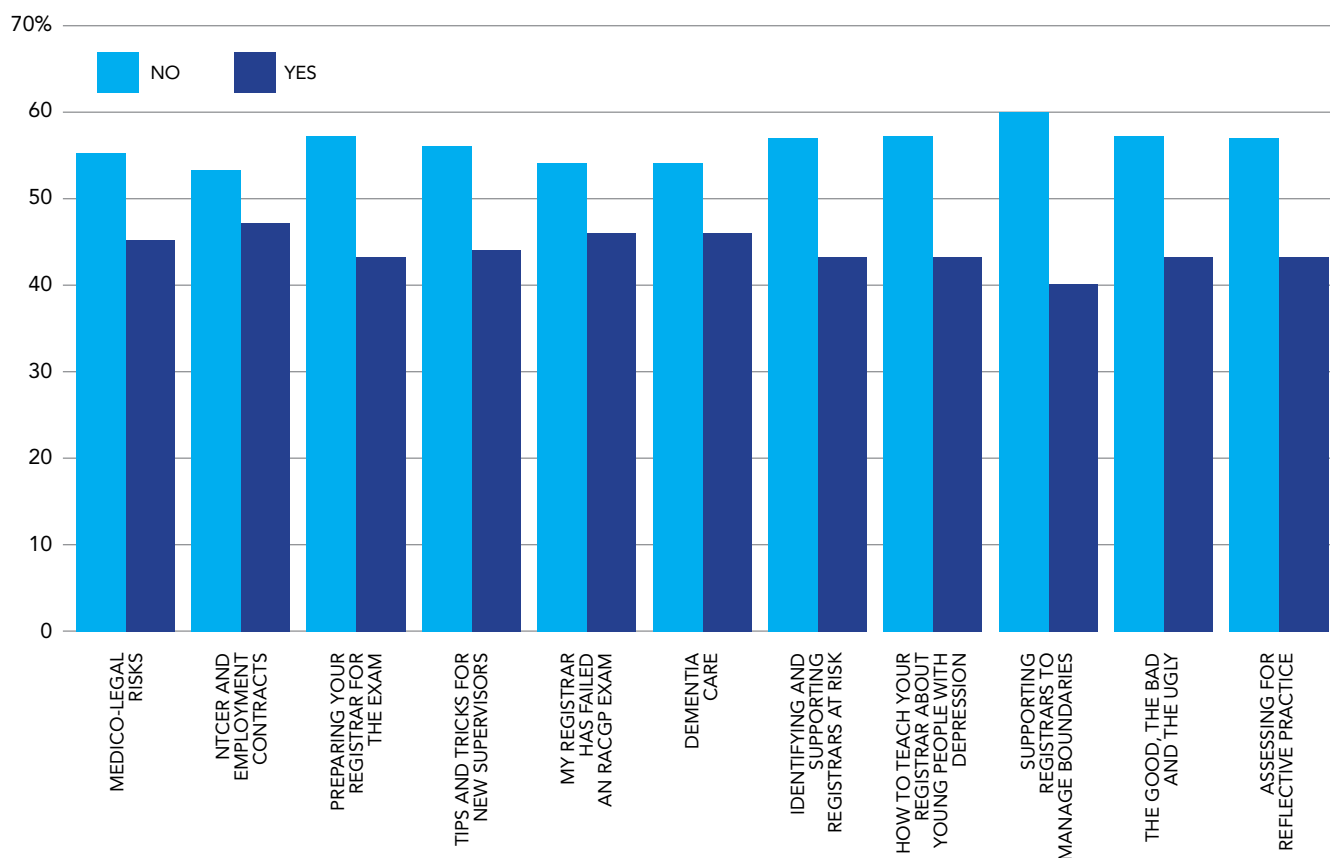
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|--------------------------------|--------------------------------|-------------------------------------|-----------------------------|
| • Antenatal Care | • Immunisation and Vaccination | • Polypharmacy and Deprescribing | • Rational Test Ordering |
| • Antibiotic Prescribing | • Mechanics of Prescribing | • Professional and Ethical Practice | • Reducing Diagnostic Error |
| • Genomics in General Practice | • Navigating Medicare | • Rational Prescribing | • Smoking Cessation |
| • Health Checks | | | • Work Cover |

The teaching plans are available on the GPSA website. As at 30 June 2018 the teaching plans had been download 40,166 times. Further topics are planned for 2018-19.

EVENTS

WEBINARS

WEBINAR ATTENDANCE - DISTRICT WORKFORCE SHORTAGE



AUGUST WEBINAR

PREPARING YOUR
REGISTRAR FOR
THE EXAM

PRESENTED BY DR GARY BUTLER



"Great presentation. It was good to reflect on this very important issue, and have a look at some of the evidence base."

[Participant feedback - 'Identifying and supporting supervisors in difficulty' webinar]



GPSA conducted eleven webinars during the year with an average of 135 registrations per event. We wish to express our appreciation and thanks to the guest presenters. Satisfaction results from all eleven webinars was very positive.

- Supporting Registrars to Manage Patient Boundaries, held 2 August 2017, presented by Dr Genevieve Yates
- Preparing your registrar for the exam, held 20 September 2017, presented by Dr Gary Butler
- The good, the bad and the ugly - stress and the GP registrar, held 3 October 2017, presented by Dr Carolyn Johnson
- Assessing the Reflective Practitioner, held 8 November 2017, presented by Dr Peter Harris
- The NTCER and employment contracts explained, held 7 December 2017, presented by Glen Wallace (GPSA)
- Tips and Tricks for New Supervisors, held 31 January 2018, presented by Dr Bruce Willett
- My registrar has failed an RACGP exam - what happens now?, held 21 February 2018, presented by Dr Genevieve Yates
- Medico-Legal Matters, 21 March 2018, presented by Gayle Peres da Costa (Solicitor - MDA National)
- Dementia Care, 17 April 2018, presented by Dr Marita Long, Dr David Knowles and Dr Hilton Koppe
- Identifying and Supporting Registrars at Risk, held 17 May 2018, presented by Konrad Kangru
- How to teach your registrar about young people with depression, held 20 June 2018, presented by Dr Claudio Villella

"Excellent discussion and good use of case studies."

[Participant feedback - 'Feedback - the balance between unicorns and brutality' webinar]

"Clear and interesting presentation. Some excellent side comments in the chat provided added value. Resources always useful."

[Participant feedback - 'Teaching clinical reasoning' webinar]

SUPERVISOR LIAISON OFFICER NETWORK (SLON) MEETINGS

GPSA continues to build relationships, foster information flow and bring supervisors together with other key stakeholders in general practice training by holding its SLON meetings in tandem with other key events.

The first SLON was held on the Gold Coast in conjunction with the General Practice Training Education Conference on 15 August 2017. Presentations were delivered on ReCEnT Registrar Behaviours: Evidence to Practice, Supervisor Education Research Projects, Ethical Dilemmas – you need to know about the #s, Using Vulnerability in your teaching

tool box, GP Supervisor Educational Resource Supports, RACGP Update and on DoH Updates.

The second SLON was held in Melbourne on 27 April 2018. Presentations were delivered on the Communications Toolbox, Doctors Control Panel, GP Exam Preparation System and a hands-on workshop for supervisors to use the new the Supervisory Relationship Measure for Supervisors (GP-SRMS). Updates were presented by RACGP and ACRRM and on the NTCER and AMDS Policy.



INDUSTRY EVENTS

GPSA is a member of GPTAC and UGPA, both of which met four times each during the financial year. These are important meetings where the GPSA Board Chair and CEO represent the views and position of GPSA on a range of national issues affecting supervisors.

GPSA also presented on four occasions at RTON to the nine CEOs of the RTOs. This was a valuable opportunity to collaborate and update the RTOs on GPSA resources available to their GP supervisors and our members.

GPSA were also delighted to meet and present to supervisors and practice managers at twenty-eight events during the financial year.



These events included:

- MCCCCGPT - Practice Managers Meeting - 21 July 2017 Geelong
- MCCCCGPT Supervisors day - 22 July 2017 Geelong
- NTGPE Supervisors Presentation - 26 July 2017 Darwin
- GPEX Supervisors Presentation - 28 July 2017 Adelaide
- GP Synergy - Practice Managers Meeting - 29 July 2017 Sydney
- RTON Meeting - 14 August 2017 Sydney
- LMEC Meeting - 14 August 2017 Sydney
- Supervisor Liaison Officer Network Day - 15 August 2017 Sydney
- GPTAC Meeting - 15 August 2017
- GPTEC - 15-17 August 2017
- United General Practice Australia Meeting - 5 October 2017
- EVGPT Supervisors day - 6 October 2017
- RMA17 - 20 October 2017 Melbourne
- GP17 - 26-27 October 2017 Sydney
- NTGPE Board Meeting - 1 November 2017 Darwin
- Western NSW Advisory Council meeting - 17 November 2018
- GPTAC Meeting - 21 November 2017
- GPTQ - Practice Managers Day - 24 November 2017 Brisbane
- GPTQ Supervisors Conference - 25 November 2017 Brisbane
- MCCCCGPT - Practice Managers Day - 29 November 2017 Milawa
- AGPT Policy Review Meeting - 5 December 2017 Canberra
- United General Practice Australia Meeting - 15 December 2017
- GPTT - Supervisors day - 16 January 2018 Launceston
- EVGPT Supervisors day - 18 January 2018 Hawthorn
- GPTAC Meeting - 20 February 2018
- AGPT Policy Review Meeting - 28 February 2018 Canberra
- RTON Meeting - 6 March 2018 Darwin
- LMEC Meeting - 6 March 2018 Darwin
- GPTQ New Practice Managers day - 16 March 2018 Brisbane
- AGPT Policy Review Meeting - 21 March 2018 Canberra
- GPTT AGM - 5 April 2018 Hobart
- Supervisor Liaison Officer Network Day - 27 April 2018 Melbourne
- Western NSW Advisory Council meeting - 26 April 2018
- Federal Budget Briefing - 8 May 2018 Canberra
- NTGPE Board Meeting - 9 May 2018 Darwin
- WAGPET Supervisor Conference - 11 May 2018 Perth
- EVGPT Board Meeting - 15 May 2018 Melbourne
- GPTAC Meeting - 15 May 2018
- MCCCCGPT Practice Managers Day - 23 May 2018 Bendigo
- MCCCCGPT Practice Managers Workshop - 1 June 2018 Colac
- RTON Meeting - 5 June 2018 Brisbane
- GP Synergy Supervisors Day - 16 June 2018 Sydney



GPSA engages with members through:

- e-Newsletter issued to all members every six weeks
- member surveys
- webinars
- teaching guides
- attendance at conferences
- supporting the Supervisor Liaison Officer Network (SLON) communications and meetings
- attendance at GP Supervisor meetings hosted by RTO's
- supporting GP Supervisors through recognition awards
- engagement through partner organisations such as AIDA, IGPRN, ACCRM, RACGP, GPDU
- feedback opportunities through the GPSA website

RECOGNISING SUPERVISORS



GP supervisors deliver over 90% of GP training. GPSA has implemented a program to recognise the contribution of experienced Supervisors to training registrars.

SUPERVISOR'S RECOGNITION AND REWARD PROGRAM

In 2017-18 63 Supervisors were recognised by GPSA for their service to the local communities over many years. These awards recognise the hard work and dedication GP supervisors make over the length of their careers.

The objective of the program is to provide recognition to GP Supervisors who have been supervising registrars for many years, in some cases more than 30, enabling generations of GP's to provide high quality medical services to Australian families. They are being recognised for their commitment to providing the very best care to patients, whilst supervising, inspiring and supporting the next generation of family doctors.

The program also aims to improve the profile of GP Supervisors and the role of the Training Practice in local communities through involvement of local media.





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