

SUPPORTING A SUSTAINABLE FUTURE FOR GP TRAINING

**2018
2019**

GPTA LTD (T/AS GPSA)

ANNUAL REPORT

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:



Australian Government
Department of Health



RACGP
Royal Australian College of General Practitioners

**Australian College of
Rural & Remote Medicine**
WORLD LEADERS IN RURAL PRACTICE



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MESSAGE FROM THE CHAIR



The 2018/19 year in review is upon us and this report pays homage to the efforts made by the GP Supervisor membership the GPSA Board and a very small, but dedicated operational team that produces what supervisors need, when they need it, in a way that makes the most sense.

If there is one thing that unites GP Supervisors, it is our orientation to pragmatism. As things change in the sector, the more they stay the same. For all the administrative changes in terms of AGPT transitioning to management by the colleges, GP supervisors continue to turn up to work with their registrars and registrars continue to pass their fellowship hurdles.

GP Supervisor numbers remain relatively consistent at over 5,500 and GPSAs membership continues to grow; now 4,750 - an increase of over 7% from the previous year. GPSA's membership is the largest national cohort of GP supervisors and an important source of policy development advice as we move into an interesting cycle of new employment models being sought and alternative training pathways being developed and implemented.

Throughout the year GPSA contributed to:

- The Minister's GP Training Advisory Committee (GPTAC)
- Department of Health understandings on the risks associated with supervision of registrars in after-hours environments
- Consultation on the Department of Health's shared debt scheme
- Consultation on the Rural Health Commissioner's rural generalist remuneration committee
- Two research publications progressing the understandings of the role of GP supervisors nationally
- Ongoing production and maintenance of teaching and professional development resources
- Two Supervisor Liaison Officer (SLO) Network meetings
- Connected Supervisors through webinars and conference presentations
- Surveying supervisor satisfaction

GPSA continued to advocate strongly for a quality training program and continued to meet with the CEOs of our local training organisations to voice the initiatives and solutions being sought by the membership.

The National Terms and Conditions for the Employment of Registrars negotiations occurred during the reporting year and GPSA and our registrar counterparts advocated strongly within negotiations and the sector. A new addendum was reached in December 2018 which reflected the base rate increment. The negotiations, while robust, reflected the harsh realities of general practice. Having been starved from MBS increases, the ever increasing corporatisation of general practice and pathology giants successfully lobbying government to artificially regulate pathology rent in a move against market forces successful lobbying by the Pharmacy Guild to prescribe and dispense, the business and profitability of general practice has shifted markedly. It is the business of this profession to respond accordingly

While others look to new remuneration and engagement models, nothing could be clearer, GPSA and training practices alike must shift our focus to reflect the new environment. The need to teach our registrars the business of general practice has never been greater, nor more challenging.

GP Supervisors Australia will continue to seek the very best training and remuneration circumstances possible for GP Supervisors and registrars who become the next generation of supervisors, practice owners and family doctors.

As a number of programs roll out without the level of supervision the profession would deem optimal, our role in advocating thoughtfully for registrars and supervisors around quality could not be more important in the year ahead.



Dr Gerard Connors
Chair

MESSAGE FROM THE CEO



Managing uncertainty is something that is not unique to a registrar and their supervisor, clearly there is much uncertainty in policy and advocacy organisations that underpin and lead the profession.

Throughout the reporting period we saw the NTCER negotiations dissolved only to be resolved via addendum. GPISA were careful not to critique the opposing position too harshly because at the end of the day, we are all in this profession together. It serves no-one if the profession is tarnished in the process.

There are those who would have liked GPISA to be kinder and those that expressed concern that we were not pushing a harder line. Regardless of where you sit on the continuum one principle was adhered to: first do no harm.

Our learners, like our communities are a precious resource and key enabler of our collective futures. So it stands to reason that supervisors and their professional organisation hold registrars and safety net them like any patient visiting any one of the 2,658+ training practices our registrars learn within.

We were pleased to see throughout the year greater focus on supporting rural workforce initiatives and initiatives designed to support non VR doctors. Slightly concerning was the suboptimal level of funded supervision initiatives attached to some of these programs particularly for International Medical Graduates.

Consumption of GPISA resources continue to demonstrate the targeted nature of GPISA education resources. As at the time of reporting GPISA teaching plans had been downloaded some 71,586 times since the initiative began, 30,188 of this figure occurred in 2018-19 alone. This represented a 56% increase on the previous year.

It remains clear that nationally the 4,750 GP supervisor members choosing to support a registrar through their training remains a key input into positive learner outcomes and equally important to patient safety as our learners progress towards fellowship.

GPISA's collaboration on research projects with GPTT, GPEx and Monash Universities resulted in two published papers with two further manuscripts being submitted for publication during the period also.

GPISA's orientation to delivering real value to the sector remains in focus as is the need to adapt to new issues and realities. One only has to look at the engagement statistics of GPISA eNews which delivers a key insight. The content that concerns the membership are the stories and resources that help navigate risk whether that be for patients, registrars or business risk.

Our webinars remain accessible to the membership attracting over 1,042 registrations throughout the reporting period alone. YouTube consumption of GPISA webinar recordings doubled from 2,500 in the previous reporting year to 5,313 this financial year.

GPISA's managing uncertainty guide struck a cord not only with Australian supervisors, but was referenced in the national Swedish Journal for General Practice: Allmanmedicin.

What does that say about the role GPISA plays in this space? There is momentum behind GP supervisors push to ensure they are delivering best practice. Not only do we find ourselves relevant to Australian GPs, GP supervisors in Australia have something to contribute internationally.

I am proud of the capacity such a small operational team brings to supporting supervisors nationally at just 4FTE delivering on the directions of the honorary board who are there to ensure GP supervision remains recognised, respected and rewarded.

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.

GENEROUSITY OF SPIRIT

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

OPENESS

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.

OUR BOARD



Dr Columbine Mullins



Dr Frank Maldari
FARM Committee



The Hon. Geoff Wilson
Chair FARM Committee



Dr Kevin Arlett



Dr Sarah Chalmers



Dr Steve Holmes



Dr Gerard Connors
*Chair
Chair NTCER
Committee*



Mr Glen Wallace
*CEO
Company Secretary
FARM Committee*



Dr Nicole Higgins
*FARM Committee
NTCER SubCommittee*

OUR TEAM



Glen Wallace
CEO



Rebecca Qi
Finance officer



Corinna Boldiston
*Communications
coordinator*



Phil Gutteridge
Marketing officer



Jodi Skinner
*Administration
practice support officer*



Donna-Lee Stanes
*Administration
support officer*

GPSA also wishes to acknowledge the contributions of : Marisa Sampson, Joan Burns and Shellie Vincent who contributed to the 2018-19 GPSA achievements

REPRESENTING SUPERVISORS

GPSA continues its strong representation and advocacy on behalf of GP supervisors throughout 2018-19. This included participation in:

- Shared debt recovery scheme consultation process for 2019
- Supervision in after hours environments consultation 2018
- National Rural Generalist Pathway - remuneration committee consultation 2018
- GP Synergy regional Advisory Committee Meetings 2018-19
- NTCER Negotiation meetings

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 on four occasions during 2018-19.

The Chair of the Board, Dr Gerard Connors and CEO, Glen Wallace presented at 17 conferences RTO Board Meetings, discussions and workshops during 2018-19. 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 accreditation processes as RTOs continue to ensure 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 Adelaide on September 11, 2018. The second meeting was held on 03 May 2019 in Brisbane.

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.

"Thank you to GPSA for always selecting staff who have high standards of professionalism, expertise, dedication and courtesy".

[GP supervisor, 2019 National GP Supervisor Survey]

NATIONAL TERMS AND CONDITIONS FOR THE EMPLOYMENT OF REGISTRARS (NTCER)

The NTCER committees of GPRA and GPSA met twice in 2018 on 07/07/2018 and 08/08/2018. The negotiation team for GPSA were: Dr Gerard Connors (Lead), Dr Nicole Higgins, Dr Alan Leeb, Joan Burns (Administrative Support).

Meetings were held with GPRA and the AMA per the NTCER during the reporting period. On September 7 2018, GPRA advised that their negotiation team were not prepared to continue discussions. Despite the discontinuation of negotiations, GPRA and GPSA did reach agreement on the need to update the NTCER to ensure stakeholders were clear on the correct pay rates for registrars. On 7 December 2018, the NTCER Addendum was published and released to stakeholders reflecting the base salary increase that came into effect from commencement of term 2, 2019.

This outcome reflected that there was no new government funds being injected into general practice, which makes it impossible to improve on the current conditions.

Further GPSA provided support, resources, clarification and advice to GP supervisors on the NTCER throughout the reporting period 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

The GPSA Membership grew throughout the 2018-19 annual reporting period by 7.9% from 4,402 in the 2017-18 reporting period to 4,750 supervisor members as at 30 June 2019. While membership growth rates are slowing down, this reflects saturation. The RTO Network published active supervisor numbers in 2017 at 5,587. The GPSA membership reflects 85% of the total number of GP supervisors nationally and distribution of the membership is largely reflective of national population distribution.

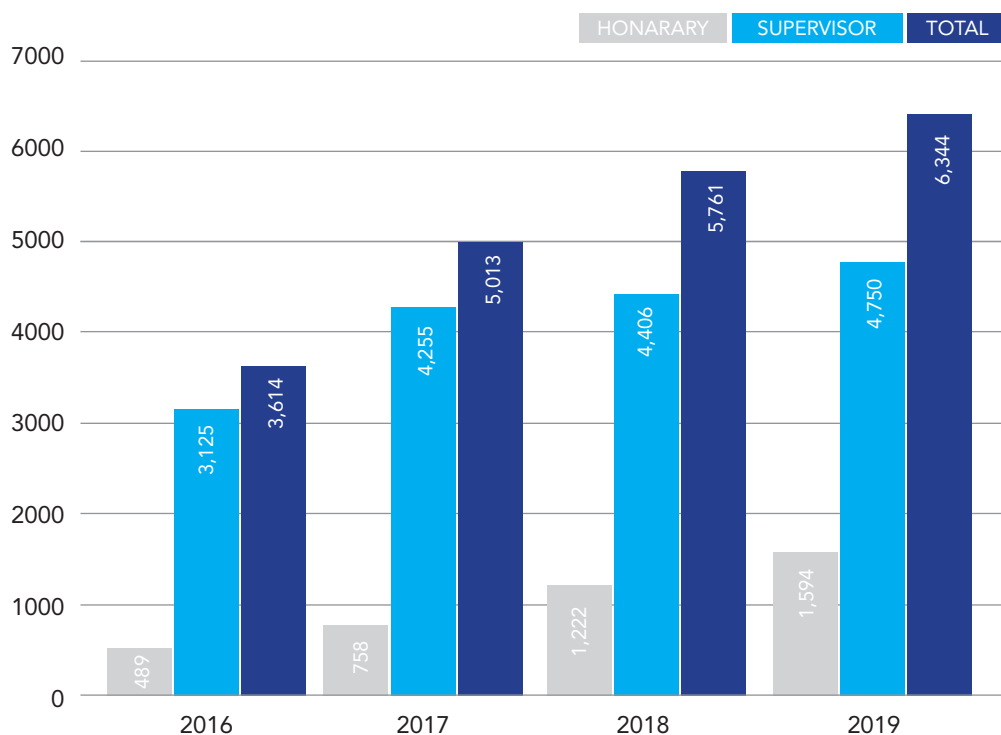
State	GPSA Supervisor Members	% Membership	% Population
ACT/ NSW	1,425	30%	34%
NT	185	4%	1%
QLD	1,230	26%	20%
SA	258	5%	7%
TAS	234	5%	2%
VIC	1,107	23%	25%
WA	311	7%	11%
TOTAL	4,750	100%	100%

GPSA
MEMBERSHIP

**REFLECTS
85%**

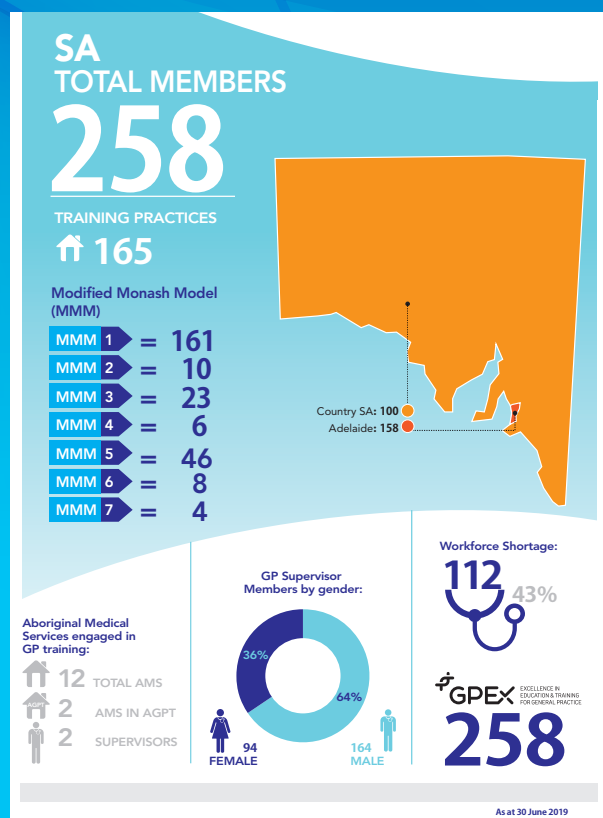
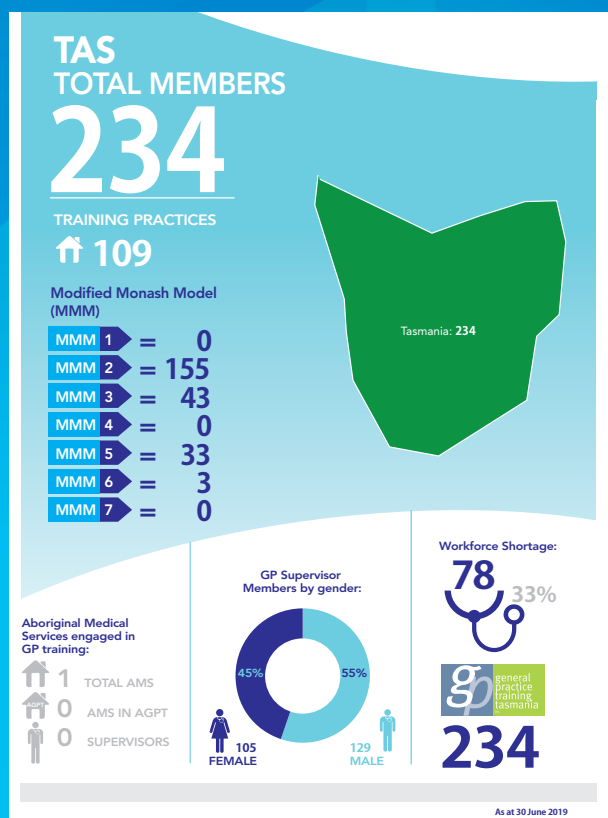
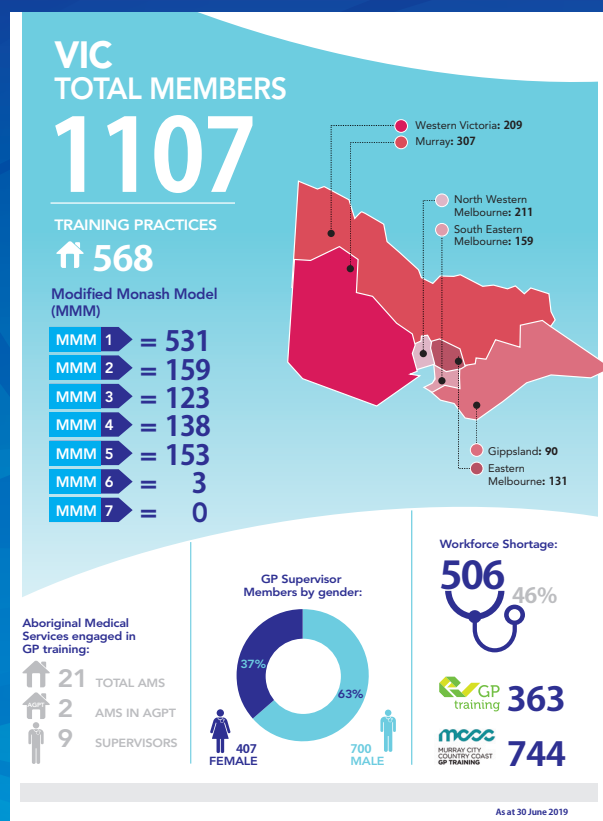
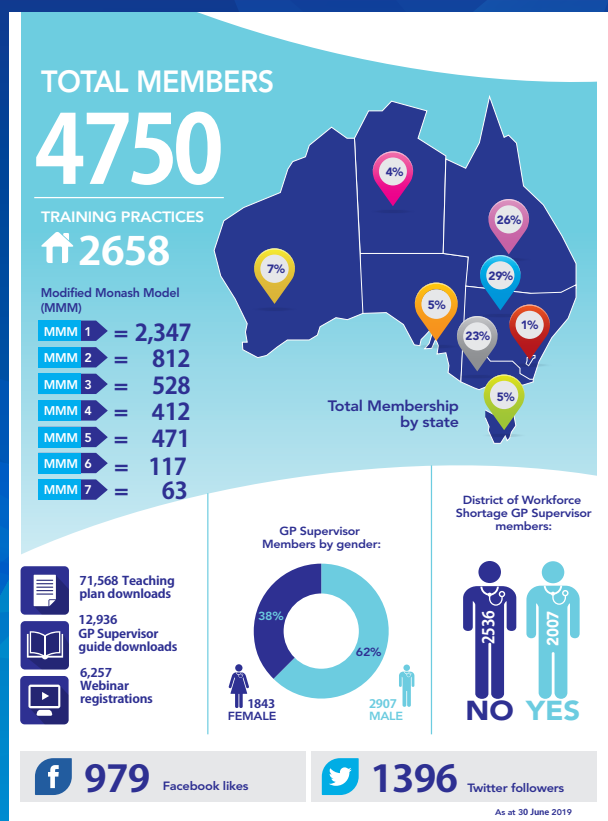
**OF TOTAL GP
SUPERVISORS
NATIONALLY**

MEMBERSHIP GROWTH 2019



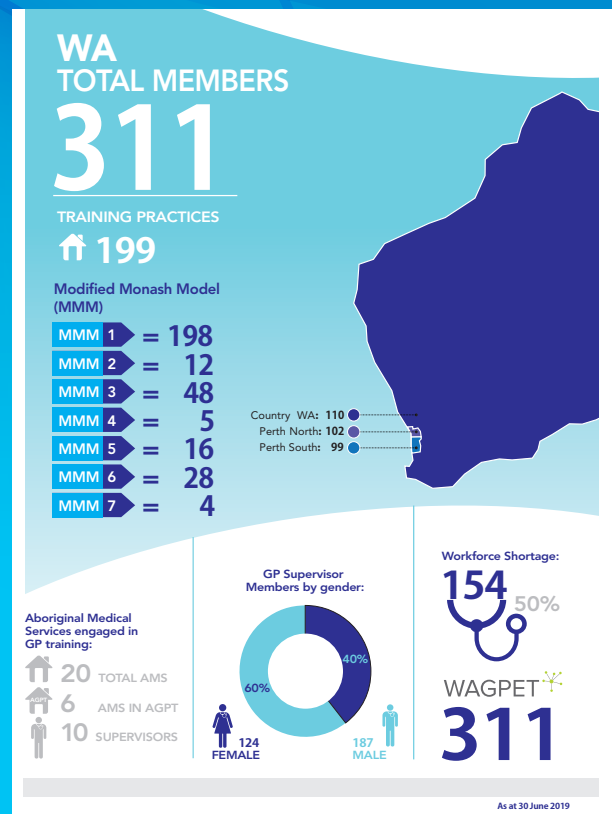
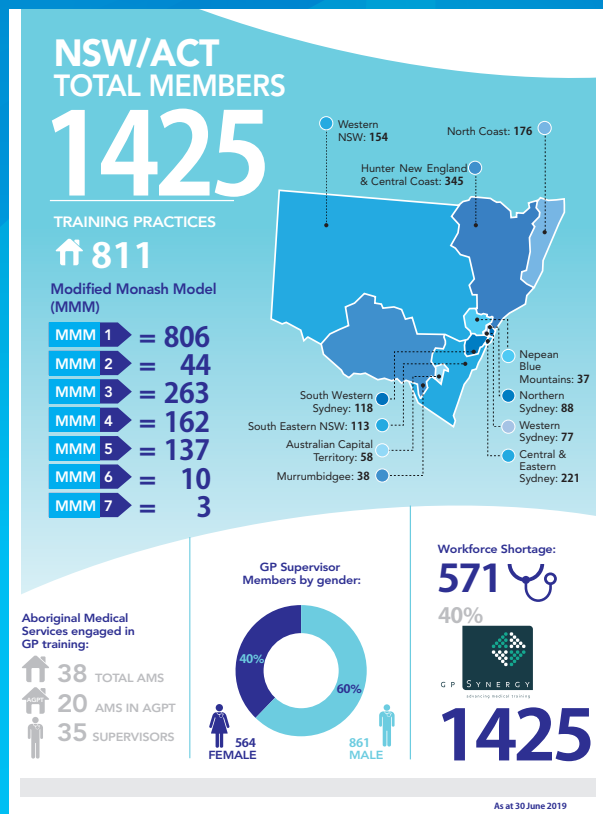
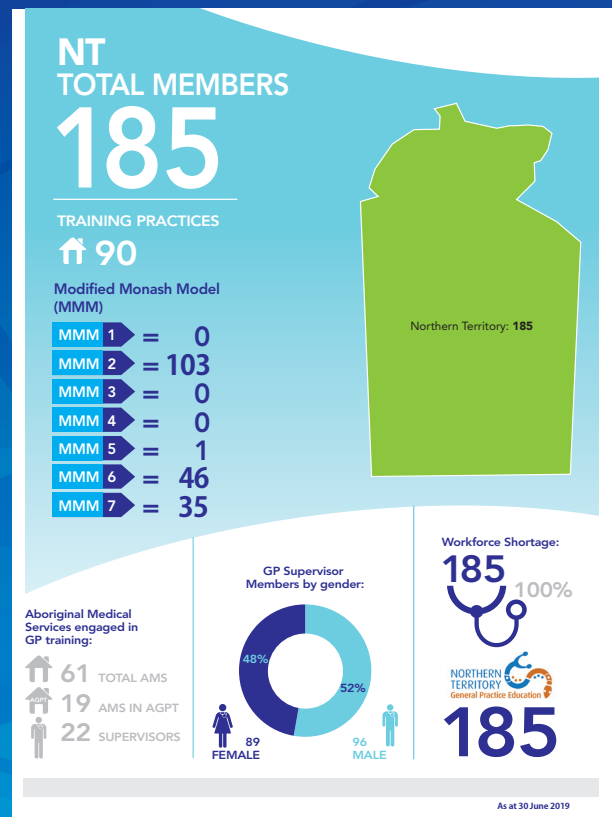
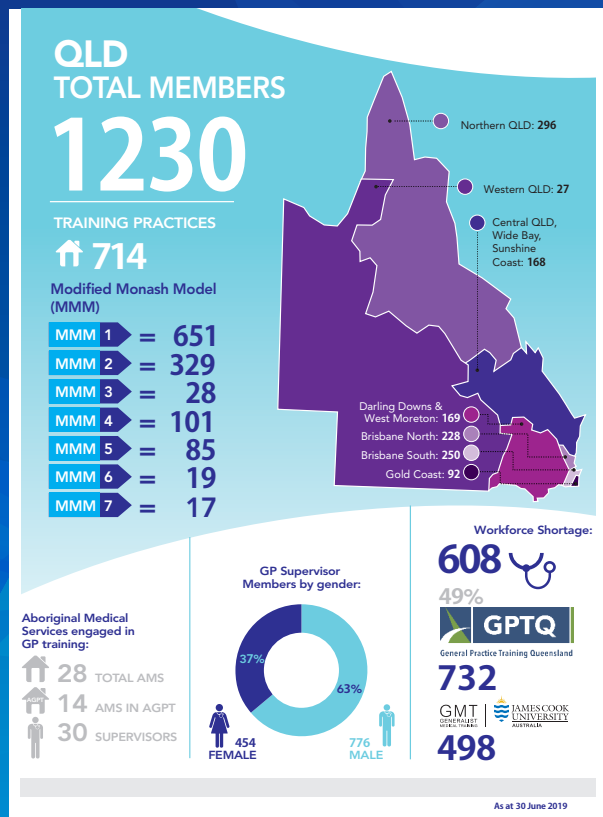
SUPERVISOR MEMBERSHIP

GP SUPERVISOR MEMBERSHIP



SUPERVISOR MEMBERSHIP

GP SUPERVISOR MEMBERSHIP



SUPPORTING OUR MEMBERS

GP NATIONAL SUPERVISOR SURVEY

GPSA again invited GP supervisors to complete a number of surveys in the course of 2018-19 to assist it in providing evidence-based policy and support that is of real value to our members.

These included:

- GP Supervisor Satisfaction survey - 621 responses collected 15/04/19 to 20/05/19
- NTCER and training practice income survey. 146 responses collected

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 2019 was conducted in May 2019.

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.

"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 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.

"[If we] get the RTOs to adopt similar policies and procedures, GPSA can then work more effectively nationally to promote supervisors and what they want."

[GP Supervisor, GP Supervisor Survey 2019]



**WE
WANT
YOUR
FEEDBACK**

From the results of the 3 GP National Supervisor surveys, we have built up a picture of the typical GP Supervisor and some of their views. 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]

"Supervising registrars has kept me working and stimulated with medicine, I've made some great friendships!"

[GP Supervisor, GP Supervisor Survey 2019]

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

[GP Supervisor, GP Supervisor Survey 2018]

SUPPORTING OUR MEMBERS

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]

"Low or no remuneration. I have young children and time is valuable, working part time and the lack of payment for training time makes it less attractive as there is other extra interesting work that I could take in which would actually be paid work."

[GP Supervisor, GP Supervisor Survey 2019]

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]

"{GPSA are} essential for the existence and sustainability of GP supervision"

[GP Supervisor, GP Supervisor Survey 2019]

"{Create} more learning plans - they are GREAT"

[GP Supervisor, GP Supervisor Survey 2019]

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

[GP Supervisor, GP Supervisor Survey 2018]

"{GPSA is a} one stop shop for all trainee and employment issues"

[GP Supervisor, GP Supervisor Survey 2019]



SUPPORTING OUR MEMBERS

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 three 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, GP Supervisor Survey, 2018]



SUPPORTING OUR MEMBERS

RESEARCH AND COLLABORATION

In the 2018-19 year, GPSA completed two RACGP Education Research Grants (ERGs):

To adapt and validate an instrument for measuring the supervisory relationship from the perspective of the GP Registrar. This project was lead by GPEx and collaborated on by GPSA with GPTT and Monash University partners.

To investigate why GPs choose not/ to supervise and better understand the characteristics of those who do. This project was lead by GPTT and collaborated on by GPSA with Monash University.

The result is the GP-Supervisory Relationship Measure for Registrars (GP-SRMR). 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 Registrar and complements the GP-Supervisory Relationship Measure for Supervisors adapted for the AGPT program prior to the registrar tool.

In the 2018-19 reporting year two RACGP funded research projects completed in collaboration with GPTT and Monash were published:

- [Costello, S., Kippen, R., Burns, J. \(2018\) 'Adapting the supervisory relationship measure for general medical practice', BMC Medical Education, 18:284 https://doi.org/10.1186/s12909-018-1369-x](https://doi.org/10.1186/s12909-018-1369-x)
- [O'Sullivan, B. et al. \(2018\) 'Factors related to rural general practitioners supervising general practice registrars in Australia', Australian Journal of General Practice, 48\(1-2\), pp. 66-71](https://doi.org/10.1186/s12909-018-1369-x)

Two additional manuscripts were under development and or pending publication at the time of reporting. One relating to the SRM-R project and the other a second research paper relating to the qualitative findings of the characteristics of those GPs who supervise and those who do not project.

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

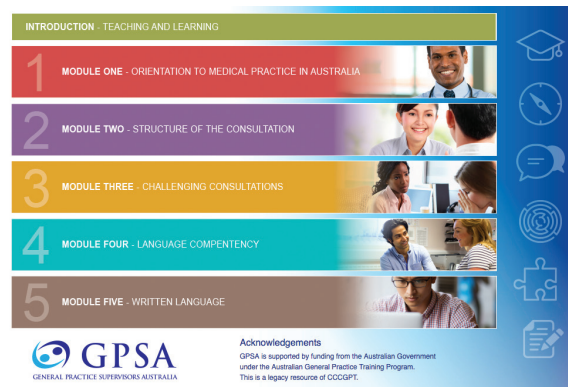
GPSA WEBSITE

GPSA continues to progress and develop the website using an open access model which resulted in 62,076 downloads of resources throughout the 2018-19 reporting period (over 170 downloads average daily downloads) which attests to the utility and value of the information and support being accessed.

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's 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 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

Over 98% of those who participated in a GPSA webinar in 2018-19 said they would participate again

[data from GPSA post-webinar evaluations]

MEMBER PRODUCTS AND SERVICES

SUPERVISOR GUIDES

The GPSA guides are updated annually to ensure they remain current. members continue to utilise the series of 14 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.

Guide consumption rates		Guide consumption rates	
	Vertical and Horizontal Learning Integration in General Practice		Identifying and supporting GP registrars at risk
	2017/18: 301 2018/19: 181		2017/18: 448 2018/19: 373
	Bullying and harassment : Pursuing zero tolerance in general practice		Teaching clinical reasoning
	2017/18: 380 2018/19: 255		2017/18: 509 2018/19: 349
	Best Practice Supervision in General Practice		Managing Uncertainty in general practice
	2017/18: 301 2018/19: 181		2017/18: 442 2018/19: 355
	Random Case Analysis in General Practice		Rational prescribing guide
	2017/18: 422 2018/19: 389		2017/18: 319 2018/19: 548
	The New Supervisor Guide in General Practice		Feedback guide
	2017/18: 552 2018/19: 417		2017/18: 403 2018/19: 243
	Team Leadership in general practice		Teaching professionalism guide
	2017/18: 361 2018/19: 561		2017/18: 474 2018/19: 671
	Identifying and supporting GP supervisors in difficulty		Supervision in after hours environments guide
	2017/18: 90 2018/19: 110		2017/18: 0 2018/19: 2,716
Total downloads		2017/18: 5,251	2018/19: 7,351

SUPPORTING OUR MEMBERS

SUPPORTING THE WHOLE PRACTICE

From the initial engagement and orientation into the practice, the entire practice team play a critical role in the successful training experiences of registrars. During the funding period GPISA increased accessibility of resources to practice managers and provided support to practice staff in the form of GPISA webinars, the members support hotline for NTCER and employment contract queries and funding submission support.

Employment Related Support	Total Downloads
Employment contract templates	928
Phone/ email enquiries	683
NTCER Webinar Youtube views	219
NTCER Webinar registrations	389
NTCER Downloads	1,655
Treatment of staff and family policy template	862
Orientation checklist for GP registrars	1,189
Base Rate indexation	1,231
Employment agreement FAQ	495

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. GPISA will further investigate what and how new resources can be developed and delivered in 2019-20 to further support training practices.



SUPPORTING OUR MEMBERS

In 2018-19, GPSA supported training practices with the following products and services:

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

The agreement sets out the terms and conditions for the employment of registrars as agreed by GPSA and GPRA. The current NTCER is available on the [GPSA website](#). While the negotiations were ultimately unfruitful in 2018, the NTCER was updated to reflect the new base rates which came into effect in term 2, 2018. A similar addendum is anticipated in 2019 as the base rates have increased in line with the MBS Item 23 per the NTCER.

The registrar employment agreement template

GPSA has developed an employment agreement template which is compatible with the NTCER. This template has been downloaded 928 times by training practices 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

The GPSA series of Flash Cards aimed at helping GP supervisors in various aspects of their work and training 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 Flashcards focus on Communication in General Practice. These are currently available for purchase or downloaded on the [GPSA website](#). Downloads to date for the flashcard series is 5,788.



SUPPORTING OUR MEMBERS

In-practice Teaching Plans

GPSA has developed a 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, diagnosis 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, MCQ and KFP style cases.

Sixty three In-practice Teaching Plans have been produced:

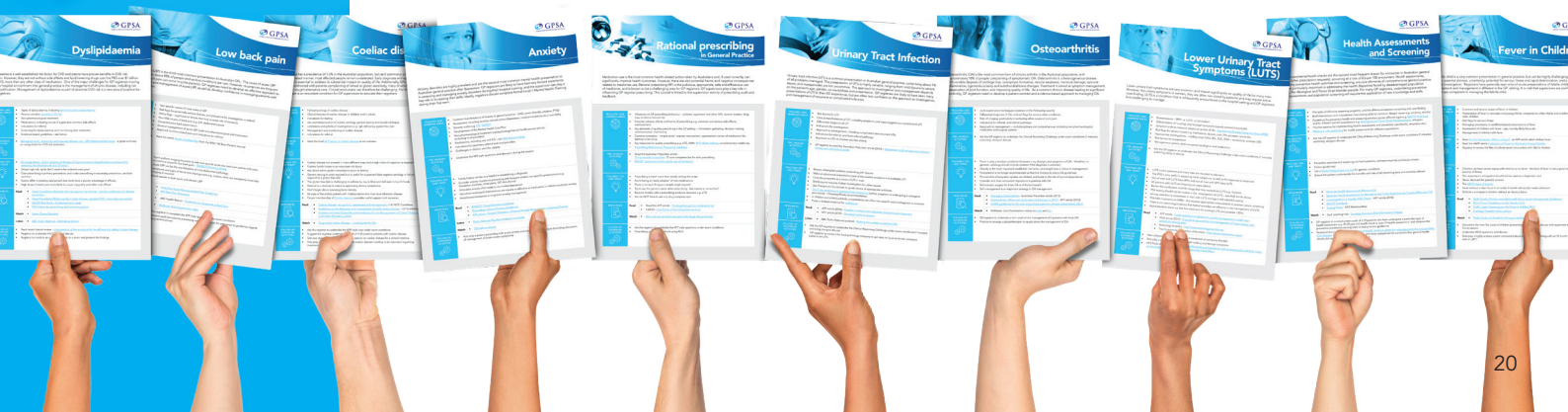
Diagnosis	Presentations	Processes
<ul style="list-style-type: none"> Acne Acute Bronchitis Allergic Rhinitis Anxiety Atrial Fibrillation Coeliac Disease COPD Depression Diabetes - Type 2 Diabetes Mellitus Diabetes Management Diagnosing Dementia Dyslipidaemia Fatty Liver GORD Gout and Monoarthritis Haematuria Hepatitis C Hereditary Haemochromatosis Hypertension LUTS in Men Menopause Osteoarthritis Osteoporosis Peripheral Neuropathy Skin Cancer Thyroid Disease TIA and Stroke Understanding Dementia URTI and Sore Throat UTI 	<ul style="list-style-type: none"> Abdominal Pain Abdominal Liver Function Abnormal Vaginal Bleeding Adolescent Health Back Pain Breast Lumps Chest Pain Cough Dizziness and funny turns Fatigue Fever in children Foot and ankle problems Headache Leg Ulcers Neck pain Red eye Shoulder 	<ul style="list-style-type: none"> Antenatal Care Antibiotic Prescribing Contraception Genomics in General Practice Health Checks Immunisation and Vaccination Managing Dementia Mechanics of Prescribing Navigating Medicare Polypharmacy and Deprescribing Professional and Ethical Practice Rational Prescribing Rational Test Ordering Reducing Diagnostic Error Smoking Cessation Work Cover

63
PLANS

DOWNLOADED
71,568
TIMES

56% INCREASE FROM 2018

The teaching plans are available on the [GPSA website](https://www.gpsa.org.au). Further topics are planned for 2019-20.



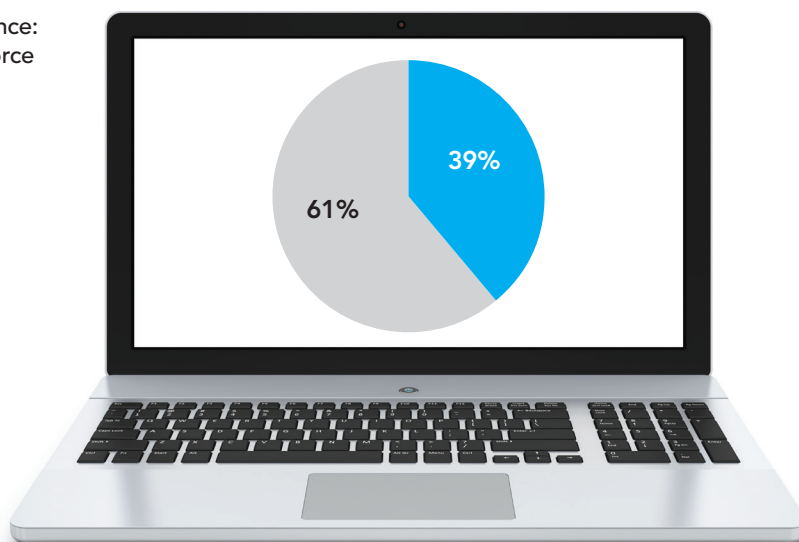
EVENTS

WEBINARS

GPSA conducted eleven webinars during the year with an average of 133 registrations per event. We wish to express our appreciation and thanks to the guest presenters.

Webinar Attendance:
District of Workforce
Shortage

NO YES



Date	Topic	Registrations
27 Jun 2019	Teaching The Business of General Practice Presented by Dr Todd Cameron and Dr Sachin Patel	132
30 Apr 2019	The communication toolbox: Teaching and supporting OTDs Presented by Dr Rebecca Stewart	67
10 Apr 2019	Preparing your registrar for the StAMPS assessment Presented by Dr Ralph Chapman	58
26 Mar 2019	Supporting your registrar to manage late stage dementia Presented by Dr Hilton Koppe, Dr Marita Long, Dr David Knowle	69
29 Jan 2019	Practice Experience Pathway Explained Presented by Dr Genevieve Yates	128
21 Jan 2019	My Health Record Explained Presented by Kathy Rainbird & Sharmila Biswas	152
27 Nov 2018	Performance management in General Practice Presented by Riwka Hagen	230
1 Nov 2018	The NTCER and employment contracts - update Presented by Glen Wallace	389
17 Oct 2018	Medico-legal risks of After hours and on call Presented by Dr Genevieve Yates	76
19 Sept 2018	Teaching professionalism Presented by Dr Simon Morgan	76
4 Sept 2018	Getting your registrar equipped to manage dementia Presented Dr David Knowles, Dr Hilton Koppe and Dr Marita Long	86

Registrations: Total: 1,463 Average: 133

EVENTS

WEBINARS

Satisfaction: Average satisfaction rating of 8.12/10.

Topic	Average satisfaction rating out of 10
Getting the business of General Practice	7.21
The communication toolbox: Teaching and supporting OTDs	9.16
Practice Experience Pathway Explained	7.05
Preparing your registrar for the StAMPS assessment	8.56
Supporting your registrar to manage late stage dementia	8.71
My Health Record Explained	7.67
Performance management in General Practice	7.8
The NTCER and employment contracts - update	8.67
Medico-legal risks of After hours and on call	7.5
Teaching professionalism	8.48
Getting your registrar equipped to manage dementia	8.5

Not only have the GPSA webinars remained accessible for GP supervisors to attend in real time of an evening, thereafter they are available as a recording on the GPSA Youtube channel:

youtube.com/GPSupervisorsAustralia

In May 2019, we launched the GPSA Podcast. Now people can listen to our webinars wherever they are. Recent episodes are available on the major streaming platforms, including Spotify, iTunes and Google Podcasts here: bit.ly/GPSAPodcast

"I'm an RACGP graduate working in Tennant Creek and supervising ACRRM registrars, I found this whole thing incredibly helpful, thank you"

[Participant - 'Preparing your registrar for the StAMPS assessment' webinar]

"Information was clear, and confirmed the sorts of difficulties I have faced, and dealt with over many years of registrar teaching"

[Participant - 'The communication toolbox' webinar]

"This webinar was great for an overview of the different aspects of running a practice and conceptually, to see how it fits together. I'd love to find out more of the practicalities in relation to training registrars, how to discuss billings etc."

[Participant - 'Teaching the business of General Practice to your registrar' webinar]



EVENTS

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 in Adelaide in conjunction with the General Practice Training Education Conference on 11 September, 2018. Presentations were delivered on After Hours Supervision by Dr Genevieve Yates, Teaching Professionalism by Dr Simon Morgan, Practice Experience Pathway by Dr Mark Rowe, Performance Awareness by Glen Wallace, Research update by Joan Burns, NTCER Update by Dr Nicole Higgins and a Department of Health Update by Dr Susan Wearne.

The second SLON was held in Brisbane on 03 May, 2019. Presentations were delivered on ACRRM Update by Dr Ewen McPhee, ACRRM President, Rural Generalist Recognition by Emeritus Professor Paul Worley, Rural Health Commissioner, Department of Health Update by Dr Susan Wearne, Senior Medical Adviser, Department of Health, GP Supervisor Satisfaction Survey Trends by Glen Wallace CEO GPSA.

INDUSTRY EVENTS

GPSA is a member of GPTAC which met four times 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 two 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 17 events during the financial year.

Some of these events included:

Event	Date
JCU GMT - Supervisor Workshop - Bundaberg	31 July 2018
JCU GMT - Supervisor Workshop - Hervey Bay	01 August 2018
GP Synergy - ACCHS Practice Manager Network - Sydney	03 August 2018
GP Synergy - Practice Manager Workshop - Sydney	17 August 2018
SLO Network meeting - Adelaide	11 September 2018
GPTEC - Adelaide	12-14 September 2018
GP18 Conference	11-13 October 2018
AAPM 18 Conference - Canberra	16-19 October 2018
RMA 18 Conference - Darwin	26-27 October 2018
GPTQ Supervisor Conference - Brisbane	23 - 25 November 2018
NSW Aboriginal Health Committee	29 November 2018
GPEX Practice Manager Workshop	7 December 2018
EVGPT New Practice Managers Workshop - Hawthorn	22 January 2019
EVGPT Supervisors Workshop - Hawthorn	19 February 2019
EVGPT Performance Manager Workshop - Hawthorn	6 March 2019
EVGPT Practice Managers Workshop - Traralgon	19 March 2019
GPTT AGM - Web conference	4 April 2019

EVENTS

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, ACRRM, 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 2018-19, 27 Supervisors were recognised by GPSA for their service to their 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.

