

Help us help you: co-developing guidelines to support GP/RG registrar wellbeing

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Acknowledgement of Country

We acknowledge the Traditional Owners of the land in which this meeting is taking place, and pay respects to their Elders past, present and their families.

Before we begin

This voluntary workshop is an important component of a research project

- Your contributions = data



Please read: Explanatory Statement


<https://gpsupervisorsaustralia.org.au/download/30538/>



Please complete: Consent to participate

https://monash.az1.qualtrics.com/jfe/form/SV_50zCu19qfooUXoa

Learning objectives

- To understand wellbeing support from the perspective of providers and recipients involved in GP/RG training
 - To understand the roles, scope, and responsibilities as providers/recipients of wellbeing support in GP/RG training
 - To develop skills in navigating wellbeing support as providers/recipients of wellbeing support in GP/RG training
 - To apply best practice wellbeing support guidelines in GP/RG registrar training
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Wellbeing support for GP/RG registrars

Roles/responsibilities in general practice training

RACGP Standards for General Practice Training

Standard 1.2. Support is in place to ensure the registrar's wellbeing

ACRRM Supervisors and Training Posts Standards

Domain 1. Promotes the health, welfare and interests of trainees

GPSA Supervision guides

The new supervisor guide to best practice supervision

GPRA wellbeing checklist

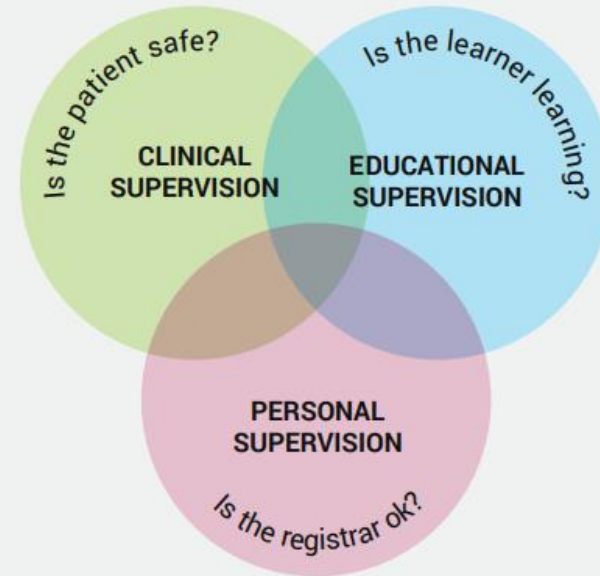


Evidence-informed guidelines

Supervision roles

A GP/RG supervisor is ‘a general practitioner who establishes and maintains an educational alliance that supports the clinical, educational and **personal** development of a resident.’ (O’Sullivan et al. 2021)

Figure 1. The three spheres of clinical, educational, and personal supervision



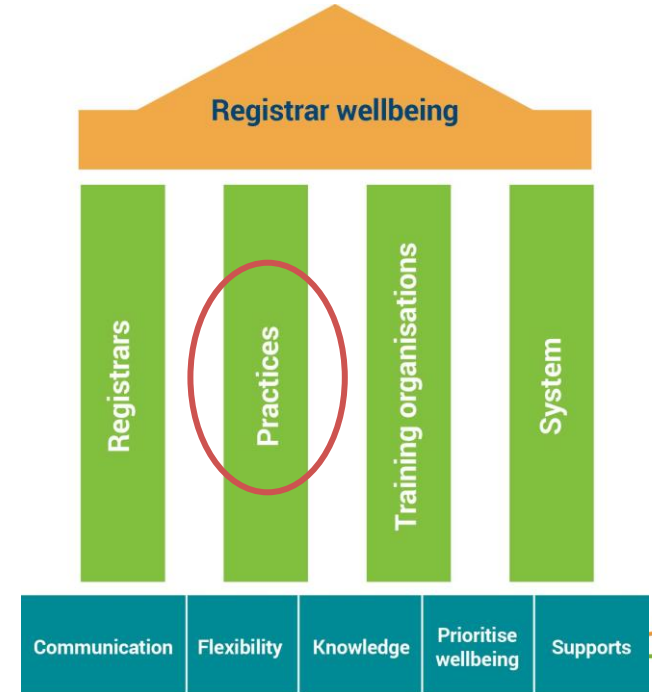
Supervision roles

- Ten roles of the Australian GP supervisor (Clement et al. 2022)



Practice guidelines

1. Incorporate wellbeing education and supports into registrars' placement
2. Recognise registrars' personal circumstances and be open to negotiate requests regarding matters such as working hours/scheduling and leave
3. Strive to foster a collegiate practice culture that promotes staff wellness
4. Monitor your registrar's wellbeing, drawing on the training organisation's resources and tools as appropriate
5. If your registrar is struggling, explore causes and solutions with them and provide guidance and support, seeking the training organisation's support as required



GPSA research project

Aim: To understand the experiences/perception of those involved in GP training as providers and recipients of wellbeing support

Objective: to develop guidelines for best practice wellbeing support in general practice training

- Stage 1 (Sept 2022 - Jan 2023)
 - Online survey
(Quantitative/Qualitative - open text)
- Stage 2 (2023)
 - Workshops



Stage 1 demographics

Participants

- 6 Medical Educators (50% also GP/RG supervisors; >80% > 2 years ME experience)
- 94 GP/RG supervisors (~80% > 2 years supervision experience)
- 50 practice managers (~75% > 2 years PM experience)
- 27 GP/RG registrars (~90% ≥ GPT2)

State/Territory

- Representation from each cohort in all Australian states and territories (with the exception of no GP/RG registrar from NT)

Rurality

- Representation from each cohort in all MMM locations (with the exception of no GP/RG registrar from remote/very remote community)

What is wellbeing support for GP/RG registrars?

Who is best positioned to provide it? Why?

What resources do you use?

What resources do you need?

Wellbeing support

In the context of GP training, what is 'wellbeing support' for GP/RG registrars?

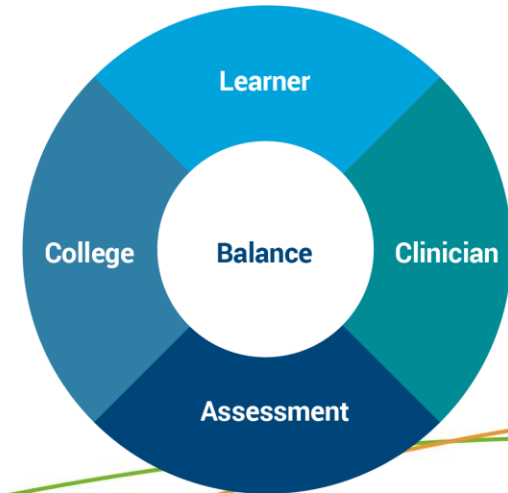
Personal support



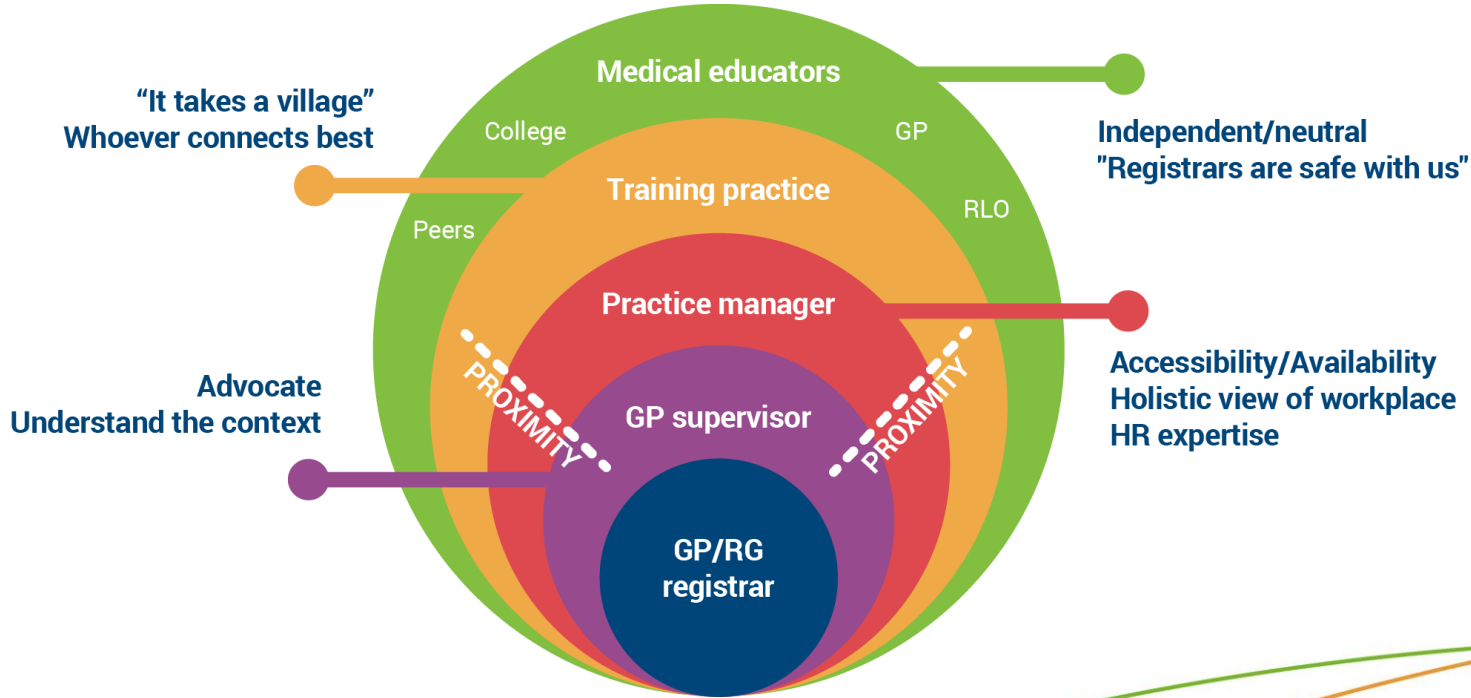
Workplace support



Fellowship support



In the GP training program, who is best positioned to provide wellbeing support? Why?

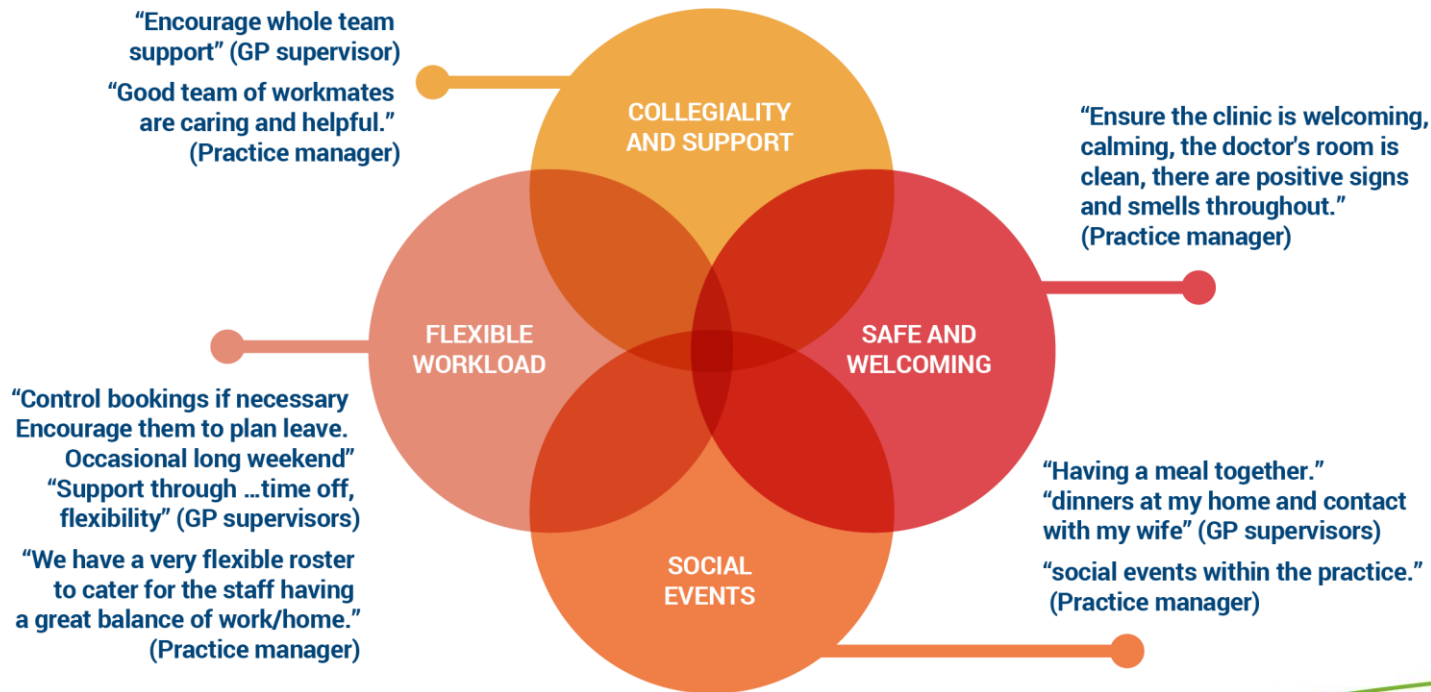


What wellbeing resources are in use?

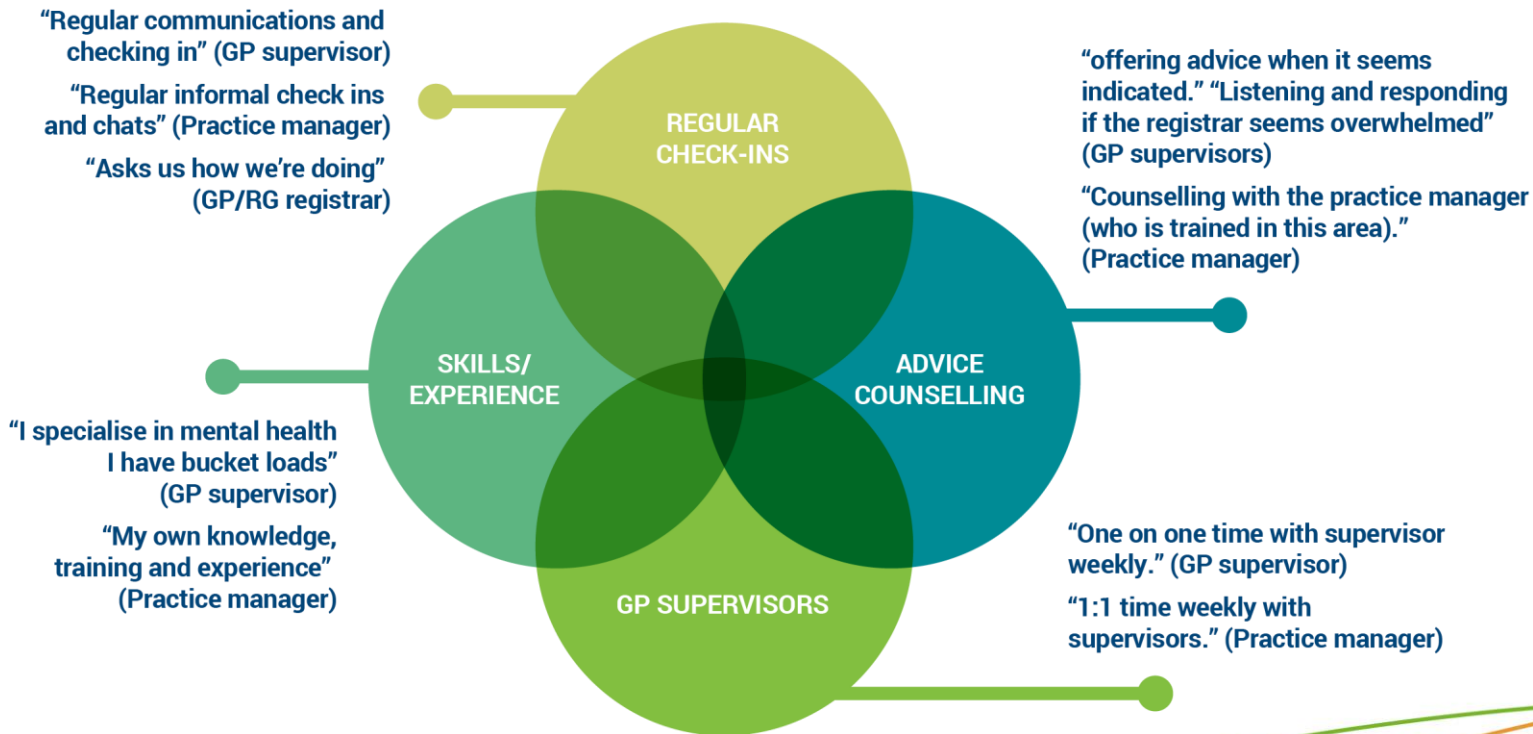
Outside the training practice

Medical educators	"I will take my difficulties with a specific registrar to supervision or I will contact the senior ME to discuss my concerns." (GP supervisor)
Supervision community of practice	"Discussions and tutorials are helpful with other supervisors" (GP supervisor)
Peers	"Encourage registrars to help each other" (GP supervisor)
GP	"Encourage registrars to have their own GPs" (GP supervisor)
Employee Assist Program (EAP)	"In the process of developing EAP for the clinic." (Practice manager)
Counselling	"Counselling, safe space away from the clinical area." "Zoom or F2F "deep and meaningful" (Medical educators)
Websites	"Drs4Drs" "Black Dog"(GP supervisor; GP registrar)
Training providers	"GP synergy resources and training" (Practice manager)
Written resources	"[GP supervisor] provides good reading material for extension " (Practice manager)

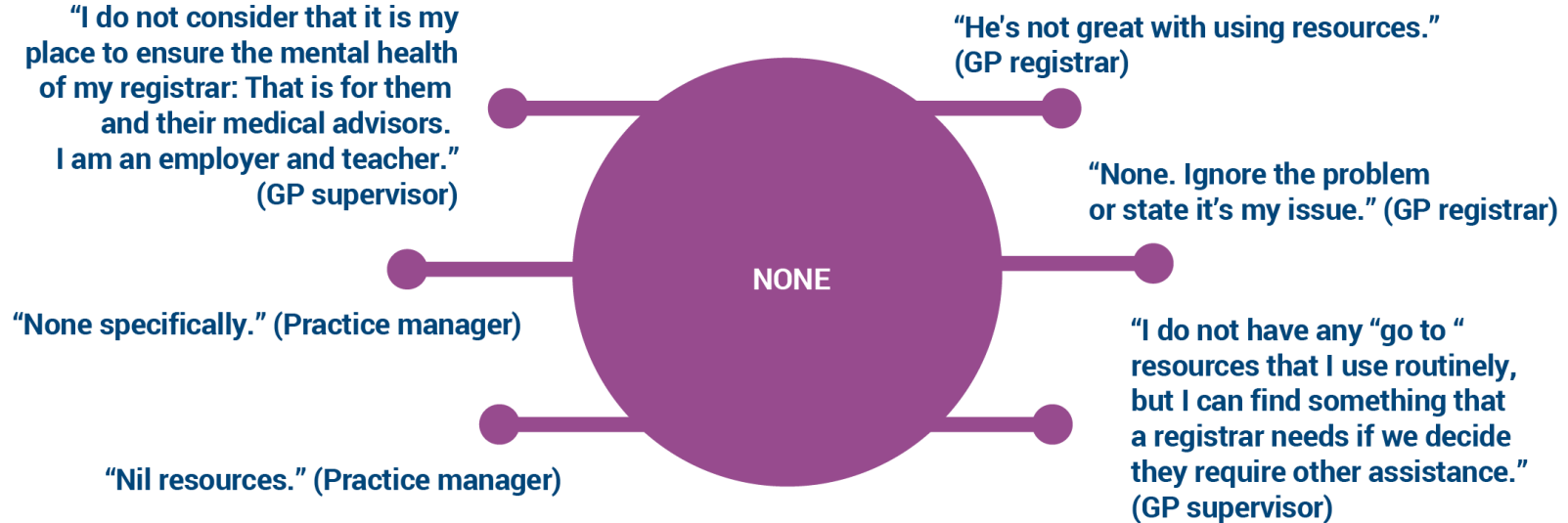
Whole of practice



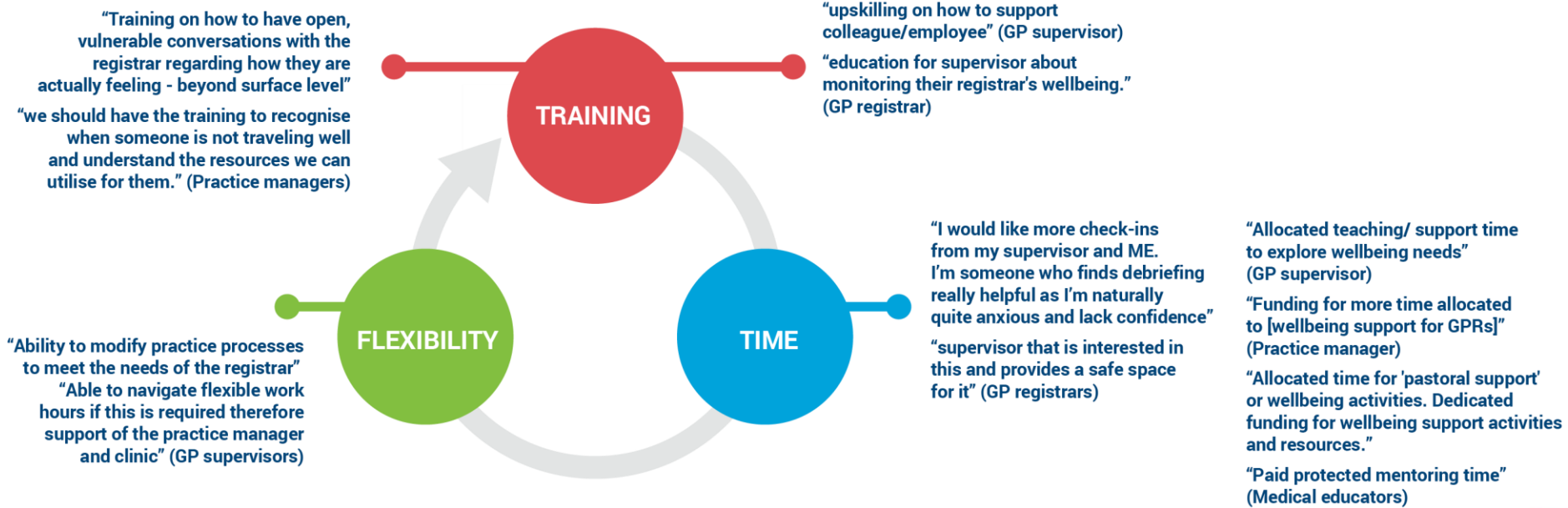
GP supervisor/practice manager



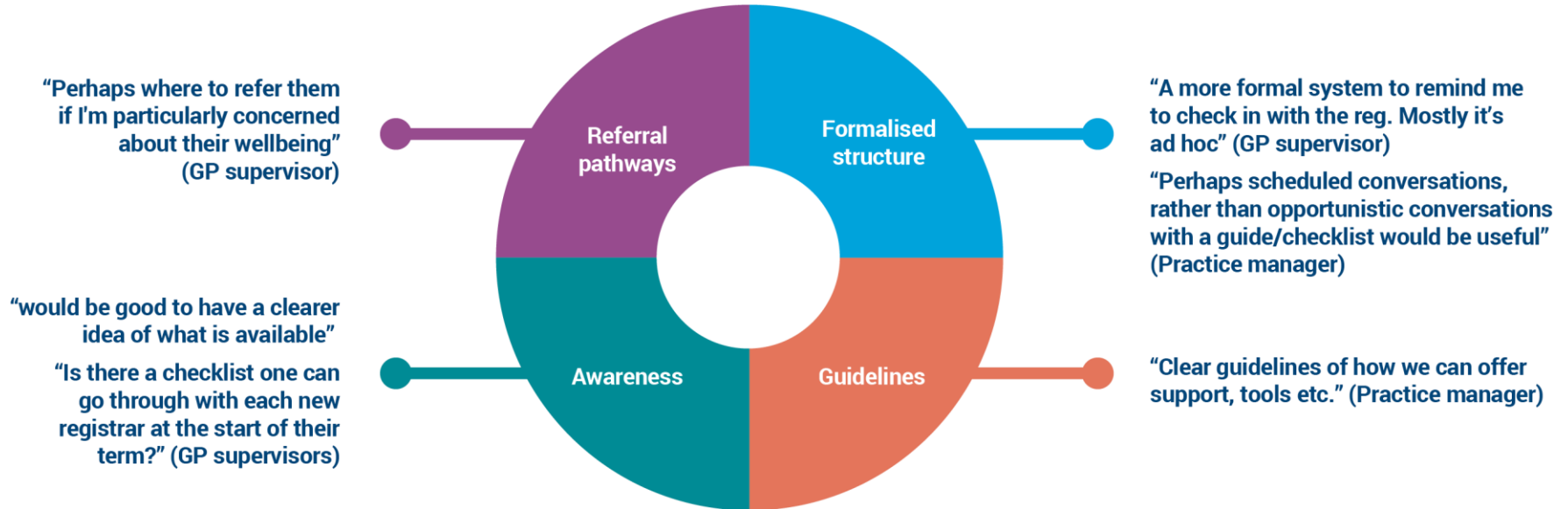
Contrasting perspective



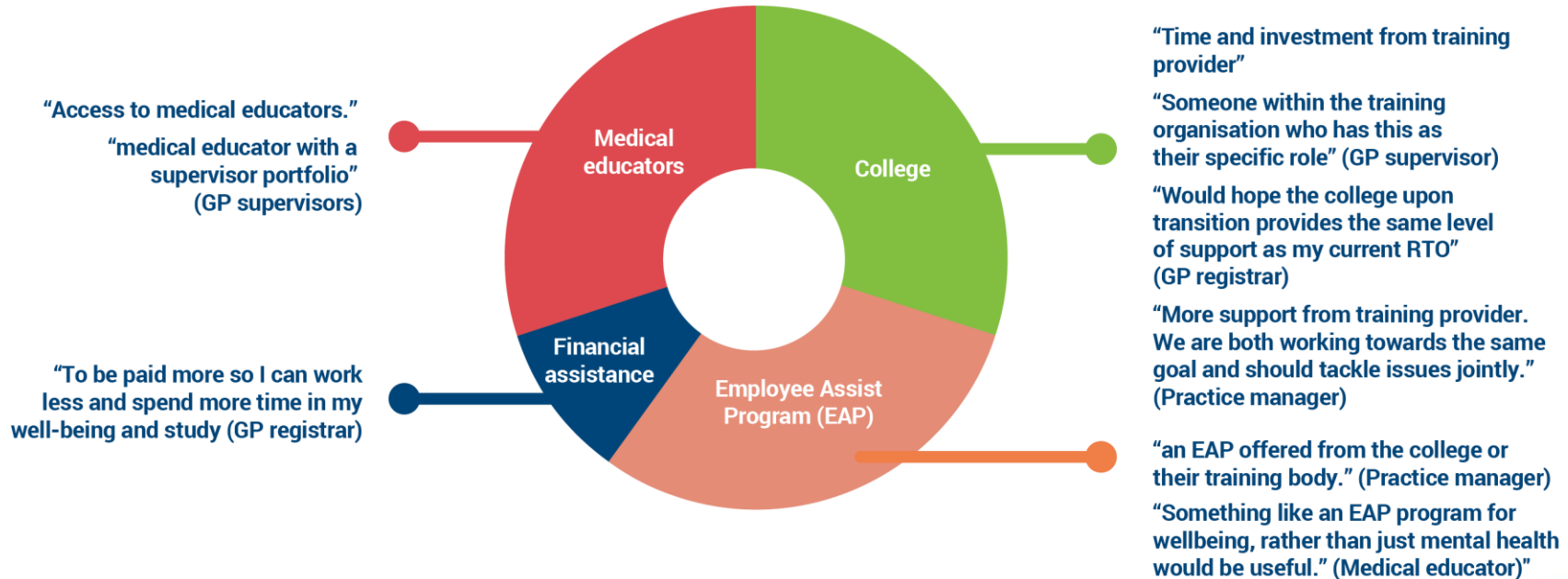
What wellbeing resources are needed?



Guidelines and tools



Outside the training practice

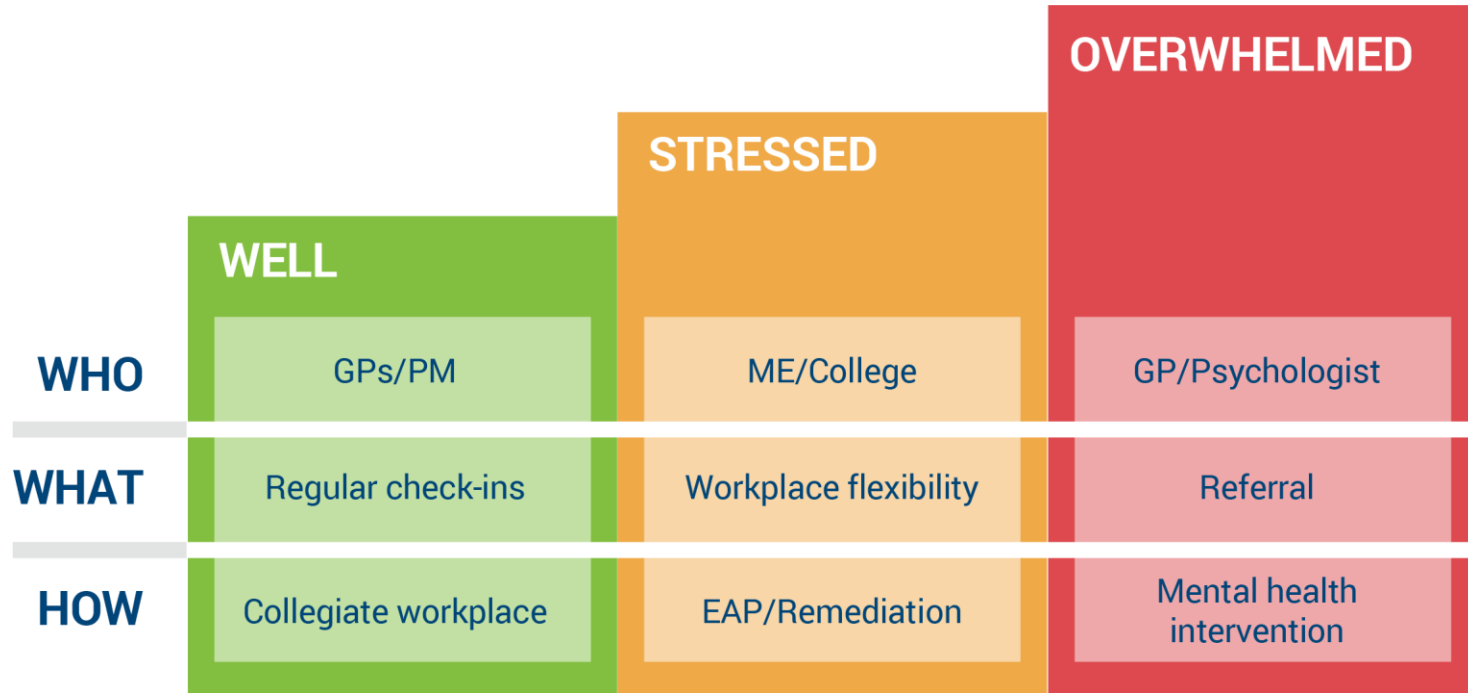


GP/RG registrar wellbeing: Roles and responsibilities

Training team: roles and responsibilities

Role and responsibilities	GP/RG supervisor	Practice manager	Medical Educator
Role	1 st responder	2 nd responder	
	Personal wellbeing	Workplace wellbeing	
Responsibilities			

Stepped wellbeing support plan



Summary

- Wellbeing support for GP/RG registrars is essential
- Key take aways today?
- What can we put into practice? How?
- What is needed in this space?
- What role do you play?
- Next steps?

Thank you for completing our workshop

- Provide anonymous feedback
<https://www.surveymonkey.com/r/WHDFL37>

- CPD Educational Activity
Lodge 1.5hours CPD
(#517534) with RACGP



RACGP
CPD Approved
Activity

**Educational
Activities**

1.5
hours

Acknowledgements

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