

GPEX Annual Report Highlights 2017

Vision

- GPEX will support a **pipeline of educational excellence** for General Practice (GP) education from undergraduate through to specialist registration as a General Practitioner.
- We will maximise opportunities for alignment of **rural and indigenous pathways** through a focus on customised and personalised support of registrars.
- Using evidenced-based decision making, we will **develop practice and supervisor capacity** to ensure the optimum number of quality training posts.
- We will understand and **be responsive to community workforce issues** by working collaboratively with local agencies and stakeholders.

Mission

- GPEX will deliver high quality, responsive and forward thinking education and training, that provides South Australia with a skilled and sustainable General Practice workforce which meets the needs of local communities. **GPEX will deliver on its mission by way of four strategic priorities:**

Strategic Priorities

- ➊ GPEX will provide innovative education and training for registrars, so they become culturally safe, competent, independent GP practitioners capable of providing services in urban, rural and remote locations.
- ➋ GPEX will be a centre for excellence in graduating Aboriginal and Torres Strait Islander doctors.
- ➌ GPEX will develop medical educator and support staff who are recognised for their commitment and innovation and who collaborate with stakeholders and communities to meet local health workforce needs.
- ➍ GPEX will be a responsible corporate leader, committed to reconciliation, sound governance, stakeholder engagement and the development of staff and doctors in training to drive continuous quality improvement.

CONTENTS

Vision, Mission and Strategic Priorities	2
Acknowledgements	3
From our Chair	4
From our CEO	5
2017 Highlights	8
Education Programs	10
Aboriginal Health	12
Building our pipeline	13
Research	11
Awards and achievements	19
Expenditure Snapshot	20





Artwork RAP Reflect 2017-2018 by Aboriginal artist, Elizabeth Close.

Acknowledgements

GPEX is a contracted Regional Training Organisation (RTO) of the Australian General Practice Training (AGPT) Program that is administered and funded by the Department of Health.

GPEX acknowledges and pays respect to the Elders past and present and recognise Australia's first peoples cultural heritage, beliefs and relationship with the land.

Elizabeth Close was commissioned to produce artwork representing the GPEX Reconciliation Action Plan Reflect 2017-2018. The central circle represents the patient, whilst the surrounding circles are the GPEX partnerships. The lines connecting to the outer circles form a larger circle, which characterize the way in which health care teams join together to deliver patient-centric general practice training.

The background illustrates the diversity in patient demographics across the state of South Australia. Further, it more broadly represents the geographical topography of the state, thus reflecting GPEX as an organisation that delivers services across South Australia.

Chair Report



After this tremendous year of growth for GPEX, it brings me great pleasure to present the 2017 Annual Report.

I would firstly like to thank Professor Paul Worley for his enormous contribution to the GPEX Board during his two years as Chair. He has been instrumental in steering GPEX to where it is today. His enthusiasm and commitment to providing the best possible training to general practice registrars has been reflected in a successful year.

On 11 November 2017, Paul was appointed as Australia's first National Rural Health Commissioner. I will watch with interest as he continues to have a positive impact on Australia's rural health system.

We also farewelled Hon Karlene Maywald AM, and Professor Michael Kidd AM, who was appointed to the position of Chair, Department of Family & Community Medicine at University of Toronto, Canada. Both Karlene and Michael played a pivotal role in shaping GPEX. On behalf of the Board, we wish them great success in their new endeavours.

Now more than ever, the community needs a strong general practice workforce for urban and rural communities and GPEX continues to provide this by partnering with accredited practices throughout South Australia, including the Royal Australian College of General Practitioners (RACGP) SA&NT General Practice of the Year for 2017, Arkaba Medical Centre.

In 2017, GPEX provided 18,773 Full Time Equivalent (FTE) weeks of service to the South Australian community, with 456 accredited supervisors in 208 accredited practices.

We continue to strive for the highest standard of GPs who train with GPEX to complete the AGPT program. Testament to this are the various awards collected by our community throughout the year, with Dr Jacob Mackenzie receiving the RACGP Monty Kent-Hughes Memorial Medal; a national accolade awarded to a general practice registrar who achieved the highest Objective Structured Clinical Exam score across Australia.

In 2017, 96 registrars achieved fellowship with either the Australian College of Rural and Remote Medicine (ACRRM) or the Royal Australian College of General Practitioners (RACGP).

I would like to congratulate those in our community who were recognised for excellence in general practice and welcome the new generation of general practice registrars to the GPEX community. We look forward to following your journey and are committed to your success in the general practice training program. Our goal is to help you put your best foot forward, wherever it may lead you.

I want to acknowledge the work and contribution of all Directors. Their hard work and dedication to ensuring GPEX is driven in the right direction is absolutely crucial to the success of GPEX. Underpinning this success is the dedication of our CEO, Christine Cook, who continues to lead and inspire staff towards excellence. On behalf of my fellow board members, I extend my sincere thanks and appreciation for all of the contributions made by Christine, and her exceptional team. I welcome 2018 with every confidence.

Dr Richard Johns
– Acting Chair

“Dr Jacob Mackenzie received the RACGP Monty Kent-Hughes Memorial Medal; a national accolade awarded to a general practice registrar who achieved the highest Objective Structured Clinical Exam score across Australia.”





GPEX 2017 - a year of continued growth, success, collaboration, change and opportunity, driven by quality improvement, underpinned by research and individual commitment to excellence.

A team of individuals, working across the challenging geography of South Australia (SA), committed to a common goal – training and supporting tomorrow’s general practice workforce to become doctors with the confidence and competence to be a pivotal part of the health care team in their community; rural and remote and urban.

Growth

A three-phase research project was commissioned to understand the retention rates of registrars post training in SA. Phase one is complete and reports that a staggering 84% of graduates were retained in SA, including 39% of rural registrars. We also know that over 30% of our registrars report a home address outside SA before commencing the Australian General Practice Training (AGPT) program. The AGPT program is delivering long-term workforce for South Australians, most importantly in rural regions across our state. AGPT, delivered by Regional Training Organisations such as GPEX, is a successful policy lever to deliver sustainable workforce distribution, now in its 16th year. The investment by the Australian Government to increase the annual number of registrars has resulted in a very significant retention rate for fellowed registrars in both rural and regional SA. From AGPT to community practice – this is the training/workforce pipeline.

“84% of graduates were retained in SA.”

We welcomed 128 new registrars (58 rural pathway and 70 general pathway) taking the 2017 cohort to 499. As our registrar numbers grew we recruited additional Medical Educators (ME) to join our team and provided every

registrar with a Program Training Advisor (PTA) to support them on their training journey. Recognising the importance of establishing collegial networks, every first year registrar in community completed a small group education program in their regional Learning Hub and also attended a large group face to face workshop program. GPEX has 10 Learning Hubs whose location is determined by local training demand. This agile model of training is quickly responsive to community need and embodies the GPEX Vision:

- ***GPEX will deliver high quality, responsive and forward thinking education and training, that provides South Australia with a skilled and sustainable general practice workforce which meets the needs of local communities.***

Success

In 2017 we celebrated the fellowship of 96 registrars; 3 Australian College of Rural and Remote (ACRRM) fellows and 93 Royal Australian College of General Practitioners (RACGP) fellows. This is the largest group of independent practitioners that we have produced yet, whom I am sure will continue to keep in contact through our Alumni program.

“Dr Amanda Bethell, RACGP 2017 GP of the Year.”

We congratulated Dr Amanda Bethell, RACGP 2017 GP of the Year, a GPEX supervisor in Port Augusta who is committed to life-long learning and service to her community. To further develop training capacity in the Flinders and Mid North, GPEX collaborated with Dr Bethell, the Royal Flying Doctor Service (RFDS) in Port Augusta and Dr Tony Lian-Lloyd at Kanyaka Surgery in Quorn, to produce a video showcasing regional training experiences and lifestyle opportunities. We replicated this strategy with training practices in Port Lincoln and will develop this strategy through regional SA.

Dr Adelaide Boylan was also celebrated as the recipient of the RACGP Registrar of the Year award – a fantastic and deserved achievement. Arkaba Medical Centre received the RACGP SA&NT General Practice of the Year award; a practice that has developed a strong culture of training and patient centeredness.

We undertook a project to examine the transformational change process from previous training providers, SFET and AOGP, into GPEX. Looking to the future, we wanted to identify success factors and lessons learnt as we navigated this complex change program. I strongly believe that people, culture and leadership are critical to successful change and particularly in complex system and business change.



Collaboration

GP Extend, a continuing professional development (CPD) program for GPs, practice managers and other health professionals, was redesigned to meet growing demand and saw the delivery of 20 workshops across the year. Our focus on remote and rural SA expanded, building capacity in our rural training regions with enhanced ME and PTA support for practices and registrars. Acknowledging GPEX's expertise, Country SA PHN awarded GPEX the contract to deliver professional development for healthcare professionals in country SA. This provided a collaborative opportunity to streamline and coordinate CPD events across rural SA. Workshop evaluations indicate this model of delivery is very highly regarded, with 247 attendees across the 15 workshops delivered in 2017. This was an enormous effort by our team and I'm grateful for the hard work and attention to detail that goes into running these workshops and building valuable relationships with our colleagues in the wider health care community.

GPEX has been busy extending its reach towards the training pipeline entry. We formalised relationships with several university medical student associations including Adelaide Medical Student Society (AMSS), Adelaide University Rural Health Alliance (AURHA) and Insight Global Health Group. Working collaboratively, we have developed a program of experiential activity that focuses on building student awareness of general practice, the AGPT program and the early development of collegial relationships. I was delighted that medical students from University of Adelaide who participated in an Aboriginal health outreach program in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, the APY Exchange, have indicated that they will apply for GP training, specialising in Aboriginal health. GPEX has previously developed eight Aboriginal training posts, all of which were filled. On this basis we advocated strongly for additional salary support funding during 2016/17 to develop four more

Aboriginal Community Health Services training posts and I was thrilled that GPEX received the additional funding from Department of Health for these in 2018.

Through our engagement, our Vision is being delivered -

• GPEX will support a pipeline of educational excellence for General Practice education from undergraduate through to specialist registration as a General Practitioner.

• We will maximise opportunities for alignment of rural and indigenous pathways through a focus on customised and personalised support of registrars.

• We will understand and be responsive to community workforce issues by working collaboratively with local agencies and stakeholders.

“From AGPT to community practice – this is the training/workforce pipeline.”



Adelaide Medical Students' Society (AMSS) APY Exchange Program.



Change

Delivering excellent results requires a culture of excellence, both externally and internally. It was with heavy hearts that we farewelled Dr Peter Clements, GPEX Director of Medical Education and Training (DOMET), when he retired at the end of 2017. Peter was an inspiring leader in medical education and I'm sure anyone who knows him will agree that he changed many lives through his dedication to registrar training across 16 years, and his infectious, engaging teaching style. The entire GPEX team wishes him all the best for his next chapter!

We will welcome Dr Paul Dilena as DOMET in January 2018. As Deputy DOMET, Paul's energy and enthusiasm for training our GPs of the future will build on the wonderful foundation laid by Peter. Having experience as the Director of General Practice Training at both Queen Elizabeth Hospital and Flinders Medical Centre, Paul is committed to each and every GPEX registrar, supporting them to be safe and independent practitioners. We are indeed privileged that Paul is leading our Medical Education Team.

Opportunity

At the RACGP GP17 conference in October, the Australian Government announced that responsibility for general practice training will return to the ACRRM and RACGP from 2022. GPEX has offered full support to the ACRRM and RACGP to ensure a seamless transition for registrars, supervisors and stakeholders. We are working with the DoH and both colleges to develop a transition plan and will provide more detail as it becomes available.

To support and build the capacity and capability of the GPEX team, we developed and delivered an enhanced professional program for all staff that included cultural awareness, well-being, resilience, communication skills, WHS and customer service. Understanding and being committed to our Vision, being prepared and having an agile business plan is paramount to achieving excellence for our registrars and the communities they serve. GPEX sees change as opportunity – to improve, to innovate and to exceed expectations.

Christine Cook
– Chief Executive Officer

“GPEX sees change as opportunity – to improve, to innovate and to exceed expectations.”



Left to right: Attending the GPEX Supervisor Workshop are Tim Piper (GPEX Director Support Services), Angela Burden (GPEX Director Education Operations), Christine Cook (GPEX Chief Executive Officer), Dr Tom Ryan (GPEX Medical Educator and Supervisor) and Dr Peter Clements (GPEX Director Medical Education and Training).

2017 HIGHLIGHTS



499

registrars in training

314 female registrars
185 male registrars

261
general pathway

238
rural pathway



128

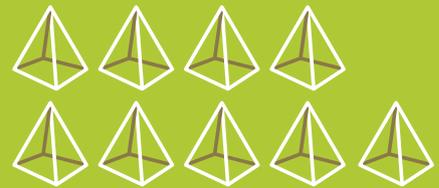
new registrars commenced
community training

122 GPT1s

5 PRRT1s

1 GPT1/PRRT1

9



awards won by GPEX
registrars, supervisors
and practices

100%

ACRRM MCQ avg. exam pass rate
(national pass rate avg = 65%)

89%

RACGP OSCE avg. exam pass rate
(national pass rate avg = 84.5%)

10

training hubs

1



9

URBAN

- Adelaide CBD

RURAL

- Greater Adelaide
- Fleurieu Peninsula
- Hills and Mallee
 - Barossa
 - Riverland
 - South East
- Yorke Peninsula
- Eyre Peninsula
- Flinders and Mid North



18,773

FTE weeks of service delivered to our communities



208

accredited practices



456

accredited supervisors

208

practice managers

8

Aboriginal Health training posts

During the year, GPEX supported 208 training practices to deliver GP365 throughout urban, rural and remote areas of South Australia, where 23% of GPEX registrars accounted for the South Australian rural workforce.

AGPT program delivery

GP365 is an innovative programmatic assessment course designed in partnership with the Prideaux Centre at the Flinders University. The program provides accredited training towards Fellowship of both the Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP).

GP365 was used by 499 registrars in 2017, 238 of which were in the rural stream and 261 in the general stream. Within this number we saw 128 new registrars come into community training including five with ACRRM, 122 with RACGP and one on the dual pathway with both ACRRM and RACGP.

New developments in 2017 included the provision of online RACGP exam preparation resources, a dedicated ACRRM registrar support team and a mock ACRRM exam program. GPEX exam results continue to exceed the national average and we expect these new programs will further enhance the success rates.

Further training opportunities

During 2017 there were 10 registrars who undertook Advanced Skills Posts. These included four Anaesthetics, four Obstetrics and two Emergency Medicine posts.

In addition 47 Registrars undertook Extended Skills posts including:

- 19 x Emergency medicine
- 3 x Musculoskeletal medicine
- 4 x Obstetrics and Gynaecology
- 2 x Sexual health
- 4 x Palliative care
- 5 x Psychiatry
- 4 x Aged care
- 1x Intensive care
- 1 x Anaesthetics
- 3 x Prison health and
- 1 x Dermatology.

Workplace-based training activities were complemented by GPEX external courses that included:

- 2 x Orientation workshops
- 160 x medical educator case-based discussion sessions
- 6 x 2-day Aboriginal and Torres Strait Islander cultural education workshops
- 6 x Registrar wellbeing workshops
- 12 x Advanced Life Support courses
- 4 x A Day in General Practice workshops
- 2 x Radiography courses and
- 7 x exam preparation workshops.

Academic Posts

GPEX also supported a registrar in an Academic Skills post at the University of Adelaide, Dr Amy Broadley, who pursued the topic of *The impact of remote Aboriginal Community experience on medical students' attitudes towards indigenous health care and their future career choices*. Registrar, Dr Emily Kirkpatrick, was fortunate enough to secure a post in 2018 and she will conduct research on the topic of *Skin Cancer Education and Awareness in General Practice*.

GP Excel

GPEX launched a specific program for senior registrars, GP Excel; an optional education program to complement registrars progressing to independent practice and fellowship. This was in addition to the continuing written exam workshops and mock clinical exams delivered throughout the year. In total, GPEX delivered nine webinars and three weekend workshops.

Supervisor Workshops

GPEX now has 456 Supervisors training registrars in South Australia, where they had the opportunity to attend the three Supervisor Workshops provided throughout the year.

In 2018, GPEX will extend the popular city based supervisor workshops to supervisors in rural regions with plans to deliver workshops in Clare, Penola and Whyalla.

2018 will also see the GP Training and Education Conference (GPTEC) come to Adelaide with supervisors and practice managers invited to attend as a component of their professional development provided by GPEX.

Practice engagement

GPEX supported 208 training practices in urban, rural and remote areas of South Australia.

Each year, GPEX visit practices throughout the state to discuss registrar training, undertake accreditation of posts and share new developments in training.

In addition to our face-to-face engagement, GPEX ran two popular Practice Manager Workshops that received 180 attendees across both events.





Registrars attending one of the GPEX Aboriginal and Torres Strait Islander cultural education workshops at the Adelaide Botanic Gardens.



The focus of the Strategic Plan for 2017 was on strong engagement with community and our stakeholders to better support registrar training in Aboriginal health training posts.

Reconciliation Action Plan (RAP) Reflect 2017-2018

GPEX commenced the journey of developing our RAP Reflect in early 2017, which was unconditionally endorsed by the Reconciliation Australia in December 2017. The RAP Working Group brought together many GPEX staff, stakeholders and community members to develop the GPEX RAP Reflect which means that we recognise the hardships that Aboriginal and Torres Strait Islander peoples suffered, and this is our way of ensuring opportunities are available for everyone. The GPEX RAP is about shared respect, meaning, knowledge and experience, while learning together with dignity, and truly listening.

Registrar and Staff Aboriginal Health and Culture Workshops

In 2017, GPEX continued the delivery of the Aboriginal Health and Culture Workshops for all registrars training with GPEX. Our partnership with Tauondi College in Port Adelaide ensured workshops delivered remain culturally appropriate incorporating clinical information to support registrars in developing their knowledge and skills to care for Aboriginal patients.

In addition, the entire GPEX team participated in a cultural awareness and education program throughout 2017.

Cultural Educator and Cultural Mentor Meetings

A focus of the Strategic Plan was to work with Aboriginal health training posts to deliver appropriate training, support and guidance to registrars in the cultural aspects of their training. This was delivered by three cultural mentors to assist in bridging the cultural gap and improve the quality and effectiveness of health services for Aboriginal and Torres Strait Islander peoples. To support cultural mentors in their roles, GPEX developed and hosted the inaugural SA Cultural Mentor and Cultural Educator meeting in Mount Gambier during October. The workshop assisted cultural mentors to learn from each other as well as providing a framework for cultural mentoring within training posts.

Collaborating with NTGPE

The Aboriginal Health Team made visits to Aboriginal health training posts throughout SA including Port Lincoln Aboriginal Health Service, Nunkuwarrin Yunti, Umoona Tjutagku Health Service, Watto Purrinna and Pangula Mannamurna Aboriginal Corporation. The GPEX Aboriginal Health Team visited Northern Territory General Practice Education (NTGPE) to understand how they deliver cultural education to registrars in the Northern Territory. Their knowledge sharing visit led GPEX to embed and formalise various activities across the organisation including focussing on the service provided by GPEX's Cultural Mentors and Cultural Educators.



GPEX staff visited the office of NTGPE in the Northern Territory, November 2017. (Photo courtesy of NTGPE)

University students

Understanding the training pathways and the role of general practice in the delivery of health services means deciphering the road map to becoming a GP. GPEX collaborated with the South Australian medical student societies at the University of Adelaide and Flinders University to deliver education sessions and experiential opportunities to promote the role of GPs and general practice.

In 2017, GPEX offered three university students internships to work in different areas of GP training. One intern was placed in Marketing, Simona Bronzi, and two in Special Projects, Amy Rudge and Shaun Prentice.

Ms Simona Bronzi contributed to the successful delivery of several marketing initiatives and projects, including social media engagement, events management, alumni program facilitation and stakeholder engagement.

Ms Amy Rudge and Mr Shaun Prentice assisted the Special Projects team with research.

With continued support and interest from students, GPEX looks forward to working with new interns in 2018 to deliver further research outcomes that will ultimately enhance general practice training.



For his Public Health intern project, Shaun Prentice (pictured) was named on the Head of School Honor Roll as having the highest mark.

GP Extend

GPEX delivers a diverse program of professional development opportunities for GPs and other primary care workers in South Australia.

GP Extend is a needs based program that enables GPs, Practice Managers and other Primary Health Care Professionals to extend their knowledge and skills in the areas of quality patient care, medical education and leadership and management.

The GP Extend program includes:

- GPEX Supervisor Education and Development Program
- GPEX Practice Manager Development Program
- Country SA PHN Rural Professional Development Program
- GPEX Practice Development Series for Practice Managers

In 2017, GPEX delivered 22 GP Extend workshops across urban and rural South Australia. Workshop topics included medication management, updates to cervical screening, mental health in rural general practice and menopause. In addition, GPEX's partnership with Country SA PHN enabled the delivery of 15 rural professional development sessions across regional and rural South Australia.



Delivering long-term workforce for our communities.

EDUCATIONAL ALLIANCE RESEARCH PROJECT

Background:

GPEX recognises that the relationship between a registrar and their supervisor is critical to facilitate all aspects of learning. If the relationship between the registrar and the supervisor is less than optimal, this can impact the educational alliance and result in poor outcomes for both.

Project description:

This project aims to measure the educational alliance between a general practice supervisor and a general practice registrar from the perspective of the registrar. It adapts and validates a tool, derived in the UK, to the Australian GP context [Short Supervisory Relationship Measure (SSRQ)].

Outcomes:

The project outcomes are due to be released in 2018.

TRANSFORMATIONAL CHANGE PROJECT

Background:

GPEX is documenting an important project, describing and evaluating the GPEX story of transformational change in the delivery of AGPT in SA.

Project description:

This project used a mixed method approach including document review, semi-structured interviews and a staff survey to identify the key success factors at all levels, innovative approaches and lessons learned in GPEX's navigation through a significant and complex change program.

Outcomes:

Preliminary results indicate:

- GPEX's approach to transformational change was successful and aligned with best practice.
- The timeframes for transformational change were extremely tight and GPEX demonstrated organisational agility to meet demands. GPEX prioritised people, culture and leadership throughout this process, resulting in exceptional outcomes against the odds.
- Lessons learnt can be integrated into future change planning.

A full report will be available in 2018.

WHY DO GRADUATES CHOOSE A CAREER IN ABORIGINAL HEALTH?

Background:

General practice workforce shortage and poor retention in the Aboriginal health sector are some of the causes of health inequity for Aboriginal and Torres Strait Islander peoples. Existing literature has not examined factors motivating AGPT graduates to pursue a career in Aboriginal health.

Project description:

This project sought to understand the motivation of GPs deciding to work in the Aboriginal health sector to better inform efforts to encourage future registrars to pursue a career in the sector. Specifically, this project aimed to examine positive experiences during training; barriers faced; how these barriers were overcome; and how the training provider could improve. Semi-structured interviews were conducted with AGPT graduates who had chosen to work in Aboriginal health post-graduation, having completed an Aboriginal health training post.

Outcomes:

Preliminary outcomes indicate:

- Experience in Aboriginal Health Training Post Placements during training is critical.
- Support and connections within the Aboriginal Health Training Post in combination with their own values and workstyles enable registrars to have positive experiences and overcome challenges.
- There are opportunities for us to work together with Aboriginal Health Training Posts and Supervisors to encourage more registrars to consider a career in Aboriginal health.

A full report will be available in 2018.



GRADUATE TRACKING STUDY

Background:

GPEX collaborated with Western Australian General Practice Education and Training (WAGPET), General Practice Training Tasmania (GPTT), Murray City Country Coast GP Training (MCCC) and Eastern Victoria General Practice Training (EVGPT) with support from Associate Professor Caroline Laurence from the University of Adelaide's School of Public Health, to explore the regional outcomes of the AGPT program within each of these regions.

Project description:

Phase 1 of this research has used data publically available through Australian Health Practitioner Regulation Agency (AHPRA) to determine the current practice location of GPs who graduated from the SA AGPT programs in the last five years. Data analysis has explored: retention post training, and impact of other demographic variables on current practice location (e.g. pathway during training, moratorium status, age, sex, fellowship type etc.).

Phase 2 of this research included contacting each graduate identified in Phase 1 to explore their journey beyond completion of training. The goals of Phase 2 are to:

- describe the current scope of practice for services provided by GPs who have undergone the AGPT training program,
- determine changes in practice location and scope of practice occurring since graduation and explore if these relate to in-training data, and
- determine the interest of graduates in participating as teachers in medical education.

Phase 3 of this research will aim to explore in more depth the “why” behind our rural retention and regional outcomes. We will draw on results from Phase 2 to influence Phase 3, with the overall goal being to determine the personal and professional attraction and retention factors associated with their current practice location and scope of practice.

Outcomes:

Phase 1: A snapshot of results:

- 351 graduates were identified for inclusion in this project.
- The vast majority of graduates are retained within SA (84%).
- There has been a 39% rural retention rate.
- SA rural pathway trained graduates are six times more likely to be currently working in a rural location than SA general pathway trained graduates.
- For every 10 week increase in Total FTE rural training weeks, the SA rural pathway graduates are 40% more likely to be practising in a rural location now.
- For graduates currently working in a RA3 region practice, they undertook significantly more training weeks in RA3 than graduates currently practising in an RA1 or RA2 location. Similarly, graduates currently working in a RA4 region practice, undertook significantly more training weeks in RA4 than graduates currently practising in an RA1, RA2 or RA3 region.



Evidence and continuous quality improvement drives the GPEX education program.

The GPEX strategic plan emphasises the criticality of evidence-based decision-making and design, and continuous quality improvement. The GPEX drivers for this continuous quality improvement are:

1. Quality and research governance (Quality Education and Research Committee)
2. Embedded evaluation and continuous improvement processes
3. A dedicated Research Team and research plan

1. Quality Education and Research Committee (QERC) – Establishing GPEX Quality Benchmarks

The QERC include representatives across GPEX, as well as external stakeholders including Registrar Liaison Officers (RLOs) Supervisor Liaison Officers (SLOs) and GPEX Academic Post registrar/s.

In 2017 the QERC established quality objectives and benchmarks against which our program and graduate outcomes are evaluated.

Initial thematic analyses were undertaken of the ACRRM and RACGP requirements of GPEX and the Department of Health requirements of GPEX. From the resultant themes, the QERC determined four quality areas:

- registrar competence
- supervisor and practice quality
- graduate outcomes
- registrar, supervisor and practice wellbeing.

A working group, including internal and external stakeholders, was established to further develop these into objectives and to develop an associated research and evaluation plan, benchmarks and a reporting strategy.

Research and evaluation activity has already been mapped against the identified quality areas to ensure that there is appropriate distribution.



2. Embedded evaluation and continuous improvement processes – Evaluation Review and Continuous Improvement Log

In 2017 GPEX undertook an evaluation review to enable effective and efficient evaluation and continuous quality improvement. This review included an environmental scan and both organisational and stakeholder engagement.

Through this process, GPEX evaluations have been enhanced to better enable the translation of feedback into continuous quality improvement.

In addition, a continuous improvement log was piloted in 2017. The log provides a systematic way for GPEX to record feedback and associated improvements which have been identified by internal or external stakeholders. It enables GPEX to monitor and report on our progress in implementing continuous quality improvement and how this improvement maps back to our strategic priorities. The log will be implemented across GPEX in 2018.

3. Dedicated research team and research plan

The dedicated Research Team at GPEX was established in 2017. Dr Taryn Elliott was appointed to the position of Quality and Special Projects Manager and oversees research, quality and other special projects. Associate Professor Jill Benson AM holds the Research Medical Educator portfolio.

The goals for 2017 included:

- ***gathering evidence to underpin the GPEX training program development and outcomes, and***
 - ***building research capacity, internally and in our registrars, supervisors and practices.***
-



Building research capacity internally and in our registrars, supervisors and practices.

Academic Skills for Registrars

Dr Amy Broadley was the GPEX Academic Registrar in 2017. She researched *The impact of remote Aboriginal community experience on medical student attitudes towards Aboriginal and Torres Strait Islander health care and their future career intent*.

Medical students from the University of Adelaide have been organising trips to the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands to teach basic health to school students in their vacation time. All students who had previously participated or who were due to participate, in the APY Exchange program were approached to be interviewed.

Of the 15 students who were interviewed, six participants were interested in remote health prior to departure, seven were unsure and two had no interest. After the experience, all participants said they would like to work remotely in the future. This ranged from fly-in-fly-out work, to devoting a portion of their career to remote work, to wishing to pursue it life-long.

The experience also dramatically increased the students' interest in pursuing a career in general practice.

The APY exchange changed their preconceived ideas about Aboriginal peoples and communities, expanded their cultural awareness and gave them a better understanding of the complexities, challenges and benefits of working with Aboriginal patients.

There was a positive response in regards to future career intentions in Aboriginal health care, remote medicine and general practice.

Research Resources for Registrars and Supervisors

GPEX added a research resources section to GP365, which contains presentations on introduction to research in general practice and a number of useful resources to assist registrars with critical appraisal of the evidence, interpreting statistics, and undertaking research. This helps general practice registrars with their training as these skills are important for all GPs to facilitate an evidence-based approach to patient care.





Awards and achievements

Registrars, supervisors, practices



Dr Adelaide Boylan,
RACGP
GP Registrar of the Year



Dr Amanda Bethell,
RACGP
GP of the Year



Dr Adelaide Boylan,
SA&NT RACGP
GP Registrar of the Year



Dr Amanda Bethell,
SA&NT RACGP
GP of the Year



Arkaba Medical Centre,
SA&NT RACGP
Practice of the Year



Dr Katherine Wilson
SA&NT RACGP Exam Award
David Game Prize



Dr Katherine Ridenour
SA&NT RACGP Exam Award for
Outstanding
SA&NT KFP Achievement



Dr Jacob Mackenzie
SA&NT RACGP Exam Award
for Outstanding SA&NT
OSCE Achievement



Dr Jacob Mackenzie
RACGP Exam Award
Monty Kent-Hughes Memorial Medal

GPEX Supervisor and RACGP 'GP of the Year' Award recipient, Dr Amanda Bethell, with GPEX Senior Medical Educator, Dr Daniel Byrne at GP17.



