

Wellbeing and At Risk Policy

Note

This policy supersedes the previous GPEX Wellbeing and At Risk Policy and will apply to all registrars in the GPEX training program under the Australian General Practice Training (AGPT) program.

Purpose

1. To ensure the wellbeing of registrars in the GPEX training program. To identify registrars 'at risk' who may benefit from additional resources, focused intervention and support.

Scope of this policy

2. This policy applies to registrars enrolled in the AGPT training program with GPEX.

Responsibility for implementation, compliance monitoring, measuring and continual improvement

3. Director of Medical Education and Training (DMET)
4. Chief Executive Officer (CEO)
5. Director of Education Operations (DEO)

Policy statement

6. GPEX will aim to provide a safe and supportive work and training environment for registrars.
7. At times, registrars may experience difficulties which can impact on their wellbeing.

Promotion of Wellbeing

8. The GPEX program includes structured information on wellbeing, the importance of having their own GP, the potential stressors of general practice training and the range of GPEX internal and external support mechanisms available and how these may be accessed.
9. Upon acceptance of a training position with GPEX, each registrar is assigned a Program Training Advisor (PTA) and Medical Educator (ME) who provide on-going training support and monitor registrar progress.
10. GPEX accreditation standards require that all training posts provide evidence of processes and procedures that meet the legislated Work Health and Safety Act 2012 (SA).
11. GPEX provides supervisors with professional development activities regarding registrar wellbeing, and how to identify, assess and manage registrars in difficulty.

Monitoring and Management

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12. Registrars are closely monitored during their training and GPEX has established reporting systems to enable clear early notification of any issues so that appropriate support can be initiated.
13. GPEX staff will escalate issues to involve senior staff as required and formulate an appropriate plan to support the registrar as required. This will include agreeing to appropriate levels of confidentiality with the registrar.
14. Where appropriate, the issue may require escalation to the DMET. The DMET will meet with the registrar as required and liaise with relevant parties to develop a support plan with suitable timelines.
15. Registrars are encouraged to have medical issues assessed and managed by their own independent practitioner as per section 9 of Good Medical Practice: A code of Conduct for Doctors in Australia. Any training implications should be discussed with GPEX.
16. GPEX may provide subsidised professional psychological support, the arrangement of which requires discussion with the DMET and subsequent pre-approval.

Related documents

17. This policy should be read in conjunction with the following GPEX policies:
 - a. GPEX Registrar Grievance Policy
 - b. GPEX Performance Review Policy
 - c. Good Medical Practice: A code of Conduct for Doctors in Australia