

# Registrar Wellbeing Policy and Procedure

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This policy has been designed to support GP Registrars with any issues, problems or concerns that arise during their training that may affect their progression towards Fellowship of ACRRM and/or the RACGP.

## 1. Principles

Although Registrars are not employed by GPEX, the organisation has a responsibility to ensure that their safety and wellbeing is paramount, and that any risk factors are minimised as far as practicable.

As employers of registrars, individual GP clinics and training sites have occupational health and safety obligations that are governed by Commonwealth and State Government legislation. GPEX accreditation standards require that all training posts provide evidence of processes and procedures that satisfy the legislated Work Health and Safety Act 2012 (SA).

It is expected that all employers involved in the GPEX program will provide a safe workplace, adhere to ethical work practices that neither jeopardise the health or safety of the registrar, contribute to clinical errors, nor place them at legal or medico-legal or personal risk.

Under no circumstances is bullying or harassment tolerated in training facilities or the GPEX training program.

The health and safety of registrars is also addressed by GPRA through specific sections of The National Terms and Conditions for the Employment of Registrars (NTCER).

Registrars have a responsibility for their own safety and wellbeing. Registrars are strongly advised to disclose and discuss with their employer any medical condition or circumstance which might place themselves or their patients at risk.

The training program coordinated by GPEX includes information on wellbeing, the importance of registrars having their own General Practitioner (GP), the potential stressors of general practice training, and the internal and external support mechanisms available and how these may be accessed.

At the commencement of their training, all registrars are allocated a Medical Educator (ME) and Program Coordinator (PC), who provide ongoing support and monitor registrar progress.

## 2. Purpose

This policy aims to ensure the safety and wellbeing of registrars when they are in training, and identify any registrars who may be struggling or experiencing difficulties who may benefit from additional resources, focused intervention and/or other forms of support.

### **3. Scope**

This policy applies to all registrars who are enrolled in the AGPT training program with GPEX. Registrar wellbeing is considered to be a joint responsibility between GPEX, the employing clinic or site where the registrar is posted, and the individual registrar.

### **4. Responsibilities**

This policy applies to the registrar, employees and contractors of GPEX, including the supervisor and registrar liaison officers and GPEX accredited training posts.

### **5. Procedure**

1. 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. If a registrar is experiencing difficulty, then they should approach the person they will feel will most readily address their issue.
2. It is recommended that registrars have their own GP to consult with regard to health issues, including mental health concerns. All registrars are encouraged to undergo a health review with their GP on entering the program and on an annual basis.
3. Where access to in-person consultation may be difficult, services such as Doctors Health SA provide a 24-hour phone assessment and after-hours consultations.
4. Registrars may also access the GPEX Employee Assistance Program (EAP) on a confidential basis or utilise telephone EAP through their respective college i.e. RACGP or ACRRM. These services are useful when immediate assistance is required, but are not intended as a substitute for usual health care. Registrars can access further information regarding available services through the Resources section on GPEX One.
5. Supervisors, medical educators, program coordinators and registrar liaison officers are all available to provide advice and support.
6. If a GPEX staff member is consulted and feels that the issue is beyond their remit, then they will escalate the issue to a senior staff member and formulate an appropriate plan to support the registrar as required.
7. If the issue concerns patient or registrar safety, then the issue will be escalated directly to the Director Medical Education and Training.
8. All matters will be managed on a strictly confidential basis in consultation with the registrar concerned.

## **6. Related Information**

- GPEX Registrar Education and Program Guide
- AGPT Program Leave Policy
- GPEX Leave Policy
- GPEX Part-time Training Policy
- GPEX Privacy Policy
- GPEX Complaints Policy
- GPEX Performance Review and Remediation Policy
- GPEX Registrar Declaration
- Declaration of Suitability for Training