

GPEX

HIGH-

LIGHTS

2016

- 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.

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.

“

General practice allows you the flexibility to be the kind of doctor you want to be. The training gives you a broad range of skills with opportunities to develop special interests. No two GPs do exactly the same job as each other.

”

Dr Kate Kloza,
GPEX registrar and
Telstra Health RDAA-ACRRM
Rural Registrar of the Year.

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Value 1 / 6

INTEGRITY

Honesty and being personally responsible, upholding professional values.



Value 2 / 6

EXCELLENCE

Ambitious and innovative, welcoming challenges and seeking opportunities.



Value 3 / 6

COLLABORATION

Enabling by building networks, encouraging geographic diversity and partnerships.



Value 4 / 6

RESPECT AND COMPASSION

Sympathetic and empathetic, encouraging and inclusive.



Value 5 / 6

SERVICE AND PROFESSIONALISM

Performing and upholding the highest standards.



Value 6 / 6

ACCOUNTABILITY

To the communities that we serve.



WHAT A GREAT YEAR!

Bringing together staff from two successful organisations to create even higher quality education for General Practice has become a reality. The talents of Sturt Fleurieu educators together with the expertise of the Prideaux Centre for Research in Health Professions education to create and implement a new generation approach to GP training is now catching the attention of people around our region.

Visitors from other states in Australia, from Japan, Indonesia and New Zealand have all recognised both the quality of our materials and the sincerity of our wish to collaborate and find win-win ways to work together.

Most importantly, we have outstanding success rates for our registrars sitting college exams, increased applications from junior doctors to join our program and GPEX graduates finding great jobs serving our South Australian communities as General Practitioners (GPs), both rural and city based.

Many have played important roles in this success. The linchpins are the practices and supervisors we work with. Our success is a reflection of their quality and commitment. Also key has been the leadership provided by our CEO, Christine Cook, and the senior leadership team she has developed. Our Board of Directors has been a firm foundation backing up the front line expertise. We have deliberately developed a new skills-based Board that has the networks we need to engage politically, socially and professionally.

A big thank you to all from the Board. We are committed to supporting you to achieve the potential we see in you. We have a firm financial foundation to enable this to remain a reality, for GPEX to be a great place to work and to work with, to learn and to learn with, to achieve and to achieve with. We will support excellence in General Practice. We will create excellence in GP training. We will assist all our communities, and especially those that have the fewest resources, to have access to high quality GP care to improve both their health and their social, economic and spiritual wellbeing.

We look forward to 2017 with great hope and humble confidence that together we will have achieved even more than we thought possible.

Prof. Paul Worley
Board Chair



A REMARKABLE START!

It has been a remarkable first year at GPEX as the whole of South Australia has joined together to support the establishment of a state-wide general practice training organisation. Birthed from Sturt Fleurieu Education and Training (SFET) and Flinders University, the opportunity to start afresh, learning from the experience and wisdom of Sturt Fleurieu Education and Training (SFET), has supported a culture of excellence, efficiency and collaboration while ensuring that GPEX delivers on its 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.

Underpinned by four strategic priorities:

- 1. 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.***
- 2. GPEX will be a centre for excellence in graduating Aboriginal and Torres Strait Islander doctors.***
- 3. 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.***
- 4. 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.***

In November 2015 the Department of Health announced that in South Australia GPEX would deliver the Australian General Practice Training (AGPT) program 2016-2018 on behalf of the medical colleges, Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP). The enormous task included the establishment of GPEX, the transitioning of the Adelaide to Outback General Practice training program (AOGP), SFET AGPT programs and AOGP Overseas Trained Doctor National Education and Training (OTDNET) program to GPEX, as well as preparation for the start of the 2016 new registrar cohort. On January 1 2016 GPEX commenced operations with 495 registrars in the program, working with 159 practices supported by over 460 supervisors.

Innovative education and training.

GPEX attained provisional accreditation from both ACRRM and RACGP within three months of operation and in October began a full bi-college accreditation process, to be completed mid 2017. The GPEX training program and delivery model is centred on the GP365 training program, previously used by SFET, and noted by both colleges for its modulated and moderated learning and teaching.

As we worked closely with the many practices and supervisors new to this program it became apparent that the structure and rigor of the program,

with its regional flexibility and ability for a registrar to tailor the program to their learning needs, was welcomed and strongly supported. Supervisors are the back-bone of the program, their commitment to vocational training, their teaching, mentoring and support is paramount. Together our program is scalable and successfully delivers general practice training in rural, remote and urban communities.

We delighted in the achievement of so many of our registrars as our exams results, for both RACGP and ACRRM, have been consistently well above the national average .

GPEX will be a centre for excellence in graduating Aboriginal and/or Torres Strait Islander doctors.

We established an Aboriginal and/or Torres Strait Islander Health team including cultural mentors and cultural educators which has developed strong working relationships with the Aboriginal Health Council of South Australia (AHCSA). Together we have delivered 415.5 FTE weeks in Nunkuwarrin Yunti, Pika Wiya, Panguala Mannamurna, Port Lincoln Aboriginal Health Services, Watto Purrinna Aboriginal Primary Health Care Services, Gawler Health Services and Aboriginal Family Clinic including fly-in-fly-out services to Oak Valley, Tullawon Health Service and Umoona Tjutagku Health Service.



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.

A culture of learning and dedication to ensuring support for all staff has emerged as a great strength of GPEX. Leading our Medical Education team Drs Peter Clements and Paul Dilena have developed a Medical Education hub model with eight rural hubs and seven urban hubs. We celebrated Peter's Rural Doctors Workforce Agency (RDWA) award for 35 years in practice and commitment to emergency medicine training as he led the delivery of Advanced Life Support (ALS) training for 153 of our registrars.

Using a community of practice approach, Director of Medical Education Operations Angela Burden established a model of support for every training practice, supervisor and practice manager with a dedicated education and administration team. The Practice Accreditation team travelled into every GPEX training hub region to support existing and new practices and supervisors.

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.

Committed to Closing the Gap, GPEX commenced the development of a Reconciliation Action Plan (RAP) with a steering committee lead by Mathew Campbell, Program Training Advisor for Aboriginal and/or Torres Strait Islander health, supported by GPEX Board member, Karen Glover, Aboriginal and/or Torres Strait Islander Medical Educator, Dr Kali Hayward and embraced by all GPEX staff.

The GP Extend program expanded as we established strong links with Country SA Primary Health Network (PHN) who have contracted GPEX to deliver Educational Services in 2016-2018. We also worked closely with Adelaide PHN and will facilitate the Southern Regional GP Council (SRGPC) in 2016-2018.

Our Quality Education and Research Committee (QERC), including Registrar and Supervisor Liaison Officers, was established and developed a quality review framework.

The vision and leadership of the GPEX Board has ensured the direction and strategy, which breathed life into GPEX. I thank them for their support and wisdom as they met the tender challenge and have managed this wonderful but complex task of establishing a new organisation.

It has been an exceptionally busy year, enabled by the commitment, hard work and passion of an amazing team, which I am humbled to lead. Thank you.

Christine Cook
Chief Executive Officer



Dr Peter Clements delivering Advanced Life Support (ALS) training to registrars.

473

Registrars overall

- 193 male
- 280 female

133

New doctors commenced with GPEX

- 2016.1 = 112
- 2016.2 = 21

10

Awards won by GPEX registrars, supervisors and practice managers

199

Workshops held throughout the year across South Australia

10

Training hubs

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

72

Fellowed registrars

- 2 ACRRM
- 70 RACGP

97.5%

Average pass rate by GPEX registrars in the Objective Structured Clinical Exam (OSCE) set by the RACGP

171

Practices and Practice Managers

414

Supervisors

17,447

Total full time equivalent (FTE) training weeks provided

- in hospital: 3,331 weeks
- in community (in practice): 12,934 weeks
 - Rural: 6,589 weeks
 - Urban: 6,343 weeks
- Enhanced training (across both rural and urban): 1184 weeks

\$2,887

Raised by staff toward five charitable initiatives



Following a successful tender to deliver the Australian General Practice Training Program (AGPT), GPEX completed a comprehensive transition process that included 14 face to face meetings with registrars, supervisors and practice managers in metropolitan and rural regions throughout October, November, December 2015 and January 2016. We continued the face to face meetings with practices in 2016 as we continue to build our relationships with training practices.

GPEX was granted provisional bi-college accreditation in late December 2015 and in 2016 commenced the process for obtaining full bi-college accreditation. The accreditation process involved the completion and collation of practice surveys and a written submission in November 2016. The process will be completed with a site visit in March 2017.

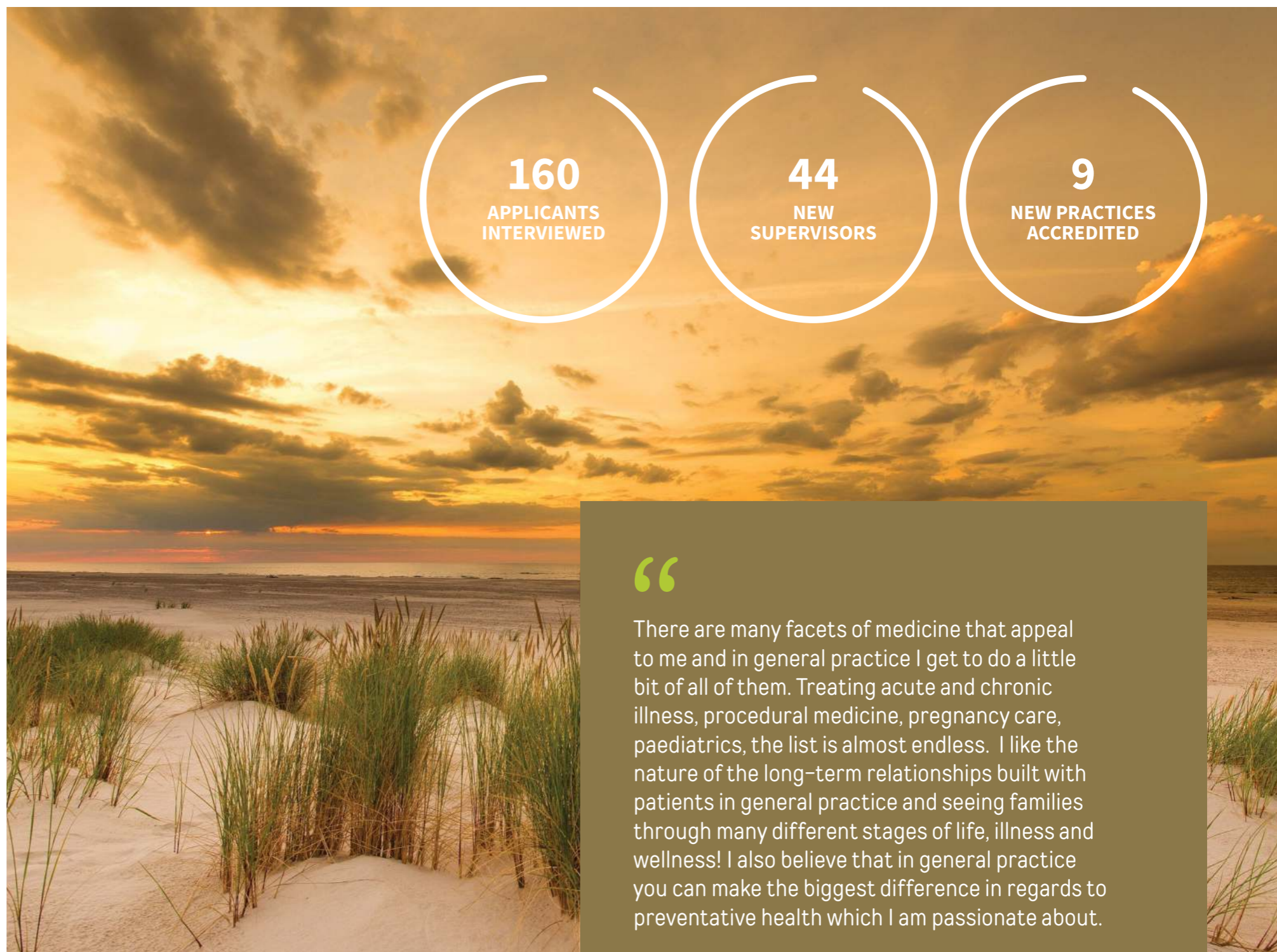
GPEX administered the South Australian National Assessment Centre process to the AGPT guidelines in July, interviewing 143 applicants in the first intake and a further 17 applicants in the second intake.

To build GP training workforce capacity, GPEX held five workshops to educate and reinforce relationships with practice managers and supervisors.

We have not only maintained our current FTE number of supervisors, but increased it by 19 new supervisors, with nine rural and metropolitan practices newly accredited. In addition, we have accredited a further 25 supervisors into existing practices, bringing the total to 44 new supervisors.

There is a very strong interest amongst the registrar cohort to train in Aboriginal health and we have maintained our FTE number of registrars undertaking training in Aboriginal health training posts.

15 GPEX registrars delivered 415 FTE weeks of service in Aboriginal and/or Torres Strait Islander health posts.



160
APPLICANTS
INTERVIEWED

44
NEW
SUPERVISORS

9
NEW PRACTICES
ACCREDITED

“

There are many facets of medicine that appeal to me and in general practice I get to do a little bit of all of them. Treating acute and chronic illness, procedural medicine, pregnancy care, paediatrics, the list is almost endless. I like the nature of the long-term relationships built with patients in general practice and seeing families through many different stages of life, illness and wellness! I also believe that in general practice you can make the biggest difference in regards to preventative health which I am passionate about.

”

Dr Joanna McLeod,
GPEX registrar

ROVING REGISTRAR

The GPEX Roving Registrar position is a unique placement available to advanced term registrars and involves travelling to rural and remote locations across South Australia to provide outreach services to Aboriginal communities.

Operating under an apprenticeship style model for training where onsite supervision by experienced GPs is provided, along with local cultural support, the position works in collaboration with AHCSA and Nunkuwarrin Yunti, providing outreach medical services to rural and remote Aboriginal Community Controlled Health Services (ACCHSs), including:

- Pika Wiya Aboriginal Health Service in Port Augusta
- Oak Valley Health Service in Oak Valley
- Umoona Tjutagku Health Service in Coober Pedy
- Tullawon Health Service in Yalata.

The aim of the position is to improve the health of the Aboriginal people across South Australia by increasing their access to medical workforce. Additionally, it provides a registrar with an immersion experience to develop their skills in Aboriginal health across a number of urban, rural and remote ACCHSs. With approximately 37,408 of South Australia's population being Aboriginal and/or Torres Strait Islander, it is essential that our GP registrars are culturally competent in Indigenous health.

In semester 1 the Roving Registrar, Dr Emilie Jakstas, recognised the position presented new challenges that required creative thinking.

“When working in remote communities, it’s not the challenge you think it’ll be before you arrive, it’s all the ones you didn’t think about.”

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“For instance, how do you educate someone about healthy eating when food costs are at gourmet prices for staple foods and cooking facilities are unsafe to use? What about mental health treatment for someone who doesn’t yet require medication, cannot access a psychologist a great distance away and has limited privacy at home for online courses?”



Dr Emilie Jakstas,
Roving Registrar

In 2016, GPEX provided 415 FTE hours of service to communities, consisting of 15 registrars in Aboriginal health training posts across the state.

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Communities with access to the GPEX Roving Registrar benefit from an increased number of available medical services. These positions allow registrars to experience alternative models of health delivery in rural and remote locations, as well as ongoing exposure to Aboriginal health in an urban setting.

On a professional level, these posts provide registrars with an opportunity to develop their own cultural awareness in providing services to Aboriginal people, and offers a deeper engagement with patients due to the longer consultation times required when working in Indigenous health.

“What I’ve learnt from working in Indigenous health is that if it looks like a simple script, you’re missing something,” said Dr Emilie Jakstas.

Looking ahead, GPEX will continue to work closely with AHCSA and Nunkuwarrin Yunti to support and further develop the Roving Registrar position and all Aboriginal health training posts in South Australia.



INDIGENOUS HEALTH

by Dr James Cafaro

Aboriginal health placements have always been highly sought after for the educational, professional and cultural development they provide to doctors. I am fortunate enough to be completing an Aboriginal health placement at the Noarlunga Aboriginal Family Practice and have found the experience so rewarding that I will be continuing this placement into GPT3.



Dr James Cafaro and the team at Noarlunga Aboriginal Family Practice



The Aboriginal health placement has provided me with a number of opportunities, which can only be attributed to the wonderful community I am now happy to be a part of.

First and foremost has been the opportunity to professionally develop my clinical practice. Aboriginal health is often challenging for the complexity of chronic disease it encompasses and often requires shrewd judgement in the triage and development of management plans, ensuring not to overburden the patient with treatment. Every day has been just as interesting as the last, and the prospect of new, active and at times advanced disease is always looming, adding to the diversity and difficulty of every day practice in this clinic.

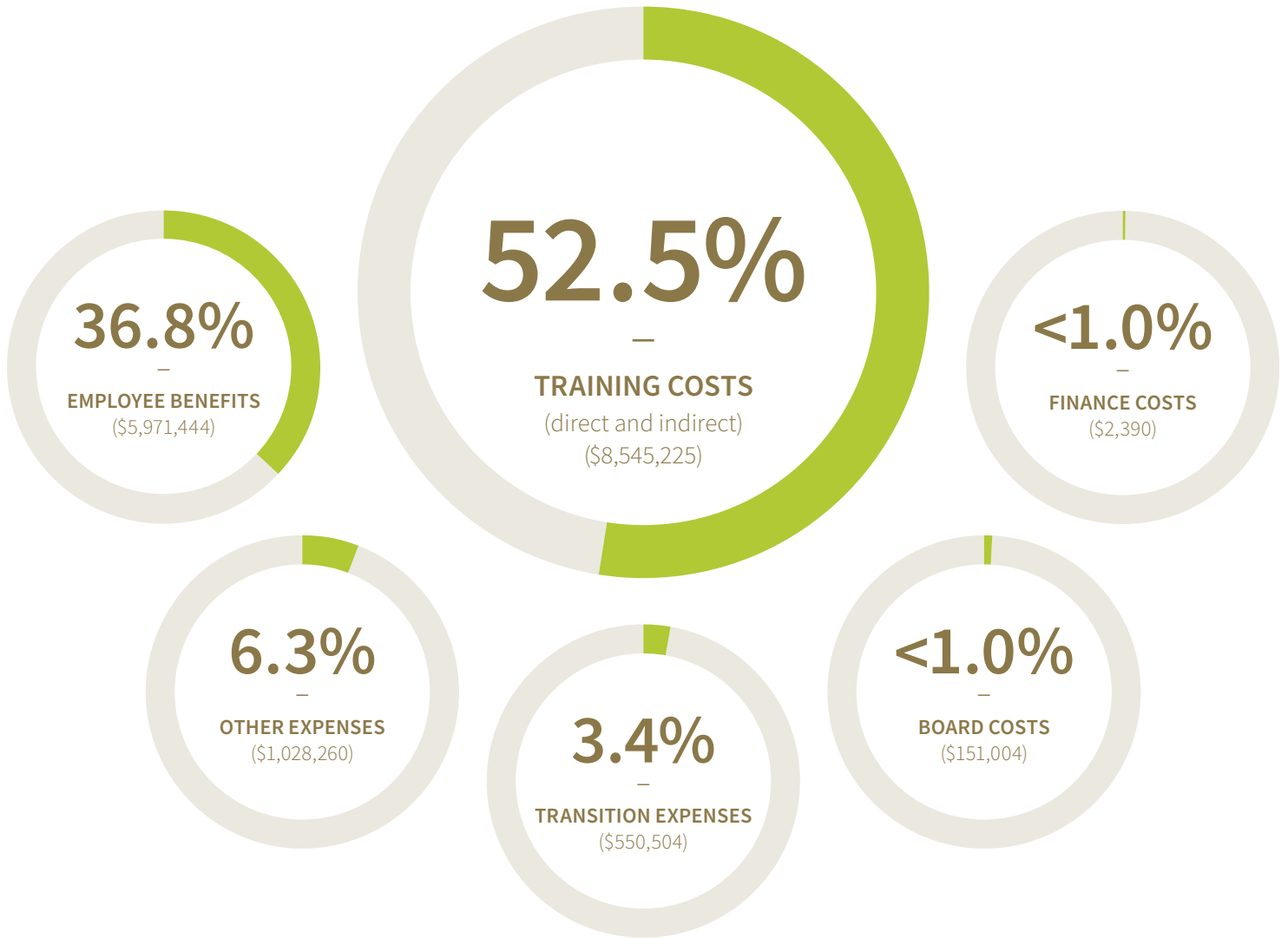
I have been fortunate enough to work with a dedicated team of Aboriginal health workers, nurses and social workers in a truly multidisciplinary approach. Aboriginal health has a tendency to attract wonderfully skilled allied health clinicians and they have all played a part in my development in this training post. It is easy to be energised by the enthusiasm this team brings each day.

The most striking part of this placement are the patients. The development of strong therapeutic bonds is integral in the Aboriginal culture and highlights the strength of general practice in developing connectedness with the community. Trust and community acceptance can be measured through word of mouth and eclipses most social media as you begin to treat patients generationally.

In developing my cultural awareness, I had the opportunity to partake in home visits, palliative care and most rewarding, cultural healing, with a visit to a Nungkari clinic. Witnessing the traditional custodians of the land drawing on energy to practice an ancient form of healing was sobering and accentuated the importance of holistic care amongst the community and also prevailed to me the power the land continues to play in Aboriginal culture.

This placement has proven to be rewarding in so many ways and I can only encourage each registrar to consider even the briefest post in Aboriginal health. It is truly a unique sub-specialty of general practice in its own right and like myself, you might find yourself coming back for more.

Dr James Cafaro,
GPEX Registrar



“
The Supervisor workshops are valuable networking opportunities. We share experiences and have the ability to learn how others teach and what issues they and their registrars come across.”

Dr Malcolm Richards,
Adelaide Road Clinic and
Lyndoch Medical.

