GPEx Wellbeing and At Risk Policy

Note

This policy commences on 1 January 2016 and will apply to all registrars in the GPEx training program under the Australian General Practice Training (AGPT) program.

1. Purpose

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.

2. Scope of this policy

This policy applies to registrars enrolled in the GPEx training program.

3. Responsibility for implementation, compliance monitoring, measuring and continual improvement

- Director of Medical Education (DOME)
- Chief Executive Officer (CEO)
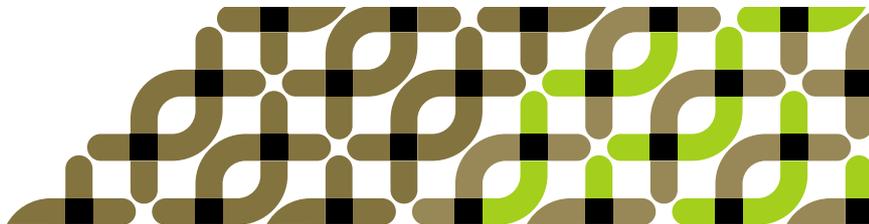- Director of Education Operations (DEO)

4. Policy statement

4.1 GPEx will aim to provide a safe and supportive work and training environment for registrars.

4.2 At times, registrars may experience difficulty and their wellbeing may be 'at risk'.

5. Definitions

'At risk' includes physical, psychological, social, professional/practice and training issues.

6. Prevention

6.1 In preparation for transition to general practice all GPEx registrars undertake a comprehensive, GPEx orientation program before commencing their first general practice placement. The GPEx program includes 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

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accessed. Upon acceptance of a position GPEx assigns each registrar a Program Training Advisor (**PTA**) and Medical Educator (**ME**) who provide on-going pastoral care and training support.

6.2   GPEx requires that training posts will ensure that registrars practise in a safe environment at all times and training posts meet the legislated *Work Health and Safety Act 2012* (SA).

6.3   Additionally GPEx supervisors and training posts are selected against criteria which include the provision of well supported training placements. All supervisors involved in the AGPT program must undertake professional development activities to support the development of supervisory and teaching skills.

7.   Identification

7.1   Identification that a registrar's wellbeing may be at risk may come from the individual themselves, their supervisor, their ME, their PTA, a Direct Observation Visitor or other sources. All notifications of a registrar's compromised wellbeing, regardless of the source, will be directed to the DOME and an Incident Report will be completed.

7.2   Registrars in training are closely monitored during their placements and GPEx has established reporting systems to enable early notification of any issues so that appropriate support can be initiated.

8.   Management

8.1   The DOME will coordinate the ongoing response and notify the identified registrar. The DOME in consultation with the registrar and relevant parties will develop a support plan with suitable timelines.

8.2   The DOME will inform the CEO of the incident report and support plan.

8.3   The CEO, DOME and DEO will regularly review the GPEx Incident Report Register.

8.4   If additional training support is required the *GPEx Performance Review Policy* will apply.

8.5   If it is considered that the registrar cannot continue in the current training placement then GPEx will advise the appropriate parties and act accordingly.

8.6   If it is determined by the DOME or the Performance Management Panel that the registrar cannot continue in the GPEx training program, for capacity reasons, the *GPEx Withdrawal Policy* will apply.

9.   Appeals process

Registrars who are not satisfied with decisions made in relation to this policy will have recourse to appeal via the *GPEx* Grievance *Policy* at first instance.

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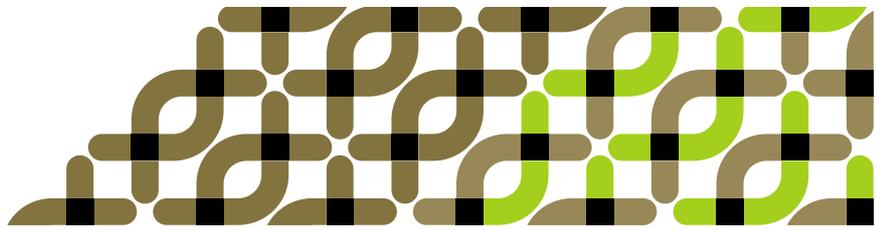
10.   Related documents

This policy should be read in conjunction with the following GPEx policies:

- GPEx Grievance Policy
- GPEx Performance Review Policy
- GPEx Withdrawal Policy
- GPEx Appeals Policy
- GPEx Withdrawal Policy

See also Incident Report Form.