

AMA Vision Statement for  
**GENERAL PRACTICE  
TRAINING**



AMA

AMA Vision Statement for

## GENERAL PRACTICE TRAINING

# INTRODUCTION



General practice is the cornerstone of health care in Australia. The AMA is passionate about building a sustainable general practice workforce, equipped to respond to the changing healthcare needs of individuals and local communities. We believe that maintaining profession-led governance and training structures to support a strong vocational training experience is essential to preserving the integrity, accessibility, and quality of general practice training.

Quality training relies on a clear training pipeline from medical student exposure, through pre-vocational experience to a well-structured and supportive vocational training program. However, the number of doctors choosing to undertake general practice training is declining, leaving training positions vacant.

Australia has a world class system that delivers high-quality general practice education and training. We need to make sure this continues to be responsive to changing health care needs and future health care reforms while we enhance the profile of general practice and promote it as the career of choice. Different aspects of training responsibilities lie with governments, colleges, training providers and individuals, making training difficult to navigate. Variations in how vocational training programs are delivered make the requirements for fellowship unclear for general practice registrars. Trainees are missing out on important prevocational rotations in areas such as paediatrics, obstetrics, and anaesthetics. With record numbers of medical graduates, we must find the supervision and education opportunities in general practice, and ensure no training places are left unfilled.

AMA Vision Statement for

## GENERAL PRACTICE TRAINING

# INTRODUCTION

Our vision for general practice training is for an appropriately trained and sustainable workforce that meets individual and community needs, serves the most disadvantaged, and achieves health equity. This requires a flexible and integrated national training pipeline, with strong collegial links to the profession. We need training systems that challenge, support and mentor general practice registrars to meet the requirements for safe independent practice. We need systems that encourage professional development and lifelong learning as an essential component of maintaining high quality practice. We need systems that support the investment that supervisors, educators, and registrars make in striving for excellence.

The profession must lead the way to ensure we are training general practitioners who can meet the healthcare needs of individuals and local communities. We need to use our increasing evidence base to influence selection into general practice, to deliver high quality education and training, and to implement strategies, programs and initiatives that address workforce demand, supply, and distribution. This will require support from all sectors, and will require the profession to work collaboratively with Commonwealth, State and Territory Governments to adequately support and resource general practice training.

We need a sustainable employment model that makes general practice training an attractive and viable option for doctors. A 'single employer model' that delivers equitable remuneration and employment conditions for general practice registrars, compared to their hospital-based counterparts, while also ensuring adequate support and funding for supervising practices, is an important option.

**“We need to produce general practitioners whose patients want to share their journey with them, who people see as the first and ongoing primary source of help and expertise, who have the wisdom to help guide them in their personal health needs, help them navigate the system when they need other specialist care, and can coordinate their complex healthcare needs.”**

**– Dr Richard Kidd, General practitioner, Queensland**

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Vision



General practice is the cornerstone of health care in Australia. A well-trained general practice workforce delivers high-quality, equitable health care to individuals and communities. General practitioners are trained to provide a world-leading service that is sustainable and responsive to changing community needs.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Core values

### GP TRAINING

#### Right skills & competencies

- Equips general practitioners to deliver safe, timely, high-quality, evidenced and best practice-based, comprehensive, patient-centred care.
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#### Professional & ethical

- Maintains the highest standards of professional and ethical conduct.
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#### Diversity

- Reflects the diversity of our healthcare system and communities.
  - Supports doctors who train and work in rural, remote, or disadvantaged areas.
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#### Equity

- Supports and recruits doctors from different ethnic, cultural and geographical backgrounds, including international medical graduates, rurally-based doctors and Aboriginal or Torres Strait Islander doctors.
  - Supports attainment of fellowship, regardless of the pathway taken by the registrar.
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#### Leadership & governance

- Provides strong professional leadership and governance through the general practice colleges which consult and collaborate with all stakeholders to enhance the standard of training.
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#### Innovative, responsive, evidence-based

- Is high quality, innovative, responsive, and evidence-based.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Core values

### Flexible & integrated

- Provides a flexible and integrated training pathway.
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### Excellence

- Supports teachers and supervisors as mentors and role models to drive excellence in the profession.
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### Well resourced

- Ensures funding is invested into general practice because it is the most efficient area of the health care system.
  - Is supported by appropriate organisational structures and resources.
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### Career of choice

- Enhances the profile of general practice as a career of choice.
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### Lifelong learning

- Instils the ethos of lifelong learning in every aspect of care.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Priorities



### **A WELL-TRAINED GENERAL PRACTICE WORKFORCE**

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#### Safe & independent practice

- Produces vocationally trained doctors capable of safe, independent practice.
  - Produces a well-trained generalist with the commitment, ability, skills and capacity to work in a variety of settings and deliver patient-centred care.
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#### High-quality training

- Meets the diversity of health care needs across Australia;
  - Provides adequate time and support for clinical and non-clinical training, including advanced skills training.
  - Has sufficient professional, clinical and placement capacity to train and support registrars and supervisors.
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#### Flexible & integrated pathways

- Build on successful models to create a flexible and integrated national training pathway;
- Provides a continuum of training from medical school through prevocational and vocational training and on to continuing professional development.
- Supports training in rural, remote and disadvantaged areas.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Priorities

### Excellence in teaching

- Ensures general practice supervisors and mentors are appropriately trained, resourced and supported to undertake their role.
  - Fosters medical education, supervision and research opportunities for registrars and supervisors.
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### Multidisciplinary

- Ensures general practitioners can work effectively with other professionals to deliver multidisciplinary care.
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### Responsiveness

- Provides doctors with skills for lifelong learning to enable them to adapt to a changing health care environment.
  - Prepares general practice registrars for the variety of business and clinical environments they may encounter.
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### Accountability

- Uses fair, transparent and robust assessment mechanisms, which include appropriate arrangements for candidates with a disability.
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### Sustainability

- Ensures general practice is supported by the infrastructure, resources, and funding models to provide training.
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### Career satisfaction

- Selects quality applicants for a career in general practice using evidence-based assessment and selection.
- Provides career guidance and support to registrars throughout their training.
- Produces doctors who are satisfied with their careers and inspired to practise as general practitioners.



# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Priorities

### Health & wellbeing

- Promotes work-life balance and ensures training environments are safe, inclusive, flexible and supportive.
- Builds a healthy workforce that supports and cares for the health of individuals and colleagues throughout their careers.

## PROFESSION-LED GOVERNANCE AND TRAINING

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### Agreed standards

- Ensure that general practice training is profession-led, with general practice colleges working to ensure that Australia's world-class system of GP training is maintained.
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### Accredited providers

- Must have requisite knowledge and experience, and be chosen using selection criteria agreed by the profession.
  - Must be accredited by the relevant colleges and governed by common and transparent standards of operation - including appropriate arrangements to manage potential conflicts of interest.
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### Strong representation

- Means that strong general practitioner and registrar representation and advisory structures are in place.
  - General practitioners and registrars must lead the way to influence and improve training quality and system redesign.
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### Sustainable frameworks

- Ensure a well-funded and financially sustainable GP-led health care system and training framework is in place.
- Ensure that training providers are effective and efficient, and make best use of taxpayers' money.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Priorities

- Employ validated review mechanisms to evaluate the organisation and quality of training and inform workforce planning.
- Ensure training frameworks consider healthcare reforms to train doctors for the future.
- Support registrars and practices through adequate workplace relations frameworks.

### Locally responsive

- Training providers have strong and effective levels of engagement with local training networks and general practices.

## EQUITY OF ACCESS TO CARE AND HEALTH OUTCOMES

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- General practitioners deliver comprehensive, patient-centred care.
- Training is responsive to local health care needs and future health care reforms.
- General practitioners are committed to reducing health inequity and improving health outcomes.
- Access fosters a culturally safe work and learning environment and builds capacity to provide culturally safe care.
- Accurate workforce planning informs clear workforce goals and strategies linked to community need.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Outcomes



There will be measurable improvements in:

- Access to and participation in general practice training.
- Positive training experiences as reported by trainees.
- Consistency and quality of training.
- Equitable workforce distribution.
- Retention of general practitioners.
- Equity of access and health outcomes.
- Investment in additional training places.
- The number of doctors applying to and undertaking general practice training.
- Equity between the various training pathways.

# VISION, CORE COMPONENTS, PRIORITIES AND OUTCOMES

## Structural requirements

- Organisational and clinical governance structures are profession-led, consultative and transparent.
- Funding models support and resource general practice to train general practitioners.
- Accurate workforce planning must match workforce supply and skills with demand.
- Clinical placement and supervision capacity meet workforce supply and demand.
- Collaborative partnerships exist between general practice, education providers, the profession, health sector, governments, and the community to support and resource general practice training.
- An employment model that delivers equitable working conditions, such as (but not limited to) a single employer model for general practice registrars, to ensure trainees have access to adequate remuneration and parental and other leave entitlements as they complete their training across multiple workplaces.