

# GP SUPERVISOR INFORMATION

## INFORMATION FOR PROSPECTIVE OR NEW SUPERVISORS

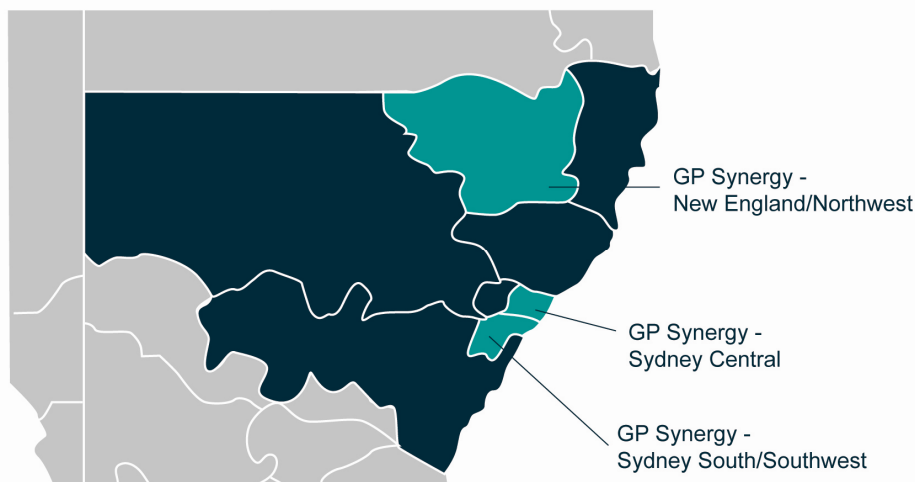


### Who is GP Synergy and what is GP Training?

GP Synergy is one of 18 Regional Training Providers (RTPs) delivering General Practice education and training across Australia.

Funded by the Commonwealth Department of Health & Ageing and administrated by General Practice Education & Training (GPET), each of training provider offers comprehensive education and training programs to equip Registrars with the skills required to become independent General Practitioners acquiring Fellowship from the Royal Australian College of General Practitioners (RACGP) and/or the Australian College of Rural and Remote Medicine (ACRRM) and recognition as a vocationally registered GP.

GP Synergy is responsible for the delivery of GP training and education across three nodes – New England/Northwest, Metropolitan Sydney and Sydney South/Southwest.

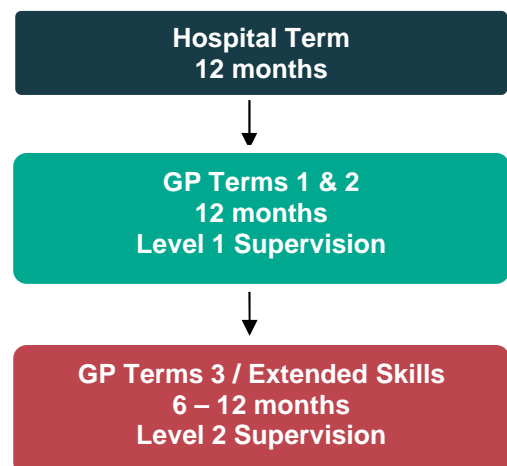


### Stages of GP Training and Level of Supervision

The length of the GP training program is typically 3 years, commencing with a hospital based year, followed by 1.5 to 2 years of training in General Practice settings.

As Registrars progress through training, the level of supervision they require decreases.

Registrars in GP Terms 1 & 2 require Level 1 Supervision. Registrars in GP Terms 3 and Extended Skills required Level 2 supervision.



## Types of GP Supervisors

A GP Supervisor has responsibility for Registrar training in a clinical setting, including their clinical education and placement management.

The level of GP supervision Registrars require varies throughout their training. As a result, there are two types of GP Supervisors – those that train Registrars early in their training (GP Terms 1 & 2) requiring significant supervision and those that train Registrars in their latter stages of training (GP Terms 3/Extended Skills) requiring less supervision.

**Newly accredited Supervisors will start as Level 2 GP Supervisors taking Registrars in their GP term 3-4 stage of training who have already had 12 months FTE of GP experience.**

- **Level 2 GP Supervisors** are accredited to supervise more experienced Registrars who are in their GP term 3/Extended skills term (also known as subsequent/mentor term). All new Supervisors commence as Level 2 Supervisors.
- **Level 1 GP Supervisors:** Supervisors accredited to train Registrars in any stage of training (GP Terms 1 to 3, also known as basic, advanced and subsequent terms), with requirements to provide significant teaching and supervision for Registrars in GP Terms 1 & 2 (basic and advanced terms). GP Supervisors must first gain experience as a Level 2 Supervisor before they can be approached to become a Level 1 trainer.

## Why become a GP Supervisor?

Being a GP Supervisor can be a rewarding and fulfilling experience. The most successful GP Supervisors are passionate about their profession and the opportunity to share their expertise to teach and grow the next generation of GPs. In addition to providing an added interest to your life as a General Practitioner professional, GP Supervision can also be a powerful personal professional development learning opportunity.

Registrars often bring new ideas and enthusiasm into a practice. Patients can benefit from increased appointment availability and Registrars may elect to stay on working at a practice after they have completed training.

GP Synergy provides extensive support and on-going support for GP Supervisors with extensive teaching resources including suggested teaching templates and a comprehensive Supervisor Development program to up skill new Supervisors and provide ongoing professional development and networking opportunities.

New Supervisors will also be allocated a mentor Supervisor to provide advice and support during the initial stages of supervision.

## GP Supervision Requirements

Newly accredited Supervisors will start as Level 2 GP Supervisors taking Registrars in GP terms 3-4 who have already had 12 months FTE of GP experience and require less supervision.

### As a Level 2 Supervisor you are required to:-

#### 1. Be available for clinical guidance and support for the GP Registrar:

The Registrar must **always** be able to contact the Supervisor if necessary, and the GP Supervisor must be on site with the Registrar at least 50% of the time.

**2. Set aside one hour every week for a full time Registrar (half an hour for a part time Registrar) to discuss cases and topics, and review the Registrar's performance and development as a GP.**

There is a range of activities that is an appropriate use of set-aside teaching time and these include:-

- Orientation to the practice
- Registrar sitting in on Supervisors consultation
- Supervisor sitting in on Registrars consultation
- Case discussion
- Demonstration of procedures
- Topic discussion
- Audits
- Video debriefing of consultations
- Joint nursing home visits and house calls
- Formative assessment of Registrar and Supervisor
- Pharmaceutical company representatives\* (\*not to consumer a significant portion)
- Application of GPSYNERGY's education program to practice experience

**3. Spend some time in activities which develop your skills as a clinical teacher.**

GP Synergy runs a comprehensive Supervisor Development program to provide Supervisors with the skills required to be an effective teacher. Supervisors are paid for their participation in these activities and they provide an excellent networking platform for Supervisors to share ideas and their experiences. Level 2 Supervisors are required to:-

- Participate in an induction activity (either at a face to face workshop, or by distance or an in-practice visit)
- Attend the Clinical Teacher Training workshop (held in March annually)
- Attend other GP Supervisor development activities

**4. Participate in assessment activities of the Registrar**

**5. Assist the GP Registrar develop and review their learning plan.**

**6. Agree to and conform to the national terms and conditions document for Registrar placements.**

These requirements are not onerous and in fact contribute to the Registrar becoming an effective member of the practice team (and are a great way for the Supervisor to ensure the Registrar is providing a high level of service to patients of the practice).

Level 1 supervisor requirements vary from the above and can be requested from GP Synergy.

## **What happens if I'm too busy to meet the teaching requirements?**

It is widely agreed that General Practitioners have extensive workload pressures. Before deciding to become a GP Supervisor, you should consider the requirements and determine if you have capacity to take on this role. Becoming a GP Supervisor requires a commitment to teaching - Registrars are not a workforce solution.

Providing a genuine interest and assistance in the Registrars development as a General Practitioner enhances the Registrars in-practice experience and can be a strong motivation to Registrars to consider staying on in a practice upon completion of their term, as well as sharing their positive experience with other Registrars training in the area.

To alleviate pressure on practices, GP Synergy encourages practices that are located within close proximity of each other to consider collaborative group teaching sessions to share the load of face to face teaching requirements and can assist practices establish collaborative teaching opportunities.

As part of its quality assurance program, GP Synergy also routinely collects formal feedback on teaching provision from both the Supervisor and Registrar during each placement.

## Remuneration

Currently remuneration for Registrar supervision is only available to Level 1 GP Supervisors (supervising Registrars in GP Terms 1 & 2).

As part of the RACGP requirements, Supervisors of FTE Registrars undertaking GP 3/Extended skills terms are required to spend 1 hour per week in corridor teaching and case discussion. There is no payment for this teaching which is never-the-less regarded as essential for Registrar, practice and patient safety. Supervisors should consider this expectation in negotiating terms and conditions with GP Terms 3/Extended skills Registrars.

Registrars in Level 2 Supervisors are paid for attendance at all educational activities they attend whilst they are the nominated Supervisor for a Registrar in their practice.

## Am I guaranteed to always have a Registrar?

Practices cannot be guaranteed to be allocated a Registrar. This is due to many reasons:-

- The number of Registrars varies from year to year and term to term as they move through different stages of training and intake numbers fluctuate.
- The training practice placement allocation process takes into consideration many factors including the Registrars learning needs and requirements which may affect practice choice.
- As Registrars progress through training they can nominate their own practice preferences. Word of mouth often becomes very important at this point with Registrars sharing their practice and supervision experiences with other Registrars.
- As Registrars complete training they may elect to stay on at a practice and practice capacity may be reduced.

## How can I become a GP Supervisor?

GP Synergy is currently seeking expressions of interest for GP Supervisors across the New England/Northwest region and in specific locations within the metropolitan Sydney area. To register your interest, please contact Dr Jeremy Bunker – [jeremyb@gpsynergy.com.au](mailto:jeremyb@gpsynergy.com.au) or Dr Linda Mann – [lindam@gpsynergy.com.au](mailto:lindam@gpsynergy.com.au)