



Meeting Format: Face to Face
Location: Qantas Meeting Rooms, Melbourne Domestic Airport
Tullamarine VIC
Date: Tuesday 15 May 2018
Time: 10:00am – 1:00pm
Version: 1.00

In attendance:

s47F

Mr David Hallinan

Ms Fay Holden

s22(1)(a)(ii)

Department of Health

Department of Health

Department of Health

Staff:

s47F

Invited Speaker/s**Observer:****Apologies:**

Nil



1.0 Procedural matters

1.1 Welcome, Apologies and Introduction

The s47F opened the meeting at 10:01 AEST and thanked members for their attendance. The Chair invited s47F to the meeting in light of the media coverage regarding registrar survey which alleged bullying in training practices.

All members were in attendance.

1.2 Declaration of Conflict of Interest

The Chair asked the members present for any conflicts of interest. None were declared.

1.3 Minutes of the last meeting:

Minutes of the previous meeting were confirmed as accurate.

Moved: s47F

Seconded: s47F

1.4 Action items from previous minutes:

- **Noted:** Letter to the Ministers' office and any response to append to the Minutes of each meeting.
- **Action:** Issue an open invitation to the Rural Health Commissioner with a list of GPTAC meeting dates to attend a meeting in the future.
Assignee: The Secretariat
- **Action:** Issue SWOT analysis from previous minutes to Minister Mackenzie's and Minister Hunt's office.
Assignee: The Secretariat
- **Action:** RTON – agenda paper from s47F outlining brief summary from the RTO's regarding their perspective on the selection and also impending transition and what issues are arising for the RTO's.

2.0 Federal 2018-2019 Budget Outcomes

2.1 Department of Health Presentation

Please refer to the presentation slides (attached).

3.0 AGPT Transition

3.1 Update on transition process

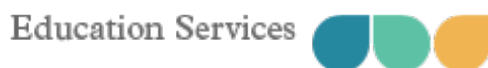
- The working group is focused on the operational issues of transition. Options for continuous improvement considered along the way without looking for making major changes. Initial work on the contractual work of the transition is underway.



- Through stakeholder engagements the findings have shown that there is a lack of the information of what the transition is and isn't. Communications are being developed to clarify arrangements.
- The Department is engaging with GPSA and GPRA to support the mapping of pathways of the AGPT program to help inform transition considerations. KPMG has also been engaged to support this body of work and consult with a range of stakeholders.
- GPTAC broader oversight role and monitoring on how the Department are progressing through the transition. With organisational representation within GPTAC they can have both avenues of input through the GPTAC or through their own organisation. It was suggested that if it's a college related issue to remain with the Colleges, if it's operational it could be presented to the GPTAC for consideration.

3.2 Challenges facing Supervisors with AGPT transition

- s47F talked to this item and opened with explaining that they had a standards terms of conditions for engaging supervisors and support for supervisors in the various training programs.
- s47F said that there has been no real increase in training program supervisor payments for many years. It was suggested to have a payment review and then standardised for registrar training across Australia. Other ways of some diverse supports for regional registrars. GPSA couldn't reach an agreement with a standardised national contract. RTO's are comfortable with their contracts because they are independent organisations and there is some regionalisation and diversity across the nation.
- Contractual obligations – plain language simple contract that shows what is needed and funding and what they are obliged to supply with what they get. Need for some consistency to acknowledge the differences in RTO's and region. Differences between the Colleges, the region and the way registrars are placed within an RTO.
- GPSA used the MCER as a guideline to set up standards of terms and condition and consulted with RTON to look at the principles for working and training as supervisors to ensure a agreed set of principles and foster consistency.
- Sharing of resources – It was noted that there isn't a best practice way of getting the best resource nationally. GPSA encouraged open access to educational resources to offer to registrars.
- Rationalise satisfaction surveys: across the nation there is lower participation rates.
- Diversity of practice requirements - opportunities through the censors to waive requirements within the standards. The appointment of a Rural Commissioner was seen as a step forward in assisting with some of these issues.
- There is a difference for RTO's Practice subsidies, practice contracts are different and some standardised agreement although would be ideal to work towards, was recognised from RTON that they have not come to an agreement. RTON support were in support of Supervisor resources.
- In the transition to the new model, there still needs to be some innovation and opportunities for efficiencies in standardised documentation for supervisors.



Recommendation: During the transition some consideration of standardisation of contract, payments, sharing of resources, reviewing of the teaching payments and salary support with positive discrimination towards those regions of the greatest needs and acknowledging regional variation.

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4.0 Aboriginal and Torres Strait Islander Registrar Training

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5.0 Allegations of training placement bullying

5.1 GPTAC May 2018 / 2017 GPRA Benchmarking Survey on a biennial basis

s47F

presented the GPRA 2017 Benchmarking Survey to the committee.

The survey is conducted on a biennial basis. It is an online Survey with 70 questions, 15 (mandatory) questions. Data collection was in the last quarter of 2017.

- 651 responses collected - around 10% of AGPT registrars.
- The items focused on the GPRA media release and in particular the questions set around the Wellbeing – Stressors in GP training in the questionnaire were the focus of discussion with the committee members.
- The Wellbeing – Stressors questions were based on *beyondblue* National Mental Health Survey of doctors and medical students Doctors.
- How stressed have you been by the following work-related events at any time during your General Practice training?
 - 23.3% experienced being bullied.
 - 35.5% have threats of violence at work.
 - 14.1% sexual harassment (n=455).
 - 6% assaulted
 - 24% racial discrimination
- Further analysis of current and previous datasets for deeper dive into nature of workplace bullying, harassment and violence in GP training (including additional qualitative analysis) to inform response to these issues.
- Consideration of registrar – supervisor relationship issues, acknowledge that good work in progress on the topic for analysis that relationship.
- Workload issues - Unpaid working hours need to be addressed in current NTCER negotiations.
- Response to the article - RTON and RACGP - would look to work together with the other stakeholders/ colleges to resolve some of the issues and work on the solutions.
- These figures are different to ACRRM's data through accreditation visits, getting more detail would put things into context (from GPRA s47F).
- Data that is collected by the Colleges are biased because of who is collating it. Registrars are not telling the truth in the Bi-college surveys and are telling the colleges what they want to hear. There is fear amongst the registrars of being identified and fear of retribution for this.
- The RACGP suggested that the Pre-vocational expert committee to receive a similar presentation from GPRA. It was suggested that the two Colleges auspice a study and lead the review of existing data through the organisations that have it, including the RTO's, the Colleges, and GPRA and then filling the gaps with new information.
- GPSA were very disappointed to how the article was released and was not privy to any discussion before the media release. GPSA don't support any harassment in the workplace and lots of work has gone into a 27 page bullying and harassment document and a GP Supervisor relationship measure. Need to know the hotspots where these incidents are occurring. Need to look towards working through this issue. GPSA expressed fear that there is a real threat that Supervisors and registrars will opt out of the training system.

- That RTO training practices ensure that they have appropriate policies in their practice manuals and have it available to registrars and supervisors. Timely reminder for RTON to send communications to RTO's that there are appropriate policies and processes to follow through.

Recommendation: Zero tolerance of harassment in the workplace of any form was unanimous around the table. GPSA and GPRA to work together in the future to resolve these issues.

Recommendation: That there is a need for more accurate information regarding the wellbeing for supervisors and registrars. Need for some kind of independent review such as *Beyond Blue*.

Action: Secretariat to follow up with President GPRA and s47F to send presentation to the committee for distribution.

Assignee: Secretariat

6. Date of Next Meeting

6.1 Date: Tuesday 21st August 2018

Location: Qantas Meeting Rooms, Melbourne Airport, Tullamarine, VIC.

Time: 10:30am – 1:00pm EST.

Action Items Summary

Item No.	Action	Person responsible	Timeline
1.4	<ul style="list-style-type: none"> • Issue an open invitation to the Rural Health Commissioner with a list of GPTAC meeting dates to attend meeting in the future. • Issue SWOT analysis from previous minutes to Minister Mackenzie's and Minister Hunt's office. • RTON – agenda paper from s47F outlining brief summary from the RTO's regarding her perspective on the selection and also impending transition and what issues are arising for the RTO's. 	The Secretariat The Secretariat The Secretariat	22 May 2018
s47E(d)	<ul style="list-style-type: none"> • Selection papers to be presented at the August 2018 meeting. Include on the agenda. 	The Secretariat	30 July 2018
5.1	<ul style="list-style-type: none"> • Follow up with President GPRA and s47F to send presentation to the committee for distribution. 	The Secretariat	16 May 2018