

INTERIM SPECIFICATION FOR GENERAL PRACTICE REGISTRAR PLACEMENTS FOR IMPROVING MÄORI AND PASIFIKA HEALTH

1.0 BACKGROUND

Māori general practitioners currently number less than 2.7% and Pasifika Island general practitioners less than 1% of the GP medical workforce in New Zealand. Efforts to improve GP care to Māori and Pasifika people may help to improve Māori and Pasifika health and reduce health inequalities in New Zealand. Offering clinical training placement opportunities in Māori and/or Pasifika health providers is intended to stimulate an increase in health outcomes for Māori and Pasifika peoples.

This specification outlines the requirements for the registrars who undertake to complete training placements with Māori or Pasifika health providers or in practices with large Māori and/or Pasifika patient populations as part of their training to become general practitioners.

Terms are defined in the CTA Head Agreement and/or Service Agreement.

2.0 DESCRIPTION OF SERVICE

The programme is intended to support trainees with a commitment to Māori and/or Pasifika health, gain Fellowship of the College of General Practitioners and vocational registration with the Medical Council. The training placements provided under this description will target registrars currently or intending to enroll in the General Practice Education Programme Year One (GPEP1).

The clinical placement programme aims to both increase the number of general practitioners with an interest in working with disadvantaged Māori and Pasifika communities and ensure that upon successful completion of Stage I training and final Advanced Vocational Training, trainees can confidently apply the practical knowledge and skills gained to provide a safe standard of GP care for Māori and/or Pasifika patients.

Registrars on training placement would be required to undertake general practice experience in iwi-based or Pasifika community medical practices or train in practices with large Māori and/or Pasifika patient populations.

2.1 LEARNING ENVIRONMENT

The learning environment will provide opportunities to apply clinical knowledge within a Kaupapa Māori and/or Pasifika health provider setting. Arrangements shall be made for trainees to be placed with accredited general practice supervisors as part of this placement programme.

Training will occur in approved posts in a facility approved by the Royal New Zealand College of General Practitioners (RNZCGPs). Trainees shall be released from GP placements to attend formal training courses, and receive supervision as detailed below.

2.1.1 Formal Teaching Programme

General Requirements:

The formal teaching programme shall consist of the GPEP1 and syllabus as offered and approved by the Royal New Zealand College of General Practitioners. Placements will take place in iwi-based medical practices, or Pasifika community medical practices or practices with large Māori and/or Pasifika patient populations.

General practice registrars should have the opportunity to experience certain important aspects of Māori and /or Pasifika protocol and receive supervision, related to enhancing trainee provision of both clinically and culturally safe general practice medical care for Māori and/or Pasifika patients. These learning experiences and training settings are to be planned and co-ordinated in consultation with the Māori and Pasifika Education Co-ordinator of GP Training to ensure RNZCGP requirements are met and should include:

- A placement that enables registrars to develop their general practice medical skills and knowledge of how to meet the needs of Māori and/or Pasifika patients.
- Ideally the placement should occur in a learning environment that enables registrars to experience the support of knowledgeable Māori and/or Pasifika general practitioners, and offers exposure to traditional Māori and Pasifika support systems (eg whanau, hapu, iwi, families, and communities).
- A learning experience that underpins the key concepts of patient centred care, the generalism of general practice and evidence based medicine¹.

Specific Requirements:

Provision of the placement programme will be linked directly to the GPEP1 Programme study requirements. The teaching component of the programme will be designed to integrate with and be relevant to, the registrar's studies and their clinical "field" work with Māori and/or Pasifika patients and their Whanau/families.

¹ RNZCGP General Practice Education Programme Year One (GPEP1) Syllabus

The curriculum based component of the placement programme will include topics such as:

- Communication studies recognising that good communication skills enable general practitioners to develop effective relationships with all patients
- Clinical studies which define the clinical skills that trainees should gain by the end of the placement programme
- Professional studies focussing on issues central to the role of a general practitioner
- General practice in society recognising that health, illness and the practice of medicine are situated within a broader social context

And will focus on:

- Developing basic competence in conducting consultations with especially Māori and/or Pasifika patients
- An understanding of how to manage acute, traumatic and chronic conditions and perform elective procedures in general practice
- An awareness of the importance of self, in the GP role
- An understanding of the principles of legal/ethical requirements for practice management
- An understanding of the cultural, psychological, environmental, spiritual and economic factors which contribute to the health and illness in society and the impact on the role of the GP

2.1.2 Clinical Placement

The focus of clinical placements will be on expanding clinically based skills within a Kaupapa Māori/Pasifika health context. Accredited general practice teacher (s)/associate teachers and a Māori and Pasifika Education Co-ordinator will be provided to assist trainees to integrate their clinical knowledge with Tikanga Māori and Pasifika custom concepts.

Placements are to be planned and co-ordinated to ensure trainee experiences focus on:

General Requirements

- A supportive environment that enables the trainees to develop general practice skills based on community based, continuous, holistic care within the environment of Māori and /or Pasifika healthcare delivery
- Mentoring to assist the trainee to identify his/her own strengths and limitation
- Planned supervision for general practitioner role development within a Māori and/or Pasifika provider context

- Access to role models knowledgeable in Tikanga Māori health, iwi/hapu health and Pasifika customs health
- Development of trainee's basic Te Reo and Tikanga Māori and Pasifika language and custom skills and knowledge
- Knowledge of other agencies and providers providing Māori and/or Pasifika Health services within the placement region

And will ensure:

- Application of good communication skills that enable the trainee to develop effective relationships with Māori and/or Pasifika patients and their families/ whanau
- Understanding and application of basic Te Reo Māori and Pasifika language
- Application of appropriate general practitioner clinical skills within a Māori and/or Pasifika health context
- Development of practice management skills and knowledge of issues related to general practitioner self care, professional development, teamwork, ethical and legal responsibilities
- Understanding of the general practitioner's multiple role within the environment in relation to recognising and acknowledging traditional Māori and/or Pasifika approaches to well being and the broader social context of practicing medicine in Māori and/or Pasifika Communities
- Development of specialist Māori and/or Pasifika health knowledge through planned practice experience, including application of the principles of cultural safety as applied to all aspects of general practice

Specific Requirements:

- Seeing and completing consultations with Māori and/or Pasifika patients in a Māori and/or Pasifika general practice environment
- Direct consultation (includes visits) oversight by an accredited GP teacher
- Effective communication skills demonstrated in consultation with Māori and /or Pasifika tamariki/children, rangatahi/youth, pakeke/adult patients and their whanau/families
- Records maintained (eg journal/log) of consultations completed
- Experience gained in other key practice roles (eg manager/reception)
- Understanding of the Treaty of Waitangi and the role of Māori and Pasifika provider services in the context of general health services
- Knowledge of effective practice management in the legal and ethical aspects of general practice, especially as it relates to Māori and Pasifika health services
- Recognising and taking effective action to prevent and manage personal stress

2.2 SUPERVISION AND CO-ORDINATION

Programmed activities and trainee progress will be co-ordinated and supervised by appropriately skilled and experienced general practitioners who can adapt their planning approaches, teaching methods and style to suit the cultural needs and experience levels of each trainee and who can employ and access a range of clinical and cultural teaching methods and resources.

Supervision includes ongoing assessments of trainees to ensure the quality of training, educational support, and guidance provided is targeted towards achieving expected Training Programme outcomes.

Co-ordination refers to the recruitment, retention and organisation of support for placement GP trainees and achievement of training outcomes.

2.2.1 Programme Co-ordination

Programme co-ordination at a regional level will be the joint responsibility of the Regional Director and the Māori and Pasifika GP Education Co-ordinator of the Training Programme.

Programme co-ordination tasks will include:

- Organisation and co-ordination of the Training Programme in conjunction with the Regional Director, including utilising clinical Māori and/or Pasifika health experts and facilitating the organisation of clinical placements
- Provision of an accredited GP teacher for each registrar. Where registrars work in iwi or hapu other than their own, links with local kaumatua to provide guidance on local tikanga and kawa should be made available
- Ensuring that training opportunities and exposure to Tikanga Māori and Pasifika customs and associated languages (Te Reo and/or Pasifika) are an inherent part of the placement programme
- Selection of registrar trainees for the placement programme
- Providing advice and guidance to registrars on the syllabus and learning requirements
- Evaluation of trainee clinical placements and cultural experiences
- Clinical Training Agency reporting in conjunction with the Regional and National Director of the Programme

2.2.2 Clinical Supervision

Supervision will be undertaken by accredited general practice teachers who will work with the trainee in a placement approved by the Royal New Zealand College of General Practitioners (RNZCGPs).

Specific Requirements

The GP supervisor will ensure that:

- The level of supervision required suits the trainee's level of knowledge and skills
- There are regular reviews of each trainee's progress and skill development
- They provide regular reports to the GP Māori and Pasifika Education Co-ordinator of the training placement programme
- That guidance and advice is provided regarding the development of attitudes, knowledge and skills required to meet the RNZCGP's training standards
- That guidance and advice are provided to trainees regarding the provision of culturally appropriate care for Māori and /or Pasifika patients
- Provide one and a half hours per week of uninterrupted individual teaching for the duration of the clinical placement. The content of this individual supervision is to be determined by both parties and may include academic discussion, examination preparation, observed interviewing and clinical supervision as appropriate

2.2.3 Educational Supervision

A GP Māori and Pasifika Education Co-ordinator in conjunction with the Regional Director will be responsible for: recruitment, retention and support of the Māori and Pasifika health placement GP trainees, the recruitment, development and support of GP teachers as well as contributing to the development of the Intensive Clinical Training Programme Māori and/or Pasifika syllabus including educational resource development.

Specific Requirements

The GP Māori and Pasifika Education Co-ordinator of Training will ensure:

- Trainee attendance at seminars, and that their academic progress is monitored and trainees whose progress does not match expected standards are supported with regular verbal and written feedback
- A clear line of responsibility exists from patient through registrar to an accredited general practice teacher for the time the registrar is attached to a service provider
- The GP teacher supervises not more than two registrars at any one time without their (Māori and Pasifika GP Education Co-ordinator's) approval
- The GP teachers have the training and support to meet RNZCGP standards of training supervision

- Meet regularly with the Māori and Pasifika Education Coordinator to ensure all RNZCGP requirements for clinical experience are met

2.3 EXPECTED TRAINEE OUTCOMES AND KEY MILESTONES

On completion of the training programme, GP registrars on the Training Programme will have acquired the clinical and interpersonal skills, knowledge and attitudes required for effective patient consultations. Registrars will be able to demonstrate competence in:

- Communication skills appropriate to GP consultations
- Providing appropriate advice to Māori and/or Pasifika patients, caregivers and whanau/families as part of the long term relationship in managing chronic illness and disability
- Managing common acute and traumatic conditions and perform GP elective procedures
- Forming effective relationships with Māori, whanau, hapu and iwi or Pasifika communities as appropriate
- Understanding the special demands of working as a general practitioner

2.3.1 Key Milestones

Successful completion of the training placement programme including:

- Accredited GP teacher assigned to each trainee
- Regular attendance at scheduled seminars and workshop training sessions
- Successful placement with iwi or Pasifika based medical practices or practices with large Māori and/or Pasifika patient populations
- Demonstrated competence in dealing with Māori and/or Pasifika patients and their whanau/families
- Successful completion of all Programme syllabus requirements
- Progression to Stage 2 “Advanced Vocational Education”

2.3.2 Trainee Outcomes

The trainee will utilise professional judgement, ethical decision making, and develop interpersonal skills and knowledge of general practice to perform as a competent practitioner in a Māori and/or Pasifika health service environment.

This is likely to include achieving competence in the following areas:

- skills in assessment, diagnosis, treatment, referral and liaison within the provider environment and across marae, broad community, day patient, outpatient settings
- assessment of whanau/family needs, in order to formulate and implement intervention strategies based on a sound body of knowledge both clinical and cultural

- extension and/or further development of Te Reo and Tikanga Māori or Pasifika language and custom skills
- application of effective knowledge and practice as a proficient general practitioner within Māori and/or Pasifika health services
- achieving progress and confidence in the scope of general practice

2.3.3 Client/Service Outcomes

As a result of this Training Programme, the number of GP registrars with knowledge and understanding of Māori and Pasifika issues will be increased. GP registrars will contribute to enhanced service outcomes including:

- Attaining an acceptable level of understanding of the theoretical concepts of Māori and Pasifika health
- Successfully integrating Māori and Pasifika models and perspectives of health with general practice principles and concepts of community based, evidence based medicine and comprehensive patient centred care

3.0 ELIGIBILITY

3.1 TRAINEE ELIGIBILITY

Registrars must:

- Be accepted by the RNZCGP into the training placement programme; and
- be formally registered as a trainee with the RNZCGP and
- have shown a commitment to improved health gains for populations impacted by poor health status and;
- have a demonstrated commitment to improved health outcomes for one or more of the following: Māori, Pasifika, child and youth, older people and rural communities and;
- have shown awareness, understanding and commitment to working in the areas of Māori or Pasifika health, and/or;
- have had experience in working in a Kaupapa Māori, Māori health or Pasifika health setting, and/or;
- have endorsement from one of the following: kaumatua/elders, Iwi, Māori, Pasifika community or health providers.

Medical graduates who do not meet the above criteria may be considered on a case by case basis.

3.2 PROVIDER ELIGIBILITY

Training for placements will occur in a post and facility, approved by the RNZCGP. Programme provision is expected to comply with the Syllabus for Intensive Clinical Training programme of the General Practice Education Programme (RNZCGP, 1st Edition; 2000).

Providers should be able to demonstrate:

- Endorsement from local iwi or a significant Māori and/or Pasifika GP representative group
- Good understanding of the core elements of general practitioner medical teaching
- Good understanding of the competencies of general practitioner medical practice
- Good understanding of Māori and Pasifika health values, traditions and practices

4.0 LOCATION AND SETTING

Any subcontracting of the formal teaching programme and/or some of the approved posts can only occur with the prior written consent of the Clinical Training Agency. When approved posts are subcontracted to other providers to ensure appropriate rotation schemes, the posts must be approved by the RNZCGP and qualified supervisors must be available to provide primary and Māori and/or Pasifika health supervision.

5.0 ASSOCIATED LINKAGES

You will have established linkages with the following:

- RNZCGP
- Te Ohu Rata o Aotearoa (Māori Medical Practitioners) and other Māori and/or Pasifika Health professional body as appropriate
- Relevant Māori and/or Pasifika health service providers
- The provider of the relevant formal teaching component of the Intensive Clinical Training Programme.
- Other relevant health training programmes.
- Patient advocates for Code of Health and Disability Services, Consumer Rights and Privacy Issues.
- Local iwi and Pasifika representatives

6.0 PURCHASE UNIT AND REPORTING UNIT

6.1 PURCHASE UNIT

A general practice registrar/trainee who meets the eligibility criteria set out in Section 3.1.

6.2 REPORTING UNIT

A trainee's progress in relation to the expected outcomes

7.0 QUALITY STANDARDS: PROGRAMME SPECIFIC

*This section should be read in conjunction with Schedule 1 Part 3 the CTA contract document, which specifies **generic** quality standards for all programmes provided under the contract.*

7.1 TRAINEE OUTCOMES

A plan for the evaluation of the trainees' performance and progress will be available. This will provide a base line established from the preliminary evaluation of the trainee's entry level of clinical competence, ongoing monitoring of progress towards these outcomes as well as final assessment against the stated outcomes.

The assessment plan shall allow for guided self-assessment and GP teacher assessment.

7.2 PLACEMENT EVALUATION

A quality improvement plan is required to monitor the effectiveness of the programme both during, and on completion of the programme. This plan will incorporate regular feedback from trainees and the general practice teacher, and will:

- Ensure that GP teachers and mentors are clear about their role.
- Regularly evaluate the effectiveness and feasibility of the clinical teaching and mentoring processes.
- Ensure there are processes in place to identify trainees who require additional clinical support and that appropriate action is taken.

7.3 CLIENT/SERVICE OUTCOMES

A process will be implemented for measuring the effectiveness and efficiency of the programme. It will include the impact of the programme on:

- Recruitment and retention to the national health workforce of GPs with a commitment to work in disadvantaged Māori and Pasifika communities

- Performance against client and service outcomes and milestones as detailed in Section 2.3.3 above

8.0 REPORTING REQUIREMENTS: PROGRAMME SPECIFIC

The CTA Head Agreement requires that the report include a summary of the programme. The summary should refer to the outcome of the quality management plan and the specific quality standards (see Section 7.1. above).