

Competencies arranged by Milestone

CONSOLIDATION LEVEL

The specialist GP as a communicator

Capability	Theme	Consolidation level competencies
Communicate effectively with patients and families	Patient-centred communication	Consistently communicate effectively, respectfully and empathically with patients, families and carers
	Communication where there are language barriers	Adapt style and utilise resources to effectively communicate with patients where there are language barriers
	Navigating challenging conversations	Effectively and clearly communicate in challenging situations, including where there is uncertainty
	Shared decision making	Counsel patients on the benefits and harms of diagnostic and management options to support shared decision-making
	Therapeutic relationship	Establish and maintain therapeutic relationships that can navigate differences of opinion
	Navigating transference and countertransference	Identify and manage transference and countertransference

Capability	Theme	Consolidation level competencies
Practice culturally respectful, responsive and safe communication	Communicating with Aboriginal and Torres Strait Islander Peoples	Demonstrate culture responsiveness by appropriate communication, interaction and rapport building with Aboriginal and Torres Strait Islander Peoples, including when diverse perspectives, contexts and historical events may have an impact
	Communicating with culturally and linguistically diverse peoples	Integrate the cultural experience of the patient to demonstrate culturally safe and effective communication with patients and families
Communicate relevant information efficiently to others involved in a patients care	Team communication and handover	Effectively and efficiently communicate with the care team in a manner that helps others frame their care of the patient
	Communication with others in the practice	Effectively and constructively communicate with others in the practice to achieve optimal outcomes

The specialist GP as a clinician

Capability	Theme	Consolidation level competencies
Provide person-centred and comprehensive care, using a biopsychosocial approach	Person-centred approach	Acknowledge and respect patients' experiences and perspectives and integrate these into care
	Comprehensive care with continuity	Provide comprehensive care for a wide range of conditions and utilise the opportunities of continuity of care
	Strengths based approaches with Aboriginal and Torres Strait Islander Peoples	Integrate the cultural strengths, needs, and appropriate resources for Aboriginal and Torres Strait Islander Peoples to enable the delivery of person-centred care
	Trauma-informed	Start applying trauma-informed care principles into clinical practice by creating a safe, supportive environment, actively listening to patients, and recognising the impact of trauma on their health
Conduct consultations to effectively facilitate care	Consultation management	Demonstrate a structured approach to consultations including negotiating and prioritising agendas and health issues to optimise the consultation potential

Capability	Theme	Consolidation level competencies
Apply expert medical knowledge and skills in assessing and diagnosing conditions	Clinical information gathering	Efficiently obtain relevant history, perform a focused examination and considering the general practice context, the appropriate investigations to inform care
	Diagnostic reasoning	Demonstrate proficiency in clinical problem solving with the ability to adapt reasoning based on emerging information and priorities
Manage the full range of presentations including providing first contact access	Urgent, emergent, time sensitive care	Have a structured, rational approach to assessment that prospectively assesses deterioration risk to anticipate and manage urgent and emergent conditions, including provision of advanced life support
	Management planning	Develop management and follow up procedures, referral, appropriate review and safety netting
	Prescribing	Undertake rational, safe prescribing and medication monitoring
	Procedures	Safely undertake procedures appropriate to context and skill levels
Manage uncertainty and assess undifferentiated presentations	Management of uncertainty	Manage uncertainty and complexity with appropriate safety-netting and use of time as a diagnostic aid
	Assessment and management of undifferentiated presentations	Assess and manage a wide range of presentations with appropriate safety-netting
Promote health and deliver preventive care	Promoting health and wellbeing	Integrate understanding of stages of change and harm minimisation into evidence informed personalised preventive care
	Health education and health literacy	Anticipate potential health knowledge needs and prospectively provide relevant information
	Aboriginal and Torres Strait Islander Peoples	Integrate preventative healthcare with Aboriginal and Torres Strait Islander Peoples by understanding the importance of self-determination and community-led approaches
	Public health	Appropriately notify and/or intervene regarding public health risks

The specialist GP as a health advocate and leader

Capability	Theme	Consolidation level competencies
Advocate for access to care	Advocate for individual patients	Facilitate access to care for individuals
	Addressing health inequality and inequity	Identify and address causes of systemic disadvantage that impact local community health and access to care
	Aboriginal and Torres Strait Islander health	Apply knowledge of health inequities to provide patient-centred, strengths based and culturally safe care to Aboriginal and Torres Strait Islander Peoples and communities
	Systemic causes of inequity, including discrimination and racism	Identify advocacy opportunities to address systemic healthcare barriers that are relevant to the general practice context and participate when feasible and reasonable
Coordinate care and lead healthcare teams	Working within a multi-disciplinary team	Collaborate with health care teams to provide effective, efficient patient-centred care
	Aboriginal and Torres Strait Islander health	Work collaboratively with Aboriginal and Torres Strait Islander health experts within the healthcare team
Responsibly steward healthcare system utilisation	Rational use of Australian healthcare system	Utilise healthcare resources judiciously and maintain compliance with program guidelines
Promote practice quality, safety and viability	Technology	Use eHealth systems and technology tools to support patient care taking into consideration their benefits and risks
	Practice systems	Effectively use the full range of practice systems in general practice to provide safe quality care
	Near misses and adverse events (including critical incidents)	Analyse individual and system factors that contributed to near misses and adverse events (including critical incidents) and identify mitigating initiatives
	Quality improvement initiatives	Participate in and generate new quality improvement initiatives
	General practice as a business	Understand the general practice environment and the essentials of business that influence practice viability
	Safe workplaces	Address issues that are impacting on the physical, mental and cultural safety of the general practice work environment

The specialist GP as a professional

Capability	Theme	Consolidation level competencies
Behave in a professional and ethical way	Professional behaviour	Conduct oneself professionally and identify and address risks to professional conduct by oneself and others
	Therapeutic boundaries	Identify threats to therapeutic boundaries and manage these professionally
	Ethical issues	Have a strong understanding of medical ethics in the general practice context and the skills to address challenges to ethical behaviour
Practice self-care	Self-care	Practice self-care whilst working and identify available supports relevant to the GP context
Engage in reflective practice and ongoing learning	Feedback and learning	Develop processes and relationships that provide ongoing feedback on performance including peer benchmarking. Undertake professional development and make effective changes to practice based on feedback
	Reflective practice	Regularly engage in reflective practice during consultations, adapt as needed in real time, and describe influence on future practice
Understand own professional competency	Self-evaluation to enhance care provision	Effectively judge the quality of the care one provides, and institute measures to improve one's own practice
	Cultural competency	Demonstrate awareness and critical reflection of personal values, beliefs, attitudes and power differentials in delivering safe care
Meet legal and duty of care responsibilities	Legal obligations	Recognise, manage and seek help for complex legal issues in general practice including where there are issues around capacity for consent or conflicting duties of care
	Medical records and reports	Compile information from clinical records to write a factual synthesis for a medicolegal report

The specialist GP as a scientist, educator and researcher

Capability	Theme	Consolidation level Competencies
Integrate best available scientific evidence into practice	Critical appraisal and integration of evidence	Access, appraise and integrate clinical guidelines and other research evidence into clinical decisions
Support learning and improvement through education, mentoring, and engagement with research	Educator and mentor	Participate in mentoring, support, constructive feedback and effective education for junior doctors and colleagues
	Research literacy	Demonstrate a basic understanding of common research methods used in the general practice context and the research questions they can answer
	Research engagement	Identify research participation opportunities in general practice. Identify populations who are underrepresented in research relevant to general practice
	Aboriginal and Torres Strait Islander health research	Identify opportunities to integrate culturally safe and strengths-based research principles into primary care and recognise gaps where further research can strengthen Aboriginal and Torres Strait Islander health outcomes