

## The specialist GP as a health advocate and leader

This role includes the work a specialist general practitioner does to support patients and communities, lead healthcare teams and manage the provision of care in safe, sustainable practices and systems.

Milestone competencies					
Capability	Theme	Entry	Foundation	Consolidation	Fellowship
Advocate for access to care	Advocate for individual patients	Identify barriers to healthcare for patients	Recognise potential approaches to addressing barriers to healthcare for patients	Facilitate access to care for individuals	Use innovative approaches to overcome obstacles to care for individuals
	Addressing health inequality and inequity	Identify the determinants that contribute to poorer health outcomes in population groups	Identify culturally appropriate health services to support individuals from specific population groups to optimise health	Identify and address causes of systemic disadvantage that impact local community health and access to care	Identify strategies to improve health equality and equity in the local community
	Aboriginal and Torres Strait Islander Health	Identify some factors contributing to the health inequities experienced by Aboriginal and Torres Strait Islander Peoples	Understand the key social, colonial, historical and systemic factors contributing to health inequities experienced by Aboriginal and Torres Strait Islander Peoples	Apply knowledge of health inequities to provide patient-centred, strengths-based and culturally safe care to Aboriginal and Torres Strait Islander Peoples and communities	Identify opportunities for engaging with Aboriginal and Torres Strait Islander health organisations and health leaders that are progressing health equity and support their efforts to inform policy development and health system reform
	Systemic causes of inequity, including discrimination and racism	Recognise that there are systemic healthcare barriers that discriminate against specific population groups resulting in health inequity	Identify potential approaches to addressing systemic healthcare barriers	Identify advocacy opportunities to address systemic healthcare barriers that are relevant to the general practice context and participate when feasible and reasonable	Advocate for systemic changes to optimise health outcomes

**The RACGP progressive capability profile of the specialist general practitioner**  
(second edition)

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Coordinate care and lead healthcare teams	Working within a multi-disciplinary team	Work respectfully and collaborate effectively with colleagues in healthcare teams	Identify patient care needs and coordinate care with relevant team members	Collaborate with health care teams to provide effective, efficient patient-centred care	Lead collaborative healthcare teams providing continuity, and efficient, effective care respectful of patient preferences
	Aboriginal and Torres Strait Islander health	Recognise and respect the unique knowledge and perspectives of identified Aboriginal and Torres Strait Islander health experts including Aboriginal and Torres Strait Islander health practitioners, workers, liaison officers, nurses, psychologists, specialists other culturally relevant allied health experts	Identify opportunities for Aboriginal and Torres Strait Islander health experts to be part of the healthcare team	Work collaboratively with Aboriginal and Torres Strait Islander health experts within the healthcare team	Provide opportunities to elevate Aboriginal and Torres Strait Islander health expertise to strengthen culturally informed and responsive care that improves health outcomes
Responsibly steward healthcare system utilisation	Rational use of Australian healthcare system	Understand the Australian healthcare system structure and the concept of resource limitations	Use the healthcare system in the context of general practice and rationally use resources	Utilise healthcare resources judiciously and maintain compliance with program guidelines	Utilise health system resources responsibly, effectively and efficiently

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Promote practice quality, safety and viability	Technology	Understand that effective use of technology and eHealth systems can optimise patient care	Use eHealth systems appropriately in the delivery of patient care	Use eHealth systems and technology tools to support patient care taking into consideration their benefits and risks	Use developing technology and eHealth systems in practice to optimise patient care
	Practice systems	Understand systems-based approaches to safe quality care	Utilise core practice systems in general practice to provide safe quality care	Effectively use the full range of practice systems in general practice to provide safe quality care	Contribute to identifying and implementing improvements in practice systems
	Near misses and adverse events (including critical incidents)	Identify, report and debrief with a supervisor after near misses and adverse events (including critical incidents)	Identify and discuss with supervisor, near misses and adverse events (including critical incidents) in the general practice context	Analyse individual and system factors that contributed to near misses and adverse events (including critical incidents) and identify mitigating initiatives	Participate in or lead review of near misses and adverse events (including critical incidents) and support quality clinical governance in own practice
	Quality improvement initiatives	Understand the principles of quality improvement	Understand how quality improvement principles can be applied in general practice	Participate in and generate new quality improvement initiatives	Identify and lead quality improvement initiatives
	General practice as a business	Recognise key differences between the business elements of general practice and hospitals	Recognise the value of clinical services provided and how that contributes to the practice as a business	Understand the general practice environment and the essentials of business that influence practice viability	Understand the basis of the management of a general practice as an ethical, legal and viable business
	Safe workplaces	Identify issues that can arise in ensuring physical, mental and cultural safety of the work environment as it applies to staff as well as patients	Participate in ensuring the general practice work environment is physically, mentally and culturally safe and supported	Address issues that are impacting on the physical, mental and cultural safety of the general practice work environment	Actively promote a work environment that is physically, mentally and culturally safe and supportive, which facilitates clinical safety