

## The specialist GP as a professional

This role includes the professional elements of being a specialist general practitioner, including self-care, reflective skills, continual improvement and legal and ethical responsibilities.

Milestone competencies					
Capability	Theme	Entry	Foundation	Consolidation	Fellowship
Behave in a professional and ethical way	Professional behaviour	Integrate professional codes of conduct into practice	Integrate professional codes of conduct into practice in the general practice setting	Conduct oneself professionally and identify and address risks to professional conduct by oneself and others	Be an exemplar of professional behaviour and consistently follow professional codes of conduct in practice and reflect on own adherence. Understand own role as part of a collective to follow expected professional standards
	Therapeutic boundaries	Recognise and respect therapeutic boundaries, seeking assistance when needed	Recognise threats to therapeutic boundaries and know how to access support in maintaining therapeutic boundaries	Identify threats to therapeutic boundaries and manage these professionally	Identify potential threats to therapeutic boundaries and take preventive measures to preserve therapeutic boundaries
	Ethical issues	A strong commitment to ethical practice, including seeking advice from senior colleagues when needed	Understand key ethical issues in the general practice context	Have a strong understanding of medical ethics in the general practice context and the skills to address challenges to ethical behaviour	Understand and navigate complexities in ethical practice to achieve a high level of ethical practice
Practice self-care	Self-care	Recognise the importance of self-care	Recognise the importance of personal health and wellbeing and practice self-care in the GP context and identify strategies to achieve this, including seeking professional advice when needed	Practice self-care whilst working and identify available supports relevant to the GP context	Develop and implement plans to enhance personal wellbeing to allow for optimal professional performance and support colleagues in practicing self-care

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

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Engage in reflective practice and ongoing learning	Feedback and learning	Seek feedback with a willingness to change, identify learning needs and address these	Seek, engage and respond to feedback on performance. Identify learning needs, and access resources and support to address those in the general practice context	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	Foster environments that encourage feedback and participate in professional development relevant to current and future practice
	Reflective practice	Engage in reflective practice during interactions, demonstrating self-awareness	Engage in reflective practice during consultations and engage in dialogue about own performance	Regularly engage in reflective practice during consultations, adapt as needed in real time, and describe influence on future practice	Proactively engage in reflective practice and utilise it to continually improve
Understand own professional competency	Self-evaluation to enhance care provision	Identify professional limitations and seek appropriate help as required	Identify professional limitations and seek appropriate help as required in the general practice context	Effectively judge the quality of the care one provides, and institute measures to improve one's own practice	Have strategies to identify quality practice in unfamiliar environments and be able to judge one's own provision of care in any setting
	Cultural competency	Understand that a clinician's cultural lens impacts on patient care and respect different cultural perspectives	Understand and use basic strategies to manage the impact of your cultural lens and privilege on patient care, in the context of general practice	Demonstrate awareness and critical reflection of personal values, beliefs, attitudes and power differentials in delivering safe care	Undertake regular critical reflection on own practice and utilise insights to continually improve cultural safety of patient care
Meet legal and duty of care responsibilities	Legal obligations	Respect and understand key legal principles such as privacy, confidentiality, certification, duty-of-care and informed consent	Understand and respect duty-of-care and legal responsibilities in the general practice context	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	Manage complex legal issues in practice
	Medical records and reports	Maintain accurate and thorough clinical records	Provide and/or access resources to support provision of accurate medico-legal documentation	Compile information from clinical records to write a factual synthesis for a medico-legal report	Synthesise clinical information for accurate medico-legal reports which may include providing a professional opinion