

Pre-approved alternative model: Practice diversity

RACGP Education Services | Quality and Compliance



1. Introduction

The objective of this document is to outline the structure and requirements of the Pre-approved alternative model – Practice diversity. The model can be used by training organisations to meet diversity requirements for general practitioners in training (GPiT) through appropriate additional experience and learning opportunities.

This model fits within the framework for alternative models for training that sits alongside the '[RACGP Standards for general practice training 3rd edition](#)'. This alternative model has been evaluated and pre-approved for training organisations to use. Within this framework, training organisations can implement this model in consultation with their state censors.

The purpose of the model is to provide opportunities for GPiTs to gain further knowledge of, and exposure to, different practice management systems, supervisors and patient populations to meet practice diversity requirements.

2. Scope

This model of alternative training outlines processes to meet diversity requirements outlined in the '[RACGP Standards for general practice training 3rd edition](#)' (criterion 2.3.2.2), '[RACGP Vocational Training Pathway – Requirements for Fellowship](#)' and '[A guide to managing practice diversity](#)'.

GPiTs are required to have exposure to at least two different supervisors and two different practice management systems. In addition to this, there is a requirement to be exposed to diverse patient populations. The best way to meet this requirement is to have experience across different practices.

However, in certain circumstances there may be significant challenges for a GPiT to train in different practices, particularly in rural locations. Training organisations are able to support GPiTs with relevant exemptions to meet diversity requirements through additional activities.

This model aims to provide details of approved additional activities to support GPiTs in meeting practice diversity through alternative means. The model may be applied to meet:

- practice diversity requirements – When a GPiT has an approved exemption to remain in one practice or location
- clinical diversity – When the patient presentations are of a limited range; for example, reduced paediatric or elderly patient presentations. Aspects of this model can be used to supplement learning and experience.

3. Alternative models for meeting practice diversity

a. Composite posts

The use of composite posts enables the GPiT to work across different practices, providing the opportunity to experience different practice environments and supervision. A composite post structure provides a flexible option to meeting diversity and could be applicable in some circumstances.

Details on how the composite posts may be structured can be found in the [RACGP Vocational Training Pathway – Requirements for Fellowship](#) and 'A guide to managing practice diversity'.

b. Additional activities

Where a GPiT is approved to remain in a single training location, appropriate additional activities are required to meet all aspects of training requirements. Options are detailed below.

(i) Practice management

1. Complete the following three modules in the general practice management toolkit of the RACGP:

- business structures ([module 3](#))
- practice teams and leadership ([module 6](#))
- clinical governance ([module 12](#))

2. Visit an alternate practice to review different practice management software and medical records system.

3. Complete a reflective activity/case study focusing on:

- benefits and risks of the two business models identified
- attributes of effective working groups
- comparison and contrast of the clinical governance across the two practices.

(ii) Supervision

The requirement to have at least two different supervisors may be satisfied in different ways; for example:

- having a supervision team with more than one accredited supervisor providing supervision
- an additional supervisor using the remote supervision model.

(iii) Patient population

The GPiT must demonstrate evidence of scope of practice, as outlined in [RACGP's definition of general practice](#).

Comprehensiveness of practice could be demonstrated through the following alternatives:

- Logbook of 100 consecutive patients, including details such as age, sex, presenting complaint/s, acute versus chronic and use of health-promotion/preventative health practices
- Audit of the last 100 patients seen outlining the same as above
- Report of the patients seen over the past month, detailing scope of practice, as outlined above, using a data-extraction tool (eg PEN CAT)

Where limited exposure to certain population groups is identified for the GPiT:

- specific learning modules or courses can be added to the usual training program; or
- the GPiT can arrange clinical attachments to increase exposure to specific groups; for example, aged care facilities and paediatric clinics.

4. Alternative options for meeting clinical diversity

Some GPiTs may meet practice diversity requirements, but have limited exposure to certain population groups. It is important for them to broaden their knowledge and experience through self-directed study, as well as dedicated clinical exposure.

GPiTs should be aware of the need for broad patient exposure and should actively work with the practice manager and supervisor to ensure a full range of patients presenting to the practice are allocated to the GPiT. Depending on patient preferences and consent, opportunities may be available within the practice for the GPiT to increase clinical exposure; for example, a male GPiT sitting in with a female GP doing women's health.

Additional options to upskill and/or access additional clinical exposure may include:

- women's health – Family planning clinics, antenatal clinics and gynaecology outpatient clinics
- aged care – Residential aged care facilities, geriatric outpatient clinics and geriatric outreach teams
- dermatology – Clinical attachment with dermatologist
- men's health – Completing online modules.

5. Applying the model

- Training organisations should assess each GPiT's progression through the training program, incorporating how the GPiT will meet diversity requirements. Eligibility for application of this alternative model may be considered at the discretion of the training organisation.
- Appropriate gap identification, training plan and evidence of completion must be documented by the training organisation.
- Training organisations are able to determine which GPiTs are eligible to complete the program based on individual prior experience assessments.
- Training organisations may choose to apply aspects of the process to all GPiTs within a cohort.
- If the training organisation does not have an RACGP-approved alternative model for practice diversity in place, the training organisation is required to notify the RACGP the first time the model is being applied.

6. Associated documents and forms

- Guidelines for use of pre-approved alternative models of training
- Notification for use of a pre-approved alternative model of training

7. References

- [RACGP Standards for general practice training \(3rd edition\)](#)
- [A guide to managing practice diversity](#)
- [RACGP Vocational Training Pathway – Requirements for Fellowship](#)

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