



RACGP

GPs in Training Wellbeing Committee annual report

November 2025

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We acknowledge the Traditional Custodians of the lands and seas on which we work and live, and pay our respects to Elders, past, present and future.



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Introduction

I am pleased to share the RACGP GPs in Training (GPiT) Wellbeing Committee 2025 annual report. This report demonstrates our ongoing commitment to championing health and wellbeing of our registrars and supervisors as a core priority and aligns with the RACGP strategic priority of building a flourishing GP Workforce.

A 2023 study done by Hoffman, Mullen, and Bonnie¹ showed that 75% of GP registrars reported moderate to high burnout while only 1 in 4 were thriving. This has a ripple effect through our health care system, contributing to workforce shortages, poor patient outcomes and stress on the profession.

As the voice of general practice across Australia, the GPiT Committee recognise that supporting the health and psychological safety of our future GPs is essential to sustaining a strong, resilient healthcare system.

In 2025, the GPiT Wellbeing Committee built on the foundations laid last year, continuing to meet bi-monthly, bringing together a diverse group of registrars, supervisors, medical educators, and RACGP staff. Our 2025 outcomes were developed to ensure that registrars are supported professionally and personally throughout their training journey, and that wellbeing is embedded into every aspect of their experience.

A key focus for this year has been the implementation of the Action Plan for Every Doctor Every Setting (EDES), Framework². The official launch of the EDES Action Plan took place on 21 February 2025 at the Psychological Safety Summit. The EDES Framework provides a comprehensive strategy to support mental health and wellbeing of Australian doctors and medical students, while the Action Plan focuses on practical implementation strategies and prioritisation.

This report highlights the work of the GPiT Wellbeing Committee from November 2024 to November 2025 which in itself is a key deliverable of the EDES Framework.

As Chair, I deeply value the work of the GPiT Wellbeing Committee and am excited and encouraged by the meaningful progress that has been made to enhance the wellbeing support offered by the RACGP.

Dr Vanessa Moran

Chair, GPs in Training Wellbeing Committee
RACGP National Deputy Director of Training



Outcomes, key achievements and next steps



In 2025, the GPiT Wellbeing Committee determined the following key outcomes:

2025 GPiT Wellbeing Committee outcomes

- 1 Ensure the GPiT Wellbeing Committee remains cohesive and collaborative between the RACGP Stakeholders.
 - 2 The RACGP will demonstrate its commitment to Every Doctor, Every Setting Framework by setting and mapping it's actions and initiatives to the Framework.
 - 3 The GPiT Wellbeing Committee has a structured approach and opportunity for the development of ideas and initiatives to present to the RACGP.
 - 4 The GPiT Wellbeing Committee reviews and provides feedback on key registrar and supervisor evaluations to inform its initiatives and recommendations to the RACGP.
 - 5 A holistic and nationally consistent resource is developed for GPiT (and preferably all RACGP members) and is evaluated for its effectiveness that address individualised needs.
 - 6 The GPiT Wellbeing Committee ensures the success of the Registrar Wellbeing Program Working Group.
 - 7 Identify connect and support registrars that are educationally, logistically or locationally vulnerable.
 - 8 The GPiT Wellbeing Committee is recognised and valued by all registrars and they have an opportunity to contribute to improving wellbeing.
 - 9 Registrars know the committee exists and can contribute.
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See pages 9–10 of this report for more detail on specific initiatives related to each of these outcomes.

In 2024 the GPiT Wellbeing Committee advocated for a RACGP Registrar Wellbeing Project Working Group to implement their ideas and recommendations. By early 2025, the project was up and running with Dr Julie McClellan appointed as the National Lead Medical Educator, Registrar Wellbeing and Maheshie Jayawickrama appointed as project coordinator.

This project is running ahead of schedule and is currently in its build phase. Wellbeing representatives will play a key role during this phase and in the subsequent rollout of the project across the Australian General Practice Training (AGPT) program, Fellowship Support Program (FSP) and Practice Experience Program (PEP) Specialist. Following the rollout phase, these representatives will continue to lead registrar wellbeing efforts within their region or program, ensuring a culture of psychological safety and wellbeing support is embedded across GP Training.

You can read more about this work on page 7.

In early 2025, the GPiT Wellbeing Committee advocated to the GP training team and Council of Censors for study leave (paid or unpaid) to count towards training. This was agreed to unanimously and study leave; three days per semester, (pro-rata) for registrars sitting exams, is now available to count toward training time.

This change reflects the RACGP's commitment to reducing stress and supporting registrars during critical periods of their training. More information is in the relevant handbook.

In May 2025, the GPiT Wellbeing Committee, was joined by Pamela Spoons, Executive Director of Drs4Drs, who shared valuable insights into the organisation's mission to support the wellbeing of doctors and medical students across Australia.

Pamela walked the Wellbeing Committee through the priorities of the Action Plan and the work of Drs4Drs. Pamela's presentation highlighted the importance of reducing stigma and fostering help-seeking behaviours, encouraging all organisations to align with the framework to create safer, healthier environments for medical professionals.

Pamela commended the committee on their commitment to actioning the EDES Framework.

During 2025, Dr Julie McClellan presented at the Australian Medical Association (AMA) Colleges, Associations and Societies EDES Session in Canberra, on the RACGP's ongoing commitment to registrar wellbeing. Her presentation titled 'From intent to impact' highlighted the tangible actions taken since the commencement of GP training. Following this, Dr McClellan was invited to join the National Leadership Alliance (NLA), which supports the EDES Framework. This is a significant achievement for the RACGP, as Julie brings the first independent primary care voice to the group.

Between June and September 2025, a subcommittee convened to initiate a structured review of all registrar-related policies using an RACGP developed Wellbeing Impact Assessment Framework. This framework, adapted from the World Health Organisation (WHO) Health Impact Assessment (HIA) methodology³ enabled a focused evaluation of policies through the lens of registrar health and wellbeing. A productive start has been made, and it is anticipated that the review and list of recommendations will be complete by the end of 2025.

GPiT Wellbeing Committee's mission statement

'All GP trainees should be well supported professionally and in their personal welfare by the RACGP as they train to achieve their full potential as GPs so they may provide the highest quality of care to their patients. The safety and wellbeing of GPiT is crucially important.'

Further achievements of the committee were:

- reviewed key evaluations from GP Training to identify trends and areas for improvement which include providing additional resources and streamlining ease of access
- welcomed six new committee members
- learned about the RACGP Aboriginal and Torres Strait Islander Cultural and Health Training Framework⁴ and the importance of embedding this into the Wellbeing Committee work
- evaluated publication materials aimed at enhancing awareness of doctors' health and wellbeing
- the Chair of the GPiT Wellbeing Committee and Dr Julie McClellan attended various summits and conferences to speak on the work being done by Wellbeing Committee.

Looking ahead, the Wellbeing Committee will continue to support the EDES Framework and Action Plan, as well as the work of the Registrar Wellbeing Project and its potential expansion to the wider membership. The committee will also strive to embed the Guiding Principles from the Aboriginal and Torres Strait Islander Cultural and Health Training Framework into our 2026 outcomes.

Every Doctor, Every Setting: Action Plan



The EDDES Action Plan is a practical guide designed to bring the Every Doctor, Every Setting (EDDES) Framework into action. While the Framework sets out a national vision to prioritise the mental health and wellbeing of Australia’s medical workforce, the Action Plan translates that vision into concrete steps.

Focusing on implementation and prioritisation, the Action Plan outlines targeted strategies for both immediate and future efforts. It aims to strengthen engagement across the healthcare and education sectors by turning broad principles into specific, coordinated actions.

Structured around five key themes: Leadership, Advocacy, Reporting, Communication and Direct Action, the plan clarifies roles and responsibilities across the sector and is designed to be dynamic and responsive, evolving over the next two years to reflect progress and changing needs.

The RACGP Registrar Wellbeing Project has taken steps to support and implement this action plan through the actions noted in the below table.

Key actions	Alignment with the RACGP Registrar Wellbeing Project
Pillar 1 - PRIMARY PREVENTION - Improve training and work environments to reduce risk.	
Advocate to AMC, medical schools and colleges for standards and curriculum reviews/changes to include psychosocial safety.	Develop a Wellbeing Policy Framework to review RACGP policies that impact registrar wellbeing.
Pillar 2 - SECONDARY PREVENTION - Improve capacity to recognise and respond to those needing support.	
Identify and promote current resources that explain the Ahpra notification process and emphasise the importance of seeking help for health concerns.	Develop resources to support registrars who receive a patient complaint or notification.
Provide notification and mandatory reporting education tailored to career stages and International Medical Graduates (IMGs) transitioning into Australian practice.	Develop educational material to be used in small group learning, include education around mandatory reporting and notifications.
Improve understanding of the impact of reporting notifications on health practitioners.	Upskill RACGP staff to improve their awareness of the impact of notifications and their ability to support registrars going through the stress of a notification.
Create an effective system of support for medical practitioners who receive a notification.	
Pillar 3 - TERTIARY PREVENTION - Improve response to doctors and medical students impacted by mental ill-health and suicidal behaviour.	
Build a lived experience strategy to enhance the EDDES Framework based on stigma reduction evidence and safety.	Share GP stories (in print, video and webinar format) to promote vulnerability and normalise conversations about mental health and wellbeing.

Key actions

Alignment with the RACGP Registrar Wellbeing Project

Pillar 4 - MENTAL HEALTH PROMOTION - Improve the culture of the medical profession to enable wellbeing

Advocate for the integration of clinical supervision or coaching into CPD.

Promote the RACGP Mentor program (CPD-accredited).

Pillar 5 – LEADERSHIP - Improve accountability, coordinated action and monitoring to ensure success:

A national leadership group is resourced to oversee implementation and monitoring of the framework.

Dr McClellan joined the National Leadership Alliance (NLA), which supports the EDES Framework.

RACGP GPs in Training Wellbeing Committee

2025 committee members

Name	Committee position	Role	Location
Dr Vanessa Moran	Chair	National Deputy Director of Training	Newcastle, NSW
Ms Rachael Norris	Deputy Chair	Senior Evaluation Officer	Newcastle, NSW
Dr Daniel Kinsella	Committee member	Supervisor	Bendigo, Vic
Dr Faizy Kakkat	Committee member	Registrar	Sydney, NSW
Dr Jingle Mae Panimdim Villarin	Committee member	Registrar	Oberon, NSW
Dr Khatijah (Kate) Khalilur Rahman	Committee member	Registrar	Melbourne, NSW
Dr Lachlan McPhee	Committee member	Registrar	Brisbane, Qld
Dr Leandri Loots	Committee member	Registrar - RTVS	Salamander Bay, NSW
Dr Leonie Ross	Committee member	Supervisor	Malvern East, Vic
Dr Najia Adnan	Committee member	Registrar	Perth, WA
Dr Philippa Eastwood	Committee member	Registrar	Launceston, Tas
Dr Rebecca Gough	Committee member	Aboriginal Registrar and Registrar Medical Educator	Dubbo, NSW

Name	Committee position	Role	Location
Dr Rebecca Lock	Committee member	National Lead Medical Educator – Australian Defence Force	Sunshine Coast, Qld
Dr Vivin Thomas Mathew	Committee member	Supervisor and previous Practice Experience Program Trainee	Newcastle, NSW
Dr Valerie Quah	Committee member	RACGP Medical Educator	Alice Springs, NT
Dr Julie McClellan	RACGP staff member	NLME – Registrar Wellbeing	Melbourne, Vic
Mr Ari Traucki	RACGP staff member	GPiT Member Engagement Officer	Adelaide, SA
Sarah Chapman	RACGP staff member	Medical Education Support Officer	Sydney, NSW
Kon Kakris	RACGP staff member	Faculty Manager GPiT	Melbourne, Vic

Dr Khatijah (Kate) Khalilur Rahman

'The best thing about being part of the GPiT Wellbeing Committee is having the opportunity to work with an amazing group of GPs, medical educators, registrars and RACGP staff who are deeply committed to supporting and advocating for registrar safety and wellbeing.'

The committee plays such an important role—not only in addressing challenges like stress, burnout, and balancing commitments, but also in ensuring that registrars feel safe, valued, and supported during what can be some of the most demanding years of their careers. It provides a safe platform to raise registrar voices, promote cultural safety, and integrate wellbeing into the core of GP Training in Australia.

I feel honoured to be able to collaborate with such a dedicated team, and I look forward to continuing to work together to bring to life these incredible initiatives that strengthen registrar wellbeing, foster resilience, and create a healthier training environment for GP registrars across Australia.'

Outgoing committee members

We extend our sincere thanks to our 2025 outgoing Wellbeing Committee members for their contributions to the Wellbeing Committee.

Name	Committee position	Role	Committee tenure
Dr Ariel Yam	Committee member	Registrar	September 2023 - February 2025
Dr W D R Himashi Pemasiri	Committee member	Registrar	September 2023 - February 2025
Dr Lucy Hurlstone	Committee member	Supervisor	September 2023 - July 2025

Supporting registrar wellbeing and nurturing our GP workforce



Registrar Wellbeing Project Working Group report – Dr Julie McClellan

I commenced the role as the National Lead Medical Educator – Registrar Wellbeing in October 2024. Doctors' health has been a longstanding passion, so this promised to be a "love" role for me, and it hasn't disappointed.

In this role I sit on the RACGP GPiT Wellbeing Committee and chair the RACGP Registrar Wellbeing Project Working Group. The working group is a dedicated and passionate cross college team with representation from GP Training, the RACGP GPiT Faculty and the RACGP's evaluation and research units.

The purpose of the working group is to scope, develop and deliver a Registrar Wellbeing Program based on the recommendations of the GPiT Wellbeing Committee.

Our working group has achieved a lot since its inception. This has included:

- a detailed review of the RACGP GPiT Wellbeing Committee's recommendations to ensure alignment with organisational strategy and RACGP led research into trainee wellbeing
- completing the scoping, discovery and design phases of the Registrar Wellbeing Project, with 48 key deliverables proposed
- mapping the RACGP Registrar Wellbeing Project to Every Doctor, Every Setting Framework
- developing a business case and receiving formal endorsement from the Executive Leadership Team in March 2025 to build and implement the Registrar Wellbeing Project
- developing a comprehensive evaluation plan for the project. This plan measures project outcomes and will inform future scalability of the project.

The Registrar Wellbeing Project has now entered the build phase.

During this phase, national resources to support registrar wellbeing will be developed. These resources will be rolled out across the AGPT, FSP and Practice Experience Program (PEP) Specialist training pathways from semester 1, 2026.

Excitingly, some foundational resources are close to completion.

These include:

- a dedicated wellbeing webpage to serve as a central hub for information, resources and support
- case studies for use within the core education program, offering scenarios to support reflective learning and discussion
- guidelines for medical educators to promote work-life balance discussions in teaching sessions
- a 'Wellbeing Conversation Starter' resource for use in supervisor teaching sessions.

We have delivered some other key goals on the Wellbeing Committee's 'wish list' for change.

These include:

Wellbeing Wednesdays – monthly wellbeing tips shared with registrars via the RACGP GPiT Facebook page

GPiT Faculty Newsletter Wellbeing Communications – regular wellbeing section promoting key wellbeing supports and events

Data review – collection and analysis of bullying, racism, and discrimination data from GP training reports. This enables identification of trends and areas for improvement

Embedded support – dedicated medical educators and training coordinators have been assigned to every registrar in the AGPT program. A similar 'embedded support' model is being established into the FSP and Practice Experience Program (PEP) Specialist pathways

Wellbeing leadership – medical educator 'Wellbeing Representatives' have been appointed to FSP and Practice Experience Program (PEP) Specialist Pathways and every region in AGPT pathway. This will provide support to the training teams and enhance the frontline wellbeing support offered by the RACGP

The RACGP also now has a primary care voice in national conversations about doctors health. In July 2025, I accepted an invitation to join the National Doctors Health Leadership Alliance – a government-funded peak body that drives a coordinated approach to enhancing the health and wellbeing of the medical profession.

The working group and I remain committed to delivering a high-impact, industry-leading Registrar Wellbeing Project for the RACGP. We look forward to ongoing collaboration with the RACGP GPiT Wellbeing Committee, which continues to inspire and guide this important work.

Dr Julie McClellan

Chair, Registrar Wellbeing Working Group



Dr Faizy Kakkat

'It has truly been amazing to see our committee initially formulate ideas and now see them come to life in the implementation stage. Another one of my memorable experiences over the last year has been continuing to engage in the Wellbeing Committee after having a baby. There were four of us GP registrars who had babies around the same time and I can recall this one meeting where we all introduced our little ones, some of us rocked our babies to sleep on screen while discussing ideas. I thought that was really beautiful, registrars still being able to engage in the committee from home with babies in their hands, it just personifies what the RACGP Wellbeing Committee is all about.'



Dr Lachlan McPhee

'Being welcomed into the Wellbeing Committee as a hospital-year-trainee has been an incredibly rewarding experience. It is clear that this group turns their ideas into advocacy for real action and change. The passion and creativity of the committee members shine through in every discussion, with a shared determination to ensure that wellbeing remains a priority for all GPs in training.'

'It is inspiring to see concepts evolve into tangible outcomes. Particularly now, where the wellbeing of GPs in training is shaping policy and its implementation. The committee has become a true champion of advocacy, and it is exciting to imagine how the work being done now will continue to transform the experience for all registrars, regardless of their clinical setting, for years to come.' Wellbeing Committee is all about.'

Wellbeing 2025 outcomes and initiatives log












The table below summarises the 2025 outcomes identified by the Wellbeing Committee. Each outcome is mapped to the EDES pillars⁵ for coordinated action and linked to key targets, with current progress noted.

A traffic light system is used to indicate progress:

- **Green** – milestones and due dates have been met or are expected to be met
- **Amber** – milestones are behind schedule
- **Red** – milestones cannot be met or are significantly delayed

The table on the following page also lists completed initiatives to date linked to the desired outcomes that directly contribute to improved health and wellbeing. This log will be further expanded as the initiatives currently in progress are completed.

2025 Wellbeing Committee outcomes	Status	Wellbeing Committee initiative	EDES key targets
1 Ensure the GPiT Wellbeing Committee remains cohesive and collaborative between RACGP Stakeholders.		Four Committee Members replaced to maintain cohesion.	1.1, 1.2, 2.2, 3.2,4.1,4.2, 5.2
2 The RACGP will demonstrate commitment to Every Doctor Every Setting Framework by setting and mapping its actions and initiatives to the Framework.		Wellbeing Committee set 2025 outcomes.	1.1, 1.2, 2.2, 3.2,4.1,4.2, 5.2
3 The GPiT Wellbeing Committee has a structured approach and opportunity for the development of ideas and initiatives to present to the RACGP.		RACGP developed Wellbeing Policy Review Framework.	1.1, 2.3, 3.1, 3.2, 4.1, 4.2, 5.2
4 The GPiT Wellbeing Committee reviews and provides feedback on key registrar and supervisor evaluations to inform its initiatives and recommendations to RACGP.		Communication to registrars about study leave.	1.1, 2.2, 2.3,4.1,4.2
5 A holistic and nationally consistent resource is developed for GPiT (and preferably all RACGP members) and is evaluated for its effectiveness that addresses individualised needs.		RACGP developed Wellbeing Policy Review Framework.	1.1, 2.3, 4.1, 4.2, 5.2
6 The GPiT Wellbeing Committee ensure the success of the Registrar Wellbeing Program Working Group.		Dr Julie McClellan joining NLA.	5.1,5.2
7 Identify connect and support registrars that are educationally, logistically or locationally vulnerable.		Recommendation to develop a module on performance anxiety.	4.1,4.2
8 The GPiT Wellbeing Committee is recognised and valued by all registrars and they have an opportunity to contribute to improving wellbeing.		Wellbeing Committee Communications Plan required.	5.2
9 Registrars know committee exists and can contribute.		Plan required.	5.2

Wellbeing and training: a member's view



As part of the Wellbeing Committee, I've had the privilege to consider the complexity that impacts the wellbeing of our GPiT cohort and general practitioners more broadly. Personal, professional, workplace and training environments all impact the registrars, within the context of our medical culture and systems.

Enhancing wellbeing involves unravelling multiple layers of complexity and identifying where we can make an impact. Hearing the voices of our committee and the different experiences that have shaped their interest in advocating for wellbeing has been humbling. Ultimately, optimising the wellbeing of our profession improves patient outcomes.

I'm proud to be involved in the work the RACGP is undertaking to explore how we as the College can impact wellbeing in a positive way for our trainees. I take what I have learned in the committee through to my other roles, considering how to optimise the experience for our Australian Defence Force (ADF) registrars in training and our candidates in fellowship examinations.

I believe that incremental changes over time can result in large shifts, and this is what is needed within doctors' health. To have the opportunity to contribute to systems change is meaningful to me.

Dr Rebecca Lock

GPiT Training Committee Member
RACGP National Assessment Advisor – CCE
RACGP National Lead Medical Educator – ADF

Dr Najia Adnan

'Serving on the Doctors' Well-Being Committee over the past two years has been one of the most meaningful aspects of my medical career. In a field where stress and burnout are often silently endured, this committee provides a much-needed space for advocacy, reflection, and genuine support. I've witnessed firsthand how intentional efforts toward physician wellness can foster resilience, strengthen professional relationships, and ultimately improve patient care. It has been an honour to contribute to a culture that values the well-being of those who care for others.'

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