

Purpose

The registrar contextualised remote supervision placement process (CRSPSP) interview is designed to assess the registrar's flexibility, cultural awareness, team-work skills, willingness to learn, and ability to accept and implement feedback. It is not expected that the registrar will have detailed knowledge of the context of the potential placement location as it is unlikely that they will be familiar with it.

During the interview, a series of case scenarios relevant to the context of the training site will be used to help explore areas that might require skill development, including cultural understanding and attitudes, clinical expertise, and readiness to work with a team in a remote location. The interview will review their current clinical skills and those required, the thought processes behind their decision making in the scenarios, their personal resourcefulness, their insight into their own knowledge and skill gaps, and how they ask for help. It will also identify areas that might need some upskilling before their placement.

It is not an exam about clinical skills, but more a discussion about the context of this placement and the attitudes and skills needed to work there. The scenarios might appear challenging, but they are designed to look particularly for the registrar's approach to these issues. There will also be an opportunity to consider assessments of previous registrar placements, particularly in ensuring resilience and initiative. The aim is to ensure that the registrar is suitable for the planned placement.

Interview

The interview panel is made up of three interviewers: a local or regional medical educator, the remote supervisor (if known), and a senior member of the onsite supervision team. The interview will be led by the medical educator and will be approximately one hour in length.

Interview scenarios are not confidential. Prior to the interview, these scenarios will be adapted and contextualised to be relevant to the training location by the remote supervisor or training site representative. This could occur in discussion with the interview panel immediately before the interview. The interview should not be seen as a barrier, but an opportunity to identify and address gaps in the registrars' skills.

Potential recommendations from the interview

- Upskilling before the placement; for example, emergency skills, palliative care, drug and alcohol, mental health, practical or procedural skills.
- A 'Call for Help' list tailored to the registrar in this placement, where the registrar needs to discuss cases on the list with the supervisor, either at the time of the patient presentation or at the end of the day, until the supervisor is confident they can ask for assistance 'as needed'.
- The registrar needs more face-to-face supervision before they are ready for remote supervision.
- The registrar may be encouraged to participate in a site visit to get to know the community prior to the term commencement and before they commit to it.
- The registrar is not appropriate for this training site at this time and will require another placement location. The registrar may be encouraged to undertake a general practice placement under a normal supervision arrangement and reapply.
- The registrar will need to establish specific skill/knowledge during the orientation period while working with the supervisor onsite.

Registrar CRSP interview scenarios

The CRSP interview is primarily to ensure suitability of the supervisor and of the registrar to the specific context where the training under remote supervision will occur.

This document provides suggested interview questions and scenarios. The interview panel (eg Royal Australian College of General Practitioners [RACGP] medical educator [ME], training site representative, remote supervisor) will adapt the scenarios to be relevant to the context of the training site. Acting roles should also be assigned to panel members as part of this process.

General questions for the registrar

- What are your strengths and weaknesses?
- What do you think the challenges will be in this environment?
- How have you prepared for these challenges?
- Are there areas in which you think you will need to upskill or need more help on-site?
- How will you balance your personal and professional life in this remotely supervised situation?
- Do you think you will need additional IT skills in order to be supervised remotely?

Scenarios

The following scenarios are examples and can be used in whatever way is appropriate. The scenarios are brief and should be adapted to the local situation and context.

For each scenario, the panel will document the support the registrar requires. Outcomes could include:

- The registrar has skills and knowledge appropriate for this scenario.
- The registrar needs to do a course, undertake self-directed learning, or spend time with a specialist to upskill.
- The registrar needs supervision in this area. Develop a tailored 'Call for Help' list; for example, the registrar needs to discuss particular patient presentations with their supervisor.
- During orientation the registrar needs to focus on understanding local resources, practises or pathways for management.
- Establish specific skill/knowledge during orientation period.
- The registrar needs to spend focused time with the cultural mentor.
- The registrar will need encouragement to work in the team appropriately.
- The registrar is not suitable for this placement at this time.

1. Alcohol misuse

CRSP panel role-play

The driver of the local school bus presents asking for a sick certificate on a Tuesday saying they had Monday off after drinking too much on the weekend.

Patient: Hi Doc, It'll just be a quick one. I had the day off again yesterday because I had an almighty headache and couldn't raise myself off the bed. Probably because I spent the whole weekend on the grog. You know how it is.

Doctor: So this is the fourth time in two months you've needed a certificate on a Tuesday. How much are you drinking?

Patient: I lose count at about eight beers. It's only on a Thursday, Friday, Saturday and Sunday night. I don't drink Monday to Wednesday.

Doctor: Are you still driving the school bus?

Patient: Yeah, it's a great job. I love the kids, so don't want them to hear me like a bear with a sore head. I'm probably over the limit when I do go to work on a Monday and probably on a Friday too but I only go on the back roads to pick up most kids, so the cops won't pick me up.

Registrar to describe their approach

Notes for CRSP panel

Does the registrar demonstrate understanding of the issues – alcohol misuse, safety in job, reasons for drinking, eg depression, use of other drugs etc?

Does the registrar consider the following?

- Brief intervention techniques
- Legal obligations
- Provision of retrospective certificates
- Need to discuss with anyone/supervisor
- Limits to confidentiality
- Longer term management

2. Request for analgesia

CRSP role-play

A young woman presents with a three-day history of lower abdominal pain asking for an injection for pain relief.

Patient: (appears shy, avoiding eye contact) I've had a really bad pain for a few days. I have to go to work in an hour and need an injection or something to take the pain away.

Doctor: Can you tell me more about the pain?

Patient: It's really bad and comes in waves. I just need an injection. I'll lose my job if I can't go to work.

Registrar to describe their approach

Notes for CRSP panel

Does the registrar consider the following?

- Cultural appropriateness, local support and facilities
- Potential need for an interpreter or chaperone
- Adequate history including menstrual history
- Safety in consideration of serious options, and possible differential diagnosis list
- Are there ultrasound facilities onsite, in the town or do they need to travel?
- How do you decide whether to send the patient to a larger town?
- Is this a drug-seeker? How will you find out?
- Understanding the patient's agenda versus management of potentially harmful conditions

Medication non-compliance in a high-risk situation

CRSP role-play

A man, aged 75 years, who has been well since a myocardial infarct two years earlier and is working locally as a gardener, presents for repeat prescriptions nine months after the previous ones. Blood pressure is 170/110, sugar 25, proteinuria. He says he have been feeling tired lately and also has some 'reflux' on occasions and would like some medication.

Patient: Hi Doc, I know I'm a bit behind on taking my tablets every day, so that's probably why I've got this pain and my blood pressure's a bit high. I promise I'll do better and take them like I'm supposed to.

Registrar to describe their approach

Notes for CRSP panel

Does the registrar consider the following?

- Motivational interviewing techniques for chronic disease management
- Use of others in the team (eg health workers/nurses, pharmacy options like webster packs, diabetes nurse educators)
- Other factors that make adherence more difficult
- Use of other investigations, such as electrocardiogram or blood tests
- Consideration of when a specialist review would be appropriate

End-of-life care/palliative care

CRSP role-play

A woman, aged 65 years, with end-stage renal disease, has decided to go back 'home to die' and does not want any more dialysis. She does not actually have a house in the community and will be staying with different relatives.

Patient: I'm just sick of being in the city away from everyone. It's not much of a life and I think I'd rather just go back home and see the kids and the grandkids and die happy, than die lonely and miserable in the city.

Registrar to describe their approach

Notes for CRSP panel

Does the registrar consider the following?

- Patient-centred and culturally sensitive care
- Contextualised to local support services, and if this is an Aboriginal person, specific support services for Aboriginal people
- Cultural appropriateness of the support offered
- Family support and the possibility of a family meeting to talk about the plan
- Advocacy for support from local organisations to find stable housing and other supports (eg food)

Emergency/triage

CRSP role-play

A motor vehicle accident has occurred in the local town and three people are simultaneously brought into the clinic/hospital.

Registrar to describe their approach

Notes for CRSP panel

Does the registrar consider the following?

- Purpose of this question is to identify the overconfident registrar, or a registrar who does not understand the importance of teamwork or that remote locations usually have very experienced nurses and health workers
- What local services available (eg other doctors, remote area nurse [RAN], nearby hospital, retrieval services)
- Description of process for triage of multiple emergencies

Unwell child

CRSP role-play

A distressed mother brings her child, aged six months, to see you as he has had vomiting and diarrhoea for the past 24 hours. She is extremely upset with you as she has had to wait 20 minutes in the waiting room. He has not passed urine for the past eight hours and is lethargic. Briefly describe your assessment and management plan.

Mother: You've just left me out there and my baby could have died waiting to get in to see you. Can't you see how sick he is?

Registrar to describe their approach

Notes for CRSP panel

Does the registrar consider the following?

- Settling the mother appropriately, understanding that she might be feeling guilty about not coming earlier
- Manage to stay objective despite the distressed mother
- Contextualise to the ability to follow up (eg admission to the local hospital overnight, other appropriate follow up options)
- Ability to avoid premature diagnosis

Depression and insomnia

CRSP role-play

A local farmer comes in to see you saying that he needs sleeping tablets as he has not been sleeping. He wakes up every morning at 4.00 am, has lost five kilograms in weight, has headaches and has been feeling tired since his wife went to work in the mines three months earlier. He sees her every four weeks but just can't seem to enjoy her company anymore. He has guns at his house.

Patient: Look I'm fine, I just need a good night's sleep or I'll kill myself. It's driving me mad.

Registrar to describe their approach

Notes for CRSP panel

The scenario does not have to be a farmer but might be a policeman, a vet or another doctor. Someone who has easy access to means to suicide.

Does the registrar consider the following?

- Understanding of the local resources
- Appropriate assessment of suicide risk
- Prioritise this patient over other patients, might require another doctor to see their next patient
- What are the local resources?
- Medico-legal issues – mandatory reporting of unsafe possession of firearms (NT, SA, Tas) (eg [www.miga.com.au/Articles/Firearms-and-reporting-obligations-\(1\)](http://www.miga.com.au/Articles/Firearms-and-reporting-obligations-(1)))

Random case analysis review

CRSP role-play

During a session with the remote supervisor, the supervisor is doing random case analysis and finds several young patients who have had a wide range of investigations with no documented reason for having these. The supervisor suggests that the registrar review the screening guidelines for patients aged 20 to 40 years and that they discuss it when they next catch up.

Registrar to describe their approach

Notes for CRSP panel

Contextualise to something the registrar is not likely to know about and how they cope with getting feedback from the supervisor.

Does the registrar consider the following?

- How will the registrar find this information?
- Are they motivated to learn from the advice of someone more experienced than they are?
- Registrar either listens to the supervisor or they try and justify how they do things out of anxiety or ignorance.
- Is the registrar prepared to consider health economics?
- Does the registrar have a growth mindset?

Managing issues with other staff

CRSP role-play

Two different staff members come to see you as patients. Both are stressed and talk very critically about the practice manager. One of them tells you about her suspicions that the practice manager has been taking medication from the pharmacy store for her family. She also has heard that this person might be misusing practice income for her own benefit.

Registrar to describe their approach

Notes for CRSP panel

Contextualise to the local staffing situation, and potential relationship tensions.

Does the registrar consider the following?

- Confidentiality
- Ethical dilemmas in a small community
- How do you avoid being caught up taking sides in individual conflicts?
- How to deal with personal relationship conflicts
- Responsibility in dealing with reported illegal activity