

SNAPSHOT: Principles on the role of the GP in supporting work participation

The General Practitioner (GP) plays a central role in delivering health care to the Australian community. This role includes recognising the health benefits of good work and facilitating recovery at and return to work.

The following Principles relate to GP interactions with individuals experiencing temporary or permanent, physical or psychological health or disability related barriers to participating in work.

Good work is engaging, fair, respectful and balances job demands, autonomy and job security. It is characterised by safe and healthy work practices and it strikes a balance between the interests of individuals, employers and society.



1. GPs perform a patient advocacy role in work participation cases

- GPs act as a trusted adviser and advocate for their patient in relation to realising the health benefits of good work.
- GPs work to empower individuals, make recommendations based on the biopsychosocial model, provide advice on the health benefits of good work, protect patient privacy, and assist patients to access services.



2. GPs provide evidence-based assessment which draws on a patient's work participation goals and context

- GPs provide early and timely support to facilitate work participation, assess functional capacity and seek informed consent and active input from their patients,
- GPs approach patient care in way that maximises work as part of recovery and wellbeing, and provide evidence based support for treatment and diagnosis.



3. Following assessment and initial treatment, the GP in consultation with their patient will determine their role

- GPs provide advice on functional capacity including work ability which can be used by stakeholders to determine work accommodations.
- GPs may adopt different roles over time in line with their patient's changing needs, while continuing to perform a patient advocacy and support role.
 - **3.1** Where GPs perform a medical management role, they work with relevant stakeholders to optimise health outcomes.
 - **3.2** Where the GPs perform a care coordination role, they will draw on support and information from other stakeholders.
 - **3.3** Where GPs refer medical management to another health practitioner, they continue to monitor and support patient outcomes.