Vision Statement for General Practice Training
General practice is the cornerstone of health care in Australia. The AMA is passionate about building a sustainable general practice workforce equipped to respond to the changing health care needs of individuals and local communities.

We believe that maintaining profession-led governance and training structures to support a strong vocational training experience is essential to preserving the integrity, accessibility, and quality of general practice training.

Quality general practice training relies on a clear training pipeline from medical student exposure through to pre-vocational experience and a well-structured and supportive vocational training program. We have a world class system that delivers high quality general practice education and training, and we need to make sure this continues to be responsive to changing health care needs and future health care reforms.

We know that the current delineation of training responsibilities between government, colleges, training providers, and individuals is often difficult to navigate. Variations in how vocational training programs are delivered mean the requirements for Fellowship may be unclear for general practice registrars. Appropriate prevocational rotations are becoming less accessible to trainees, who are often missing out on rotations in areas such as paediatrics, obstetrics, and anaesthetics. As medical graduate numbers increase we must find the supervision and education opportunities in general practice.

The AMA’s vision for general practice training is to develop an appropriately trained and sustainable general practice workforce that meets individual and community needs, serves the most disadvantaged, and achieves health equity. This requires a flexible and integrated national general practice training pipeline, with strong collegial links to the profession.

We need training systems that challenge, support, and mentor general practice registrars to meet the requirements for safe independent practice. We need systems that encourage professional development and lifelong learning as an essential component of maintaining high quality practice. We need systems that support the large investment that supervisors, educators, and registrars make to strive for excellence.

The profession must lead the way to ensure we are training general practitioners who can meet the health care needs of individuals and local communities. We need to use our increasing evidence base to influence selection into general practice, to deliver high quality education and training, and to implement strategies, programs, and initiatives that address workforce demand, supply, and distribution. This will require support from all sectors and will require us to work collaboratively with Commonwealth, State, and Territory Governments to adequately support and resource general practice training.

“We need to produce general practitioners whose patients want to share their journey with, who people see as the first and ongoing primary source of help and expertise, who have the wisdom to help guide them in their personal health needs, help them navigate the system when they need other specialist care, and can coordinate their complex health care needs.”

– Dr Richard Kidd, General practitioner, Queensland
Vision

General practice is the cornerstone of health care in Australia.

A well trained general practice workforce delivers high quality, equitable health care to individuals and communities.

General practitioners are trained to provide a world leading service that is sustainable and responsive to changing community needs.

Core Values

**GP training:**

right skills & competencies

- Equips general practitioners with the right skills and competencies to deliver safe, timely, high quality, comprehensive, patient-centred care.

professional & ethical

- Maintains the highest standards of professional and ethical conduct.

diversity

- Reflects the diversity of our health care system and communities.
- Supports doctors who train and work in rural, remote, or disadvantaged areas.

leadership & governance

- Provides strong professional leadership and governance through the general practice colleges, which consult and collaborate with all stakeholders to enhance the standard of training.

innovative, responsive, evidence-based

- Is high quality, innovative, responsive, and evidence-based.

flexible & integrated

- Provides a flexible and integrated training pathway.

excellence

- Supports teachers and supervisors as mentors and role models to drive excellence in the profession.

well resourced

- Ensures funding is invested into general practice because it is the most efficient area of the health care system.
- Is supported by appropriate organisational structures and resources.

career of choice

- Enhances the profile of general practice as a career of choice.

lifelong learning

- Instils the ethos of lifelong learning in every aspect of care.
A well trained general practice workforce:

safe & independent practice
- Produces vocationally trained doctors capable of safe, independent practice.
- Produces a well-trained generalist with the commitment, ability, skills, and capacity to work in a variety of settings and deliver patient-centred care.

excellence in teaching
- Ensures general practice supervisors and mentors are appropriately trained, resourced, and supported to undertake their role.
- Fosters medical education, supervision, and research opportunities for registrars and supervisors.

high quality training
- Provides high quality training to meet the diversity of health care needs across Australia.
- Provides adequate time and support for clinical and non-clinical training, including advanced skills training.
- Has sufficient professional, clinical, and placement capacity to train and support registrars and supervisors.

mutlidisciplinary
- Ensures general practitioners can work effectively with other professionals to deliver multidisciplinary care.

flexible & integrated pathways
- Builds on successful models to create a flexible and integrated national training pathway.
- Provides a continuum of training from medical school through prevocational and vocational training, and on to continuing professional development.
- Supports training in rural, remote, and disadvantaged areas.

responsiveness
- Provides doctors with skills for lifelong learning to enable them to adapt to a changing health care environment.
- Prepares doctors for the variety of business and clinical environments they may encounter.

accountability
- Uses fair, transparent, and robust assessment mechanisms, which include appropriate arrangements for candidates with a disability.

sustainability
- Ensures general practice is supported by the infrastructure, resources, and funding models to provide training.

career satisfaction
- Selects quality applicants for a career in general practice using evidence-based assessment and selection.
- Provides career guidance and support to registrars throughout their training.
- Produces doctors who are satisfied with their careers and inspired to practise as general practitioners.

health & wellbeing
- Promotes work-life balance, and ensures training environments are safe, inclusive, flexible, and supportive.
- Builds a healthy workforce that supports and cares for the health of individuals and colleagues throughout careers.
Profession-led governance and training:

agreed standards
- General practice training is profession-led, with general practice colleges working together to maintain common and agreed standards.

accredited providers
- Training providers with the requisite knowledge and experience in GP training are chosen using selection criteria agreed by the profession.
- Training providers are accredited by the relevant colleges, and are governed by common and transparent standards of operation - including appropriate arrangements to manage potential conflicts of interest.

strong representation
- Strong general practitioner and registrar representation and advisory structures are in place.
- General practitioners and registrars lead the way to influence and improve training quality and system redesign.

sustainable frameworks
- A well-funded and financially sustainable GP-led health care system and training framework is in place.
- Training providers deliver training efficiently and effectively in a manner that makes good use of taxpayers’ money.
- Validated review mechanisms evaluate the organisation and quality of training and inform workforce planning.
- Frameworks take into account health care reforms to train doctors for the future.

locally responsive
- Training providers are locally responsive, with strong and effective levels of engagement with local training networks and general practices.
Equity of access to care and health outcomes:

- General practitioners deliver comprehensive patient-centred care.
- Training is responsive to local health care needs and future health care reforms.
- General practitioners are committed to reducing health inequity and improving health outcomes.
- Accurate workforce planning informs clear workforce goals and strategies linked to community need.
Outcomes

There will be measurable improvements in:
• Access to and participation in general practice training.
• Positive training experiences as reported by trainees.
• Consistency and quality of training.
• Equitable workforce distribution.
• Retention of general practitioners.
• Equity of access and health outcomes.
• Investment in additional training places.

Structural requirements:
• Organisational and clinical governance structures are profession-led, consultative, and transparent.
• Funding models support and resource general practice to train general practitioners.
• Accurate workforce planning must match workforce supply and skills with demand.
• Clinical placement and supervision capacity meets workforce supply and demand.
• Collaborative partnerships exist between general practice, education providers, the profession, health sector, governments, and the community to support and resource general practice training.