Anaesthetics education, mentoring and support initiative for newly qualified GP Registrar Anaesthetists in Western Australia

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Introduction

- Acute shortage of GP anaesthetists- *Maintaining an effective Procedural Workforce in Rural WA* - 2007
- Proceduralist attrition due to lack of supervisor support.
- 6 quarantined placements per year
Aims

- Mentoring and support by experienced GP anaesthetists
- Up skilling of existing GP anaesthetists in teaching supervision and teaching methods
- Development, production and testing of anaesthetic guidelines
- Development, testing and implementation of anaesthetic education sessions to be delivered across the learning spectrum (students to procedural GPs)
Phase One - Planning

- Interviews with current GP anaesthetists and past GP registrar anaesthetists
- Focus group meetings - GPET community of practice group and GP anaesthetists in Broome and Albany
- Working party - WAGPET, WACHS, RHW,
- Guidelines - written by current GP anaesthetists for both the supervisor and registrar
Methodology

Phase Two - Implementation
• Registrar placement - Albany
• Supervisor selection
• Supervisor training
• Education session delivery

Phase Three - Evaluation
• Interviews with registrars and supervisors
• Interviews with working party members
• Education session evaluation forms
Evaluation results

What worked?

- Structured approach- positive experience, planned orientation, safer more confident practitioners, improved retention of GP registrar anaesthetists.

- Remuneration for supervision and teaching- “it provided recognition of the importance of the task”
Evaluation results

What worked con’t

• Guidelines- practical and useful resource, bridged the gap, assisted with conflict
• Education sessions- enjoyable, rewarding and challenging. Exposed junior doctors and students to a higher level of thinking.
• Stakeholder Collaboration
Evaluation results

What didn't work?

• Very little

• Guidelines could include opportunities to upskill, include localised content for each region.

• Education sessions challenging to pitch at the right education level for all attendees.

• Funding arrangements- need to be simplified
Conclusion

• Very successful
• Skills consolidation
• Registrar retention
• Business Case developed and accepted for ongoing funding of future graduates by West Australian Country Health Services.