

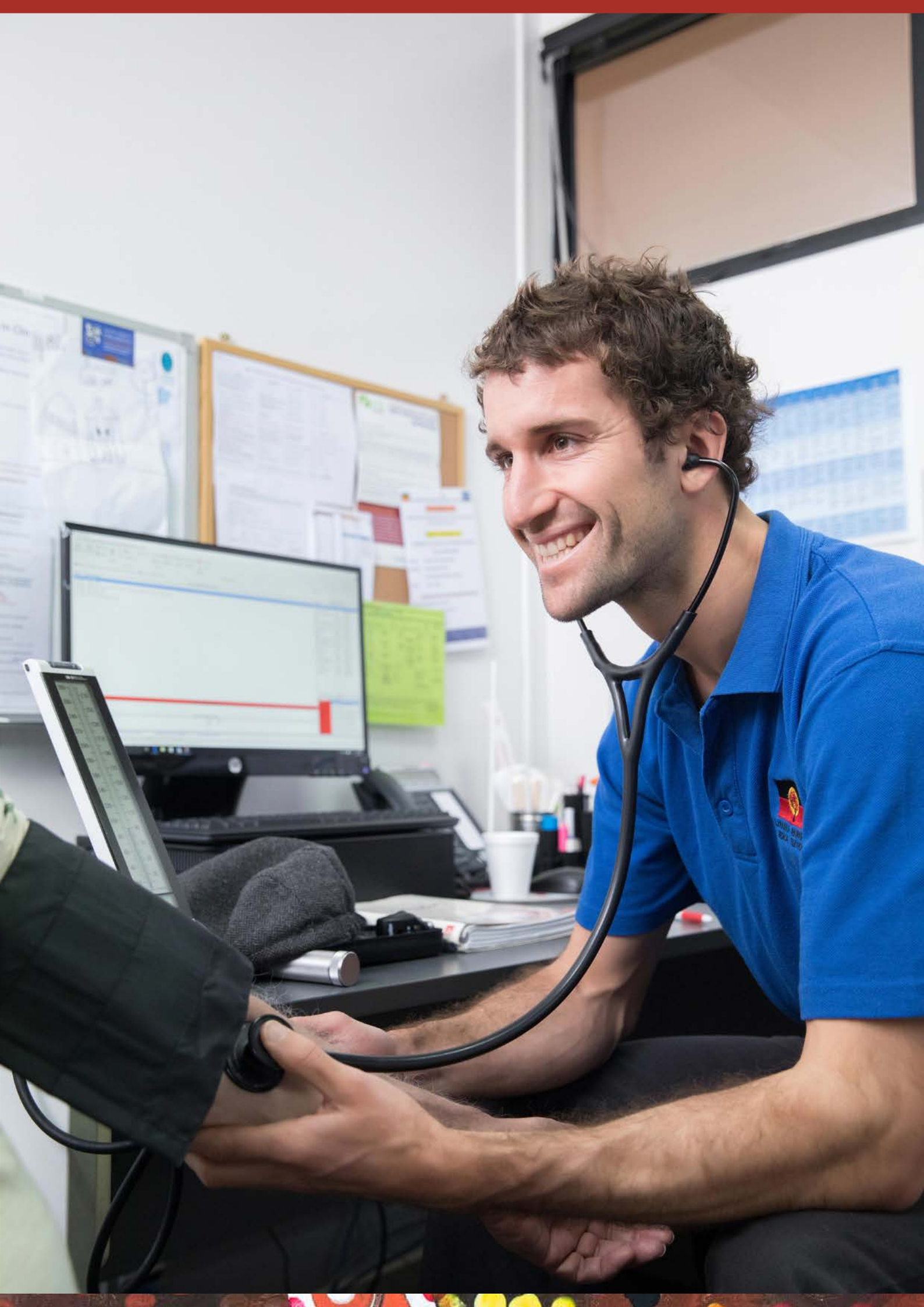
2016-2018

GP SYNERGY ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH STRATEGIC PLAN



GP SYNERGY







About GP Synergy

GP Synergy is the sole provider of the federally funded Australian General Practice Training (AGPT) program for doctors seeking to specialise as General Practitioners (GPs) in NSW and ACT. We offer a diverse range of high quality education and training opportunities across rural, remote, outer-metropolitan and metropolitan settings.

Doctors training with GP Synergy can pursue either Fellowship of the Australian College of Rural and Remote Medicine (FACRRM) or Fellowship of the Royal Australian College of General Practitioners (FRACGP).

We deliver a regionalised education training program across the three NSW and ACT training regions – Western NSW, Lower Eastern NSW and North Eastern NSW. In recognition of the diverse communities and population health needs within these training regions, registrars train in specific subregions with education delivered by local medical education teams led by regional heads of education.

Across our ten offices, we have over 200 medical education and administrative staff, as well as a team of casual research assistants.

GP Synergy is overseen by the GP Synergy Board. The 11 board members have considerable experience as health professionals, and many are GPs.

Six of our staff and one board member identify as Aboriginal or Torres Strait Islander people, representing 3% of our workforce.

There are nearly 50 Aboriginal Community Controlled Health Service (ACCHS) facilities accredited with GP Synergy to train GP registrars.

In the 2016 training year, there were 16 GP registrars who identified as Aboriginal and Torres Strait Islander - 30% of the number of Aboriginal and Torres Strait Islander GP registrars nationally.





Development of our strategic plan

As a health training provider, GP Synergy is aware that social determinants of health play an enormous role in the life expectancy of Aboriginal and Torres Strait Islander peoples. We also acknowledge that Aboriginal and Torres Strait Islander health is an important aspect of GP training.

We aim to achieve a high level of cultural safety for our staff, GP registrars, training practices and the ACCHSs we partner with.

GP Synergy is committed to working in partnership with Aboriginal and Torres Strait Islander people and organisations to ensure:

- GP registrars understand the importance and complexities of Aboriginal and Torres Strait Islander health, and become clinically and culturally competent GPs
- GP registrars training in ACCHSs are supported
- ACCHSs are supported to achieve positive outcomes for GP registrars, the services and their communities.

In 2011, in collaboration with the NSW and ACT ACCHSs, GP Synergy established the Aboriginal and Torres Strait Islander Health Committee.

The committee is a sub-committee of the GP Synergy Board. Committee membership comprises CEOs and other community-based health professionals from the NSW and ACT Aboriginal community controlled health sector including the peak body for NSW, the Aboriginal Health and Medical Research Council of NSW (AHMRC).

The committee played a critical role in the development of this strategic plan and have an ongoing role in its implementation and compliance.

To develop the strategic plan the committee undertook an environmental scan to identify what has been working well and where improvements could be made. Over 40 stakeholders including CEOs, practice managers, administrators and key organisational delegates participated in the audit, made recommendations and identified their priorities.

Through this audit process GP Synergy committed to developing a cultural education and mentoring unit and to have cultural health mentors and educators in each of our regions. This had been achieved throughout 2016 with dedicated individuals now overseeing this area.

GP Synergy's Aboriginal and Torres Strait Islander Cultural Education Unit provides operational support for implementing the strategic plan.





GP Synergy Aboriginal and Torres Strait Islander Health Strategic Plan priority areas

Priority areas and guiding principles were identified with the Aboriginal Torres Strait Islander Health Committee during two consultation phases in December 2015 and March 2016.

Priority areas

There are four priority areas for the GP Synergy Aboriginal and Torres Strait Islander Health Strategic Plan 2016-2018.

1. Department of Health strategies
2. financial and infrastructure supports
3. cultural awareness and safety
4. professional development and networking.

Actions within this strategic plan are grouped according to priority area.

Guiding principles

a) develop and deliver GP registrar training in Aboriginal and Torres Strait Islander Health that meets specific requirements outlined in the [SFA](#) Schedule Item E: Reports

b) sustain partnerships with the appropriate Aboriginal community controlled jurisdictional peak body

c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities

d) improve utilisation rates of accredited Aboriginal and Torres Strait Islander health training facilities

e) maintain the number of GP registrar placements in Aboriginal and Torres Strait Islander health facilities (within the limitations of the RTO funding allocation for salary support)

f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.





Areas of work for the GP Synergy Aboriginal and Torres Strait Islander Cultural Education Unit.

At the July 2016, Aboriginal Torres Strait Islander Health Committee meeting, interactive workshops determined a series of seven areas of work the GP Synergy Aboriginal Torres Strait Islander Cultural Education Unit is to develop and implement with the support of Aboriginal health training posts and AHMRC.

The seven areas for development and implementation are:

- media, marketing, webpage development and video conferencing to promote our programs and placements to GP registrars
- national and NSW and ACT ACCHS's cultural health educators, mentor network and resources to build up local cultural health mentorship teaching and maintain established links to the AHMRC
- provision of cultural safety and health education for GP registrars, board members and senior management via links to our cultural education unit
- development of practice manager and GP supervisor networks
- support of the Indigenous GP Registrar Network and Australian Indigenous Doctors Association

- cultural safety training options and resources for ACCHSs with implementation of a developed cultural resource kit
- Reconciliation Action Plan development

The Aboriginal and Torres Strait Islander Cultural Education Unit takes a regional approach to managing and ensuring GP registrars and Aboriginal health training posts have the critical support they need to maximise their training experience and outcomes.

The unit is fundamental to ensuring strong cultural representation within GP Synergy and developing strong links and support to each Aboriginal health training post in NSW and ACT. There is a focus on working with these services in the development of localised cultural health mentoring arrangements and supports for GP registrars in training, and provision of support for staff of Aboriginal health training posts.

Priority 1 - Department of Health strategies

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
1	Jurisdictional peak body AGPT Affiliate Officer salary and on-costs	<p>Implementation of the ACCHS Cultural Resource Kit with GP Synergy's Cultural Education Unit.</p> <p>Other ACCHS support programs developed by agreement and over time.</p>	\$120,000	<p>The AHMRC is the NSW and ACT peak body for ACCHSs. We anticipate close working arrangements with their AGPT Affiliate Officer in the implementation of agreed strategies and in particular, the cultural safety and awareness resources kits which were developed by the AHMRC on commission to the NSW RTPs between 2013-2015.</p> <p>We anticipate further strategic work to be negotiated and implemented over time.</p>	b) sustain partnerships with the appropriate Aboriginal community controlled jurisdictional peak body.	<p>Strategy has been discussed and agreed in-principle with the AHMRC. The AHMRC has recruited the AGPT Affiliate Officer as of August 2016.</p> <p>Finalise task role, agreement and position description with the AHMRC.</p>
2	Jurisdictional Peak Body AGPT Affiliate Officer operational costs	As above	\$90,000	As above	b) sustain partnerships with the appropriate Aboriginal community controlled jurisdictional peak body.	As above
3	Cultural educators and cultural health mentors - a minimum of one cultural educator and one cultural mentor per training region	<p>GP Synergy has established a Cultural Education Unit, of four cultural educators, one Aboriginal Liaison Officer and one support officer.</p> <p>Each ACCHS facility (44 of the 57 AHCCCHSs) will be funded and supported to establish cultural health mentors (persons or teams) to work closely with the unit under a job description and formal program to assist registrars in cultural awareness and safety training specific to the ACCHS and its local community.</p>	\$817,762	<p>The establishment of a Cultural Education Unit provides formal structures and working arrangement for developing and maintaining links with the cultural mentors of ACCHSs and the state affiliate.</p> <p>Supporting ACCHSs to establish and support cultural health mentoring arrangements (community members and team based arrangement), will ensure that registrars in training will receive appropriate, local community orientation and mentoring support.</p>	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	<p>The unit will undergo 'train the trainer' type education to implement the ACCHS Cultural Resource Kit to cultural health mentors at ACCHS services (refer to strategy 13).</p> <p>Cultural health mentors continue to represent GP Synergy's seven subregions at Cultural Educators and Cultural Mentors Network meetings.</p> <p>ACCHS services are now funded at a rate of \$186.20 per week of active term placement in support of cultural health mentoring arrangements.</p>

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
4	Cultural educators and cultural mentors attendance at Cultural Educators and Cultural Mentors Network	GP Synergy will continue to support cultural educators and cultural health mentors to attend relevant network events.	\$99,341	Development of mentoring arrangements and corporate knowledge for the benefit of ACCHSs and registrars in training	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities;	<p>Invitations to attend relevant events will be managed by the Cultural Education Unit.</p> <p>Cultural mentor representatives will be made available to represent GP Synergy's seven subregions and Cultural Educators and Cultural Mentors Network meetings.</p>
5	Reconciliation Action Plan (RAP)	<p>GP Synergy has a RAP in place (prior to covering NSW and ACT). The RAP has been reviewed for the expanded network. It is agreed that the plan is to be re-developed with a view to its endorsement by Reconciliation Australia.</p> <p>Once endorsed the RAP will be placed at each GP Synergy office.</p>	\$0	<p>Statement of principles that guide GP Synergy's commitment to closing the gap and working with the ACCHSs community.</p> <p>It will be important to reflect GP Synergy's commitment under the expanded operation.</p> <p>As this is GP Synergy's commitment to a RAP, it is appropriate that it be funded through normal operations, as opposed to strategic plan funding.</p>	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	Planning and process will be facilitated and coordinated by the Cultural Education Unit.
6	Environmental scan activity.	<p>Subject to approval of strategy 18.</p> <p>GP Synergy, with the NSW and ACT ACCHSs network, completed an environmental scan in December 2015 to inform this strategic plan.</p> <p>Further environmental scanning will form part of the ongoing engagement with NSW and ACT ACCHSs</p>	\$0	<p>Every ACCHS is a member of GP Synergy's Aboriginal and Torres Strait Islander Health Committee with the privileges and delegations conferred to the committee under its terms of reference.</p> <p>It is important that GP Synergy conduct a network wide environmental scan as part of the strategic planning process. It is expected that the network will decide on which strategies best meet the needs of AGPT and its communities on an ongoing basis.</p>	c) promote leadership in local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	<p>Environmental scanning is complete.</p> <p>Ongoing scans to be conducted as part of the business of the ACCHS network under GP Synergy's Aboriginal and Torres Strait Islander Health Committee.</p> <p>The next meeting is to be held 15 - 16 March 2017 to recap strategic directions and conduct further environmental scans.</p>

Priority 2 - financial and infrastructure supports

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
7	Continued salary support beyond 2016 and for all stages of training.	The Cultural Education Unit will develop an advocacy strategy that will form part of the job specification for relevant staff of the unit.	\$0	<p>Salary support is prescribed by Department of Health policy. Under the terms of contract, GP Synergy must abide by the policy.</p> <p>Based on AGPTs 2016 Salary Support Policy, some term types will become ineligible as of 30 June 2016.</p> <p>http://www.gpet.com.au/ArticleDocuments/233/AGPT%20Salary%20Support%20Policy%202016.pdf.aspx</p>	e) maintain the number of GP registrar placements in Aboriginal and Torres Strait Islander health facilities (within the limitations of the RTO funding allocation for salary support).	The Cultural Education Unit will work with the ACCHS network to make formal representation to the Department of Health regarding salary support arrangements and the needs of the ACCHS network.
8	<p>Salary support to be reviewed for available funding and activity levels.</p> <p>NOTE: Salary support is a separate initiative to Strategic Plan Funding and is excluded in financial calculations herein.</p> <p>Figures have been updated with latest advice from the Department of Health as of 22 March 2016.</p>	<p>Salary support was to be a fixed amount of \$70 per hour with a total target of 75,659 training hours in 2016. This FTE hours total is to be adjusted to boundary regions as follows:</p> <p>Lower Eastern NSW = 14,825</p> <p>North Eastern SNW = 36,489</p> <p>Western NSW and ACT = 24,345</p> <p>Adjustments were not required for the second half of 2016 given Department of Health</p>	\$0	<p>Continued payment at the actual rate of pay is variable (up to \$120 per hour) and has the following adverse effects:</p> <ul style="list-style-type: none"> • it causes an inequity between ACCHS services • it does not incentivise efficiencies in the recruitment of registrars • if the payments are higher than the funds available, salary support will be expended early and no further funding will be available to the NSW and ACT network for the employment of registrars. <p>It is vital that the network agree to a standard rate of payment, regardless of term type.</p>	e) maintain the number of GP registrar placements in Aboriginal and Torres Strait Islander health facilities (within the limitations of the RTO funding allocation for salary support).	<p>The matter will be discussed amongst the ACCHS network for consideration of an approved way forward. Options and scenarios will be presented at the March 2017 meeting.</p> <p>Salary support arrangements are under review by the Department of Health. GP Synergy will facilitate a statewide response to calls for feedback.</p>

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
9	Formal in-practice teaching and allowance to be made available for GPT3, GPT4, and extended skills training terms.	Support for one hour of in-practice teaching and requisite teaching allowance payments to be made available for GPT3, GPT4, and core term types only. (Excludes terms such as EAF and Leave).	\$208,061	<p>College standards for general practice training do not require in-practice teaching for registrars in GPT3 training terms and above.</p> <p>However, it is recognised that Aboriginal health is a complex area of medicine and that AGPT policy has further limited access to these training placements to GPT3 and above.</p> <p>As such in-practice teaching for all term types would add value and support to the training they receive in ACCHSs.</p>	c) promote leadership in local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	<p>Limited to ACCHSs (Cat1, Cat2 or Cat15).</p> <p>ACCHS services will be required and funded to deliver one hour of in-practice teaching each week of term placement for all term types. This includes:</p> <p>(a) 30 minutes of formal set-aside teaching</p> <p>(b) 30 minutes of opportunistic/'corridor' type teaching</p> <p>In-practice teaching is to be recorded and countersigned in the registrar's weekly practice log (online).</p> <p>Remuneration is set at the existing rate for supervisor teaching payments (currently \$138 exGST per hour).</p> <p>GP Synergy will make payment to the ACCHS by way of a Recipient Created Tax Invoice under existing contracting arrangements.</p>

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
10	Zoom subscriptions for TeleHealth videoconferencing.	<p>Limited to ACCHSs (Cat1, Cat2 or Cat15):</p> <p>Each ACCHS facility is to be provided infrastructure and technical support for Zoom video conferencing and web conferencing service:</p> <ul style="list-style-type: none"> • basic level • Zoom basic level support • three year subscription (approx. up to 31 December 2018). <p>The Cultural Education Unit is to manage a 1 X 10 room, Zoom pro-licence that is dedicated for use of the ACCHS network as follows:</p> <ul style="list-style-type: none"> • large multicast meetings of ACCHS members (up to 50 pax) • specific network meetings (such as practice manager meetings) • distributed education events • specific ACCHS meeting where more than five attendees are required to attend. <p>The network of ACCHSs is to be supported by the AHMRC with upskilling and use of systems in TeleHealth.</p>	\$10,440	<p>\$10,440 There is an opportunity to support the whole ACCHS network with videoconferencing for the purposes of:</p> <ul style="list-style-type: none"> • TeleHealth consultations • inter-ACCHS networking (including TeleHealth) • Expansion of health workforce capacities, especially for underserviced facilities. <p>Deployment of these resources would support inter-ACCHS networking and an operant learning environment for registrars to promote and engage with TeleHealth.</p>	d) improve utilisation rates of accredited Aboriginal and Torres Strait Islander health training facilities.	GP Synergy to procure Zoom subscriptions, work with AHMRC in deployment of subscriptions and provision of training and ongoing TeleHealth support.

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
11	Videoconferencing systems and infrastructure.	<p>NOTE: Cost is amortised over two years, \$855,000 total.</p> <p>Where required, participating ACCHSs are to be provided with room based videoconferencing systems:</p> <ul style="list-style-type: none"> • Lenovo mini-tower desktops • Android tablet • Sony/Logitech PTZ camera • 1x54" LCD screens • Vogel (or similar) conferencing stand • procurement, commissioning, and handling. 	\$440,000	<p>There is an opportunity to support the whole ACCHS network with videoconferencing equipment for the purposes of:</p> <ul style="list-style-type: none"> • TeleHealth consultations • Inter-ACCHS networking (including TeleHealth) • expansion of health workforce capacities, especially for underserved facilities <p>Deployment of these resources would support inter-ACCHS networking and an operant learning environment for registrars to promote and engage with TeleHealth.</p>	e) maintain the number of GP registrar placements in Aboriginal and Torres Strait Islander health facilities (within the limitations of the RTO funding allocation for salary support).	GP Synergy to procure videoconferencing systems, work with AHMRC in the provision of training and ongoing systems support.

Priority 3 - cultural awareness and safety

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
12	Identifying, developing and supporting cultural health mentoring arrangements.	<p>Subject to approval of strategies 3 and 4.</p> <p>The establishment of the NSW and ACT Cultural Education and Cultural Health Mentor Reference Group to investigate suitable cultural mentoring arrangements that support general practice training.</p> <p>Refer to strategy 17.</p>	\$0	<p>The Cultural Education Unit has developed a Discussion Paper and will set priorities and actions.</p> <p>The unit has established a NSW and ACT Cultural Education and Cultural Health Mentor Reference Group to plan, organise, lead and control the implementation of the GP Synergy Aboriginal Health Strategic Plan 2016-2018.</p> <p>The Cultural Training Safety Resource Kit has been completed and implemented across several sites.</p> <p>Facilitation continues (refer to strategy 17).</p>	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	<p>The Cultural Education Unit has developed a discussion paper and will set priorities and actions.</p> <p>The unit has established a NSW and ACT Cultural Education and Cultural Health Mentor Reference Group to plan, organise, lead and control the implementation of the GP Synergy Aboriginal Health Strategic Plan 2016-2018.</p> <p>The Cultural Training Safety Resource Kit has been completed and implemented across several sites.</p> <p>Facilitation continues (refer to strategy 17).</p>
13	Cultural awareness and safety training, thereby implementing the ACCHS Cultural Resource Kit developed in a partnership between the AHMRC and the [previous] regional training providers in NSW and ACT.	<p>Subject to approval of strategies 3 and 4.</p> <p>Working with the AHMRC, the Cultural Education Unit will train ACCHSs in the delivery of the Cultural Resource Kit to new GP registrars at orientation, and to their supervisors and practice staff.</p>	\$0	<p>As part of the Aboriginal and Torres Strait Islander Health Strategic Plan 2013-2015 funding arrangements, the NSW and ACT regional training providers collectively commissioned the AHMRC to develop a Cultural Resource Kit to support registrars and practice staff with cultural orientation tailored to the locality of the ACCHS facility.</p> <p>This resource has been developed however, requires further work to ensure its implementation.</p> <p>It was envisaged Cultural Educators would undergo 'train the trainer' type education to support each ACCHS to deliver the resource to new GP registrars at orientation, and to their supervisors and practice staff.</p>	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	<p>Working with the AHMRC, the Cultural Education Unit will be developed as 'trainers' to train ACCHSs in the delivery of the Cultural Resource Kit to new GP registrars at orientation, and to their supervisors and practice staff.</p> <p>It is expected that this work will be progressed in 2016 with the support of the Cultural Education Unit and the AHMRC.</p>

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
14	<p>Aboriginal cultural safety facilitators workforce development project to enhance the capacities and capabilities across the ACCHSs in NSW.</p> <p>Identified Aboriginal and Torres Strait Islander employees involved in this project are able to provide quality and cultural assurance in relation to Aboriginal and Torres Strait Islander cultural safety and cultural competency through review and assessment processes for Aboriginal and non-Aboriginal health professionals.</p>	<p>The Aboriginal and Torres Strait Islander cultural safety facilitators training project would be developed in relation to the skills, knowledge, requirements, qualifications and criteria for Aboriginal health training posts cultural safety facilitators.</p> <p>These types of resources being the following for consideration:</p> <ul style="list-style-type: none"> • develop position description for Aboriginal cultural safety facilitators in Aboriginal health training posts • Certificate IV Training and Assessment qualification in collaboration with NSW TAFE OTEN • Train the Trainer qualification: NSW TAFE OTEN • demonstration sites Aboriginal cultural safety facilitators are assessed independently as culturally competent by Wollotuka Institute, University of Newcastle. 	\$310,000	<p>The Aboriginal and Torres Strait Islander cultural safety facilitators project is an opportunity to enhance the capacities and capabilities of NSW and ACT ACCHSs. Whereby identified Indigenous employees involved in this project are able to provide quality and cultural assurance in relation to Aboriginal and Torres Strait Islander cultural safety and cultural competency through review and assessment processes for Aboriginal and non-Aboriginal health professionals.</p> <p>It is anticipated that these assessments will be in line with the Aboriginal and Torres Strait Islander cultural learning outcomes required to be achieved by health professionals, in particular registrars (i.e. RACGP Vocational Training Standards) and university student placements (i.e. School of Medicine).</p> <p>It is also envisaged that this project will be a collaboration between ACCHSs (who are Aboriginal health training posts), GP Synergy, Commonwealth Government Workforce Development, RACGP, NSW TAFE OTEN and potentially University of Newcastle's Wollotuka Institute.</p>	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	Through a series of stakeholder meetings and forums identify demonstration sites across NSW and ACT ACCHSs and their representatives to participate in the project.

Priority 4 - professional development and networking

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
15	Diploma of Practice Management for ACCHSs.	<p>GP Synergy's Diploma of Practice Management for ACCHSs is to be fully funded and made available to ACCHS practice managers.</p> <p>In 2016 we had 20 students graduate. We are expecting the same in 2017.</p>	\$122,000	<p>In partnership with TAFE OTEN, GP Synergy has successfully developed and delivered a Diploma of Practice Management for ACCHSs in 2015 and 2016. The program was highly re-garded and provides successful participants with a nationally recognised qualification.</p> <p>GP Synergy has anticipated further demand for this course and is in the process of scheduling the same for 2017.</p>	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	The 2017 Diploma of Practice Management for ACCHSs has been scheduled to commence in March - April 2017. The program is already in place.
16	Governance training for CEOs and Directors of ACCHSs (20 people)	Strengthen governance within ACCHSs to enhance and protect the training environment and training capacities.	\$154,000	<p>The Company Directors Course is designed to ensure that participants not only understand their roles and responsibilities, but also improve their contributions to board performance. Twenty candidates enrolled in the course in 2016 and it was well received.</p> <p>All are aiming to complete exams and achieve the GAICD by March 2017.</p>	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	The Company Directors Course for Indigenous Business Leaders has an established sector-specific integrated case study to support the delivery. The integrated case study supports the learning, but does not impact the content of the course. The assessment process is therefore the same for these participants as the public course participants.

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
17	Structured, peer networking arrangements for practice managers.	Subject to approval of strategies 3 and 10. The Cultural Education Unit will establish and facilitate moderated networking meetings of practice managers using the Zoom video conferencing and web conferencing service.	\$0	There is opportunity for practice managers of ACCHSs to be supported with moderated networking meetings. These provide highly valued networking opportunities, learning and development.	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	The Cultural Education Unit will work with the network to establish these meetings within the Aboriginal and Torres Strait Islander health education framework and objectives.
18	Structured, peer networking and education arrangements for Indigenous doctors.	Subject to approval of strategies 3 and 10. The Cultural Education Unit will establish and facilitate moderated networking meetings of Indigenous doctors using the Zoom video conferencing and web conferencing service.	\$0	The Cultural Education Unit in conjunction with CORE and the Director of Education and Training will establish and facilitate moderated networking meetings of Indigenous doctors using the Zoom video conferencing and web conferencing service.	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	This initiative is to be developed further as part of the Aboriginal and Torres Strait Islander health education framework and objectives.
19	Structured, peer networking and education arrangements for supervisors at ACCHS services.	Subject to approval of strategies 3 and 10. ATSI Cultural Education Unit will establish and facilitate moderated networking meetings of supervisors using the Zoom video conferencing and web conferencing service.	\$0	The Cultural Education Unit in conjunction with COSE and the Director of Education and Training will establish and facilitate moderated networking meetings of ACCHS supervisors using the Zoom video conferencing and web conferencing service.	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	This initiative is to be developed further as part of the Aboriginal and Torres Strait Islander health education framework and objectives.

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
20	Registrars education to include a working knowledge of Medicare and practice incentive programs.	To be referred to GP Synergy Committee Overseeing Registrar Education for further consideration/development.	\$0	Financial viability of ACCHs is improved by ensuring registrars are conversant with Medicare and practice incentive programs as they relate to Aboriginal and Torres Strait Islander health.	f) deliver cultural orientation and training within the cultural context of the local Aboriginal and Torres Strait Islander community to all GP registrars training with GP Synergy.	Online course development
21	Hosted meetings of GP Synergy's Aboriginal and Torres Strait Islander Health Committee.	<p>GP Synergy's Aboriginal and Torres Strait Islander Health Committee is a committee of the Board comprising:</p> <ul style="list-style-type: none"> • all ACCHSs within GP Synergy's catchment can elect to be listed on the Aboriginal and Torres Strait Islander Health Committee Members Register • the AHMRC and other relevant organisations by resolution of the committee. <p>The committee will meet in accordance with its terms of reference.</p>	\$264,000	Under the committee's new terms of reference, the committee will meet four times per annum. Meetings are held face to face, and over two days.	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	Committee meetings facilitated by GP Synergy.

No.	Strategy title	Strategy description	Funding allocation	Strategy rationale	Guiding principles	Strategy method
22	Training placement process support.	The cultural education unit will extend its work to facilitate the recruitment process for all ACCHSs.	\$0	<p>The following attributes are considered important for the placement of GP registrars:</p> <ul style="list-style-type: none"> • registrars should be attracted to and select from available placements by choice • health services require a locus of control in the selection of suitable registrars • placements may extend to consecutive terms for continuity purposes • the placement model should address issues of maldistribution. <p>GP Synergy's current placement program is already directed at these objectives and will be enhanced with practical support in the recruitment of applicants.</p>	d) improve utilisation rates of accredited Aboriginal and Torres Strait Islander health training facilities.	<p>The Cultural Education Unit will extend its work to facilitate the recruitment process for all ACCHSs including:</p> <ul style="list-style-type: none"> • placement process advice and support • liaison for the purposes vetting applicants • troubleshooting and general support as required.
23	Clinical auditing	Clinical auditing to better inform registrars and the services of types of presentations they may experience in the ACCHS environment.	\$0	<p>GP Synergy has established a Research Unit which has the capacity to design an evaluation type model for in-practice clinical auditing for all practices across NSW and ACT.</p> <p>It is a project that would extend to support clinical auditing in ACCHS services to provide deeper insight and information about the types of presentations seen by registrars. It also addresses key requirements in college standards.</p>	c) promote leadership in the local Aboriginal and Torres Strait Islander communities through a collaborative partnership approach to the development, delivery and evaluation of GP registrar training in Aboriginal and Torres Strait Islander health training facilities.	<p>GP Synergy is to progress its plans to establish systems to support clinical auditing by registrars in training. The service would be made available to ACCHS facilities also.</p> <p>NOTE: Development of the clinical auditing tool and systems may take several months and needs to be scoped and endorsed before a commitment can be made. Date of completion TBC.</p>