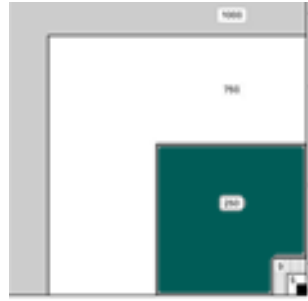


Workforce needs in General Practice

Dr Michael Tam, FRACGP

why?

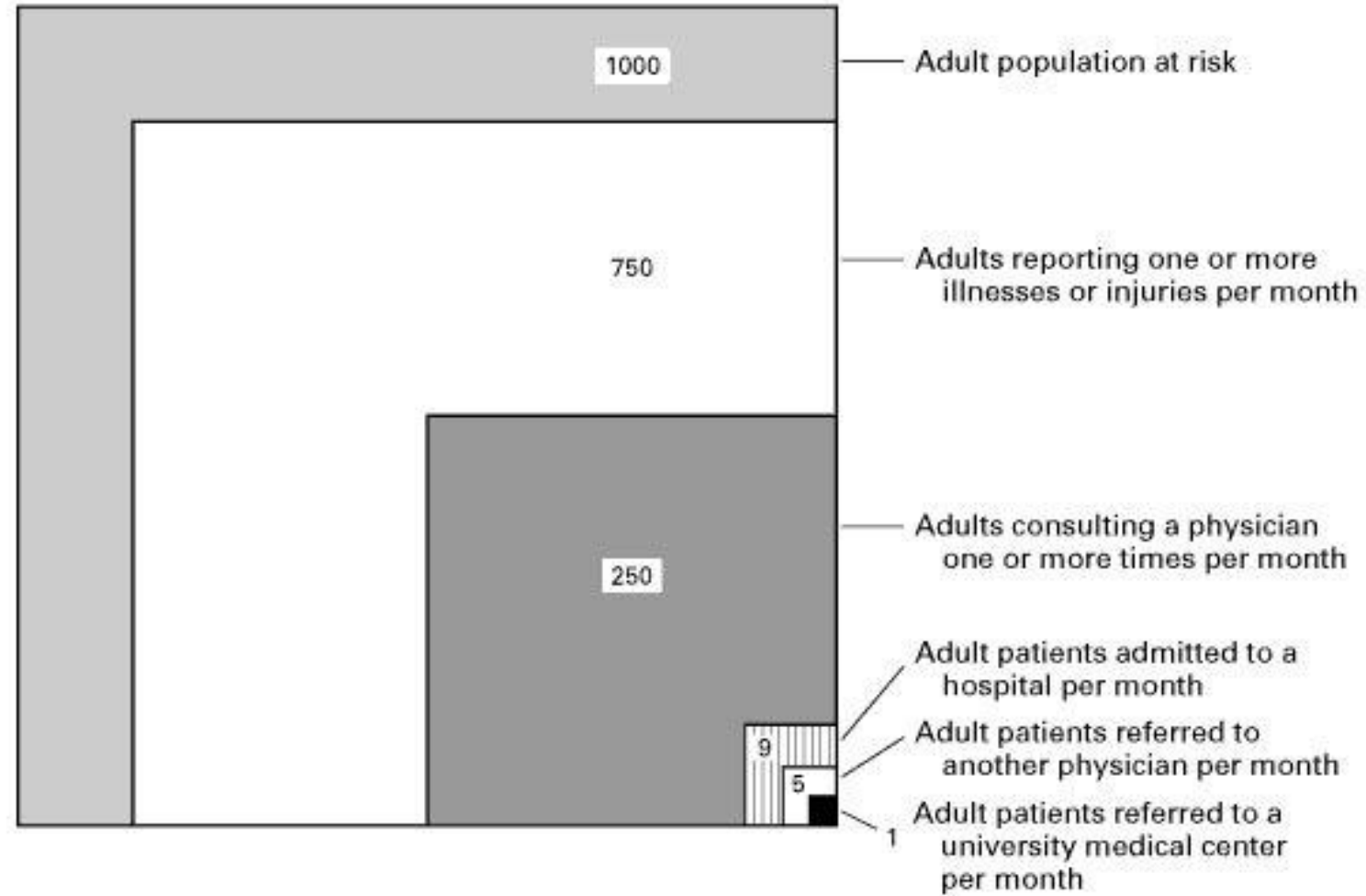


GPs are expert **medical generalists**, who provide care that is **person-focussed**, **local**, and **relationship-based**, who provide the **majority** of clinician-delivered mental health care.

challenges
+ solutions

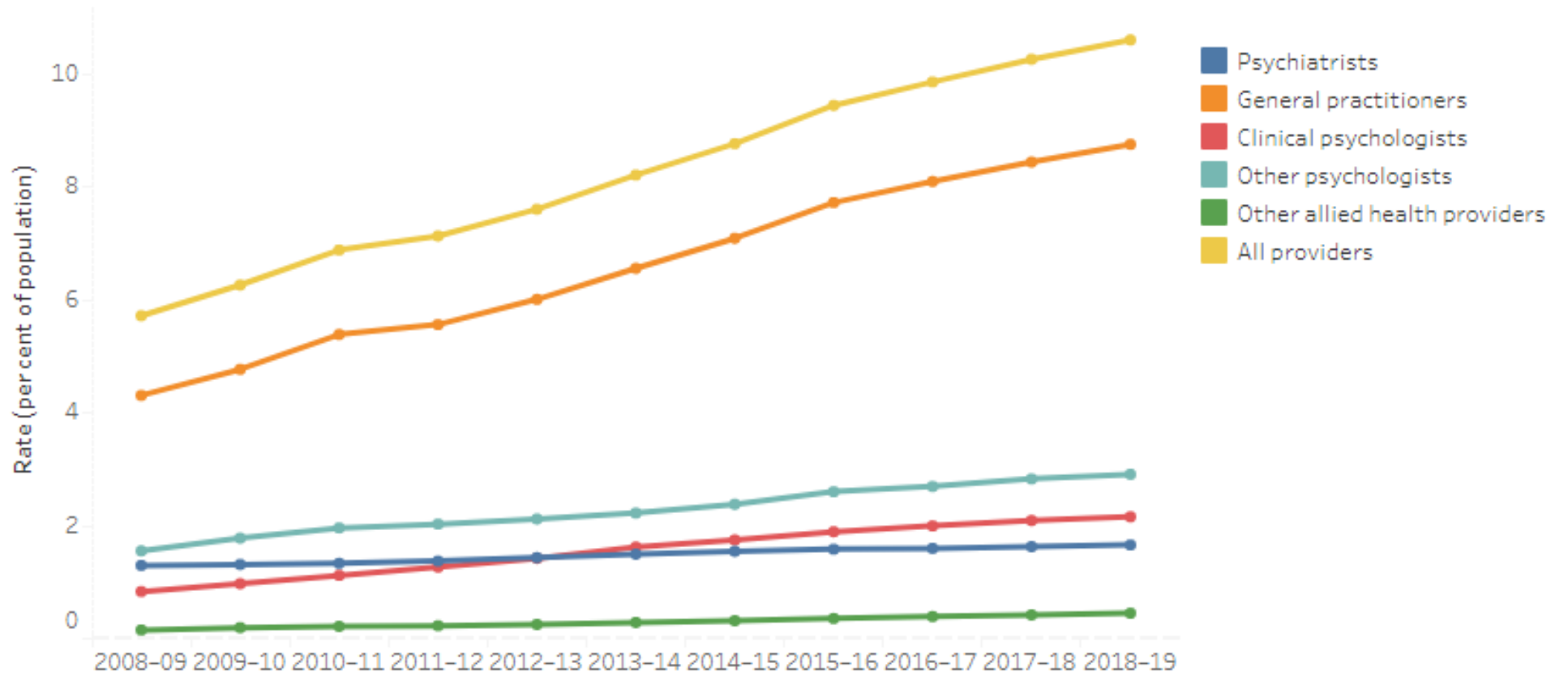


Capacity building of primary care, though investment in **GP mental health leadership**, and **integration** of mental health professionals within a **patient-centred medical home model** needed for successful systemic outcomes.



White KL et al. The ecology of medical care. N Engl J Med 1961;265:885-892

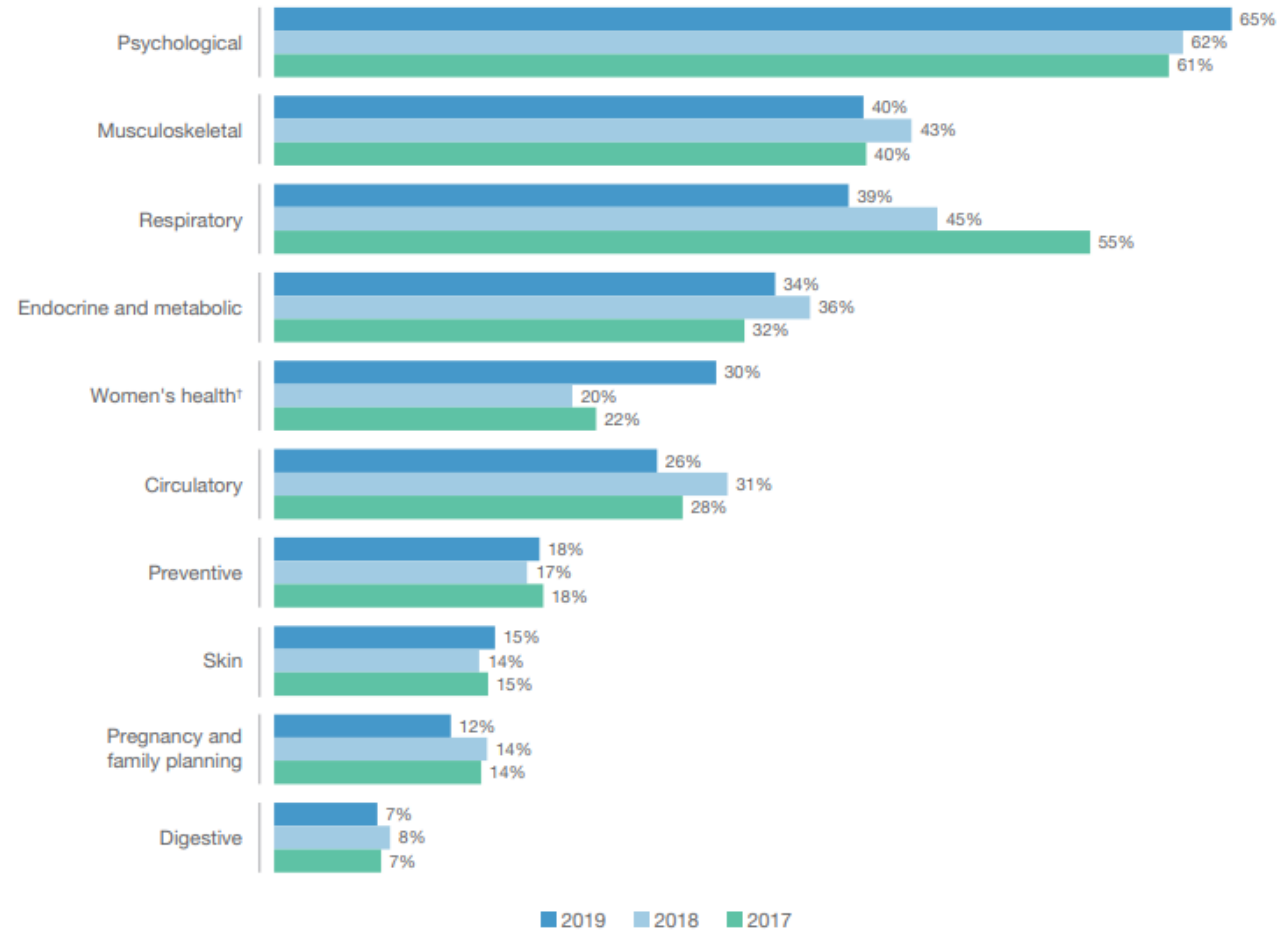
Figure MBS.3. Proportion of Australian population receiving Medicare-subsidised mental health-specific services, by provider type, 2008-09 to 2018-19



Source: Medicare Benefits Schedule data; Table MBS.4.

www.aihw.gov.au/mhsa

Figure 1. Patients talk to their GP about mental health more than any other health issue*



*Showing top 10 of 17 categories

†Difference in women's health presentations is likely due to a change of term used in the survey from 'female genital system' in 2017 and 2018

Measure: GP responses to the question 'When thinking about your patients overall, what are the three most common ailments you deal with?'

Base: Responses to survey question, n = 1309 (2017); n = 1537 (2018); n = 1174 (2019)

Source: EY Sweeney, RACGP GP Survey, May 2019.



Person centredness

General practitioners understand that health, illness and disease are ultimately personal experiences, and that their principal role is to relieve personal disease in all its forms, in the manner best suited to each individual. The patient's needs, values and desired health outcomes always remain central to the general practitioner's evaluation and management processes.

Continuity of care

Long term relationships build mutual knowledge, understanding, and trust: all essential elements in a therapeutic relationship which generates the potential for healing, empowerment and beneficial change. General practitioners seek to build health, wellbeing and resilience through the continuing patient-doctor relationship, application of best available evidence in the unique context of each consultation, and planned coordination of clinical teamwork, resources and services.

Comprehensiveness

General practitioners are not limited by age, gender, body system, disease process or service site. The scope of clinical practice is challenging, spanning prevention, health promotion, early intervention for those at risk, and the management of acute, chronic and complex conditions within the practice population whether in the home, practice, health service, outreach clinic, hospital or community.

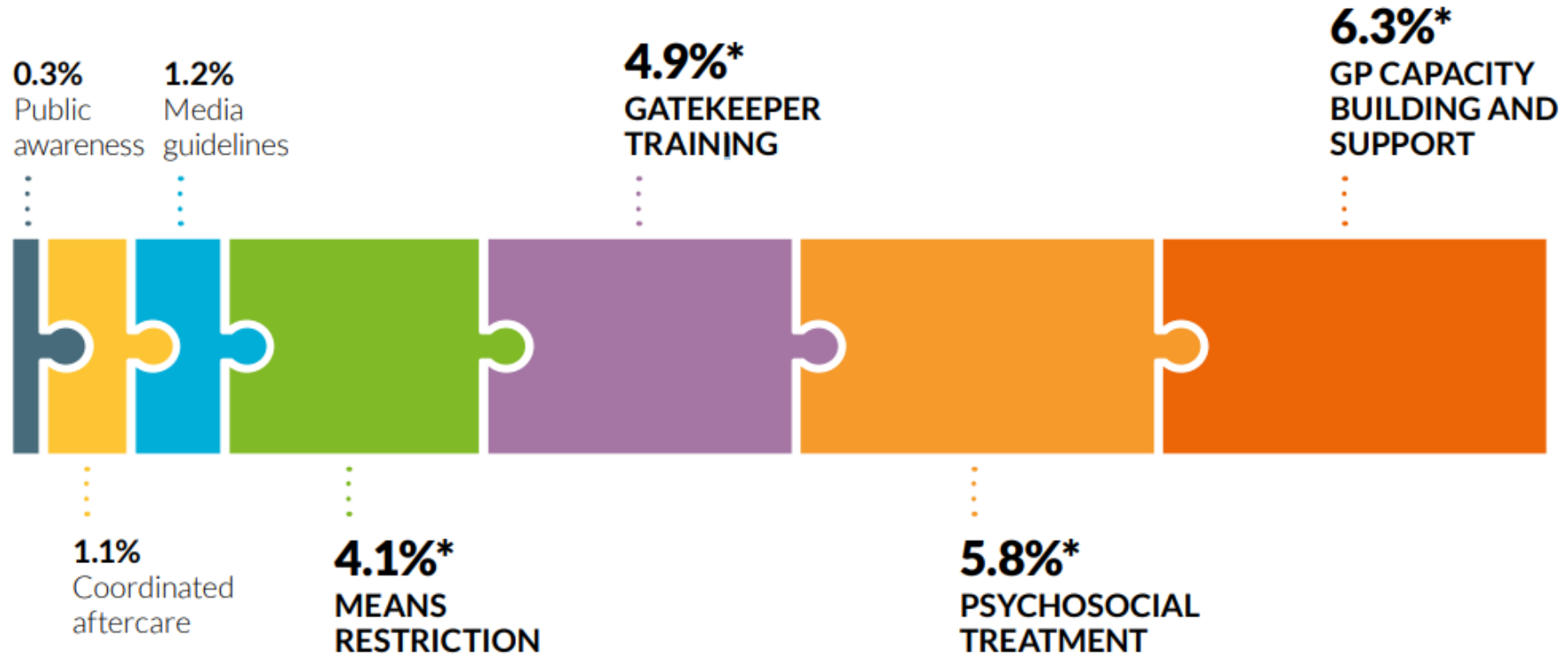
Whole person care

Appreciation of the interplay between bio-psycho-social contributors to health leads to a deep understanding of the whole person, and the ability to manage complex conditions and circumstances. The general practitioner functions as a physician, counsellor, advocate and agent of change for individuals, families and their communities.

Figure 4.

Estimated reduction in *suicide deaths* for certain strategies

*Priority strategies for reducing suicide deaths.



Ridani, R., Torok, M., Shand, F., Holland, C., Murray, S., Borrowdale, K., Sheedy, M., Crowe, J., Cockayne, N., Christensen, H. (2016). An evidence-based systems approach to suicide prevention: guidance on planning, commissioning, and monitoring. Sydney: Black Dog Institute.

why?

Volume of care Values Impact



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team-based care



challenges + solutions



L3?



challenges + solutions

MBS item 36

Standard GP consultation of at least 20 min.

\$75.05

MBS item 2713

GP consultation in relation to mental disorder of at least 20 min.

\$73.95

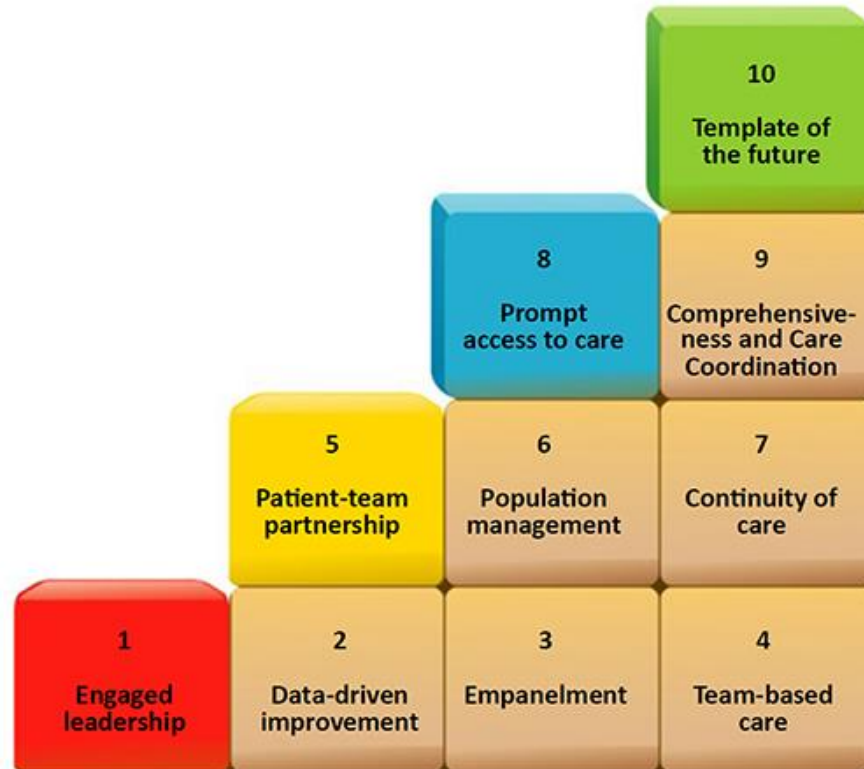
At a minimum, to support GP engagement and prioritisation of mental health work, this work should not be systematically de-incentivised financially.

Funding policy must value GP mental health care.

invest in leadership

challenges

+ solutions



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Invest in early career GPs with an interest in mental health.

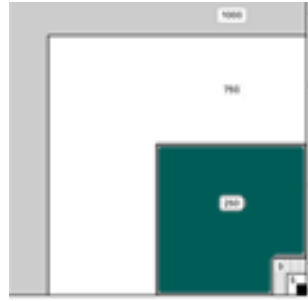
Support and fund GP advanced training in mental health.

Bodenheimer T, Ghorob A, Willard-Grace R et al. The 10 building blocks of high-performing primary care. *Annals of Family Medicine* 2014; 12(2):166-171

challenges + solutions

Patient-centred medical home model
Funding equity of mental health care
in general practice
Investment in GP mental health
leadership

why?



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challenges
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Royal Australian College *of* General Practitioners

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