

Vision

Leading quality general practice training for a healthier future.

Mission

Driven by health needs of the NT community, we will train GP registrars and support their learning environment to deliver outstanding general practitioners.

Goal 1

Be the regional training organisation of choice for GP registrars who want to become clinically effective and culturally competent GPs capable of providing quality health care in urban, rural and remote locations.

To achieve this goal NTGPE will:

1.1 Develop competent and culturally effective GPs

- Attract high quality GP registrars with an interest in rural and remote settings and Aboriginal health
- Equip GP registrars with the knowledge and skills they need to be effective practitioners, capable of adapting to meet practice and community needs
- MEs will mentor GP registrars to develop skills and knowledge in team effectiveness and leadership
- Match GP registrars with suitable placements in a transparent and equitable manner
- Understand and overcome barriers to effective and sustainable GP education and training by engaging with the community and health care providers
- Deliver innovative and challenging educational programs for the workforce of the future
- Collaborate to grow an NT health workforce that understands remoteness

1.2 Provide a safe and supported learning environment

- Invest in the wellbeing and safety of staff
- Prioritise professional and personal safety within the educational experience for GP supervisors and GP registrars
- Customise individual support to enable GP registrars to meet their full potential

- Create and nurture a sense of belonging amongst cohorts of GP supervisors and GP registrars
- Encourage GP registrars to seek appropriate health care
- Enhance communications with GP registrars using contemporary solutions
- Understand and provide solutions that enhance the NT experience

1.3 Promote NTGPE as a regional training organisation

- Develop marketing materials that highlight the interesting and unique medicine practiced in the NT
- Market NTGPE to medical students and junior doctors as the RTO of choice
- Collaborate with stakeholders to market NTGPE

1.4 Explore innovative training models to expand capacity for GP training

- Provide opportunities and encourage innovative approaches to GP training e.g. reflective cases
- Identify specific training post or regional opportunities for new training models
- Develop a model that is both operationally and financially sustainable

Goal 2

Be the lead regional training organisation for Aboriginal and Torres Strait Islander health, recognised for innovative and high quality clinical and cultural experiences and learning outcomes, and with the explicit aim of closing the gap.



To achieve this goal NTGPE will:

2.1 Deliver training programs that contribute to closing the gap

- Design training activities that contribute to and is inclusive of Aboriginal and Torres Strait Islander health care
- Ensure training activities provide GP registrars with the knowledge and skills to deliver services that contribute to closing the gap
- Provide additional support and resources to Aboriginal and Torres Strait Islander GP registrars
- Recognise and integrate Aboriginal and Torres Strait Islander beliefs, practice and values into our medical education program
- Ensure our GP registrars are aware of and compliant with Aboriginal Community Controlled Health Organisations (ACCHO) standards
- Actively seek engagement with stakeholders to inform our decision making

2.2 Partner with stakeholders in closing the gap

- Improve remote community engagement in collaboration with AMSANT to develop innovative learning experiences that promote culturally responsive service provision
- Be recognised as a national advocate for rural and remote health training
- Share our expertise in Aboriginal and Torres Strait Islander health training nationally
- In collaboration with our partners, promote Aboriginal health as a career

2.3 Provide cultural security

- Equip GP registrars to work in culturally diverse environments
- Orientate all staff, educators, GP registrars and supervisors to improve Aboriginal health in the NT
- Deliver an integrated cultural and clinical education program
- Regularly review training materials and methods to ensure the cultural security of the program

Goal 3

Be recognised as a productive and successful workplace that attracts staff who are committed to NTGPE's vision, mission and values.

To achieve this goal NTGPE will:

3.1 Attract, retain and develop staff

- Promote organisational excellence
- Strive to attract, recruit and retain talented and competent NT based staff
- Build and strengthen resilience as a key characteristic of the team
- Strengthen leadership capability at the senior management and executive level to promote high levels of performance and productivity
- Value and build individual skills and provide the resources to support the team to achieve organisational goals
- Identify internal career opportunities for staff
- Provide optimum work facilities and activities to enhance program delivery
- Build a strong client focus that recognises internal and external stakeholders

3.2 Foster creativity and innovation

- Actively seek out and deliver innovative solutions to overcome barriers to GP training in the NT. Explore innovative training opportunities
- Provide a reward and recognition framework that encourages innovation and excellence
- Embrace and encourage new ideas and provide support and resources to innovate
- Involve our stakeholders and communities as partners in innovations

3.3 Develop a workplace culture that supports the vision

- Develop and foster a productive team culture that incorporates trust, respect and diversity

- Encourage harmonious working relationships across all staff
- Facilitate a workplace environment that is inclusive, collaborative, safe and promotes health and wellbeing initiatives

3.4 Grow and be agile

- Develop flexible and innovative approaches to bring required skills and knowledge to our workforce, focussing on engaging locals.
- Explore new funding opportunities and diversify funding sources, particularly where contract deliverables have synergies
- Develop appropriate commercial opportunities that are consistent with NTGPE's objectives
- Develop internal capacity and establish partnerships to sustain GP training

3.5 Enable effective vertical and horizontal integration

- Lead collaboration to support vertical and horizontal integration of health education and training with our key partners (including general practices, other health training providers, Aboriginal Medical Services Alliance Northern Territory (AMSANT) and universities)
- Develop and facilitate a teaching role for all GP registrars
- Increase the numbers of GP supervisors and medical educators and increase engagement with recent RACGP and ACRRM Fellows
- Recruit and increase access to training practices that accept GP registrars at all stages of training and pathways





Goal 4

Be recognised as a responsible corporate leader through its commitment to community engagement, reconciliation, collaboration and continuous quality improvement.

To achieve this goal NTGPE will:

4.1 Adopt good governance

- Ensure NTGPE is known for its good governance and responsible corporate leadership
- Ensure the business is rigorous and transparent, with decision-making processes and systems based on sound governance and efficient work practices that exceed the expectations of the Australian Charities and Not-for-profits Commission (ACNC) and Australian General Practice Training (AGPT)
- Ensure business processes and policies are relevant and appropriate
- Identify and mitigate risks associated with training, particularly in rural and remote contexts

4.2 Develop partnerships for improved primary health care

- As appropriate, advocate to support improved health care in the NT through our stakeholders and other parties

4.3 Champion reconciliation

- Incorporate a culture that embraces the NTGPE Reconciliation Action Plan (RAP)
- Support other NT organisations to develop and achieve their Reconciliation Action Plans (RAPs)

4.4 Grow a culture of continuous quality improvement (CQI)

- Systematically review operations to ensure CQI
- Instil/foster an environment of CQI

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