

Education renewal

Advanced Training curricula

Common curricula standards

July 2023



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Program overview

Purpose of Advanced Training

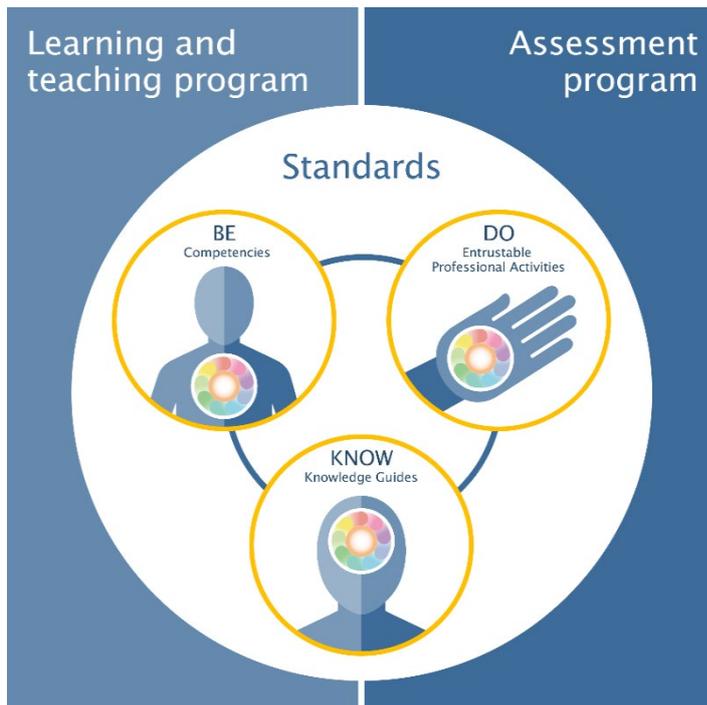
The RACP offers Advanced Training in 33 diverse medical specialties as part of Division, Chapter, or Faculty training programs.

The purpose of Advanced Training is to develop a workforce of physicians who:

- have received breadth and depth of focused specialist training, and experience with a wide variety of health problems and contexts
- are prepared for and committed to independent expert practice, lifelong learning, and continuous improvement
- provide safe, quality health care that meets the needs of the communities of Australia and New Zealand.



Advanced Training curricula standards



The **RACP curriculum model** is made up of curricula standards supported by learning, teaching, and assessment programs.

Learning and teaching programs outline the strategies and methods to learn and teach curricula standards, including required and recommended learning activities.

Assessment programs outline the planned use of assessment methods to provide an overall picture of the trainee's competence over time.

The **curricula standards** outline the educational objectives of the training program and the standard against which trainees' abilities are measured.



- **Competencies** outline the expected professional behaviours, values and practices of trainees in 10 domains of professional practice.



- **Entrustable Professional Activities** (EPAs) outline the essential work tasks trainees need to be able to perform in the workplace.



- **Knowledge guides** outline the expected baseline knowledge of trainees.

Common curricula standards

The renewed curricula for Advanced Training will consist of a mix of program-specific content and content that is common across Advanced Training programs.

- **Competencies** will be common across Advanced Training programs.¹
- **Entrustable Professional Activities (EPAs)** will contain a mix of content that is common and content that is program-specific.
- **Knowledge Guides** will be program-specific, although content may be shared between complementary programs.

Professional Practice Framework

The Professional Practice Framework describes ten domains of practice for all physicians.



¹ Some tailoring of competencies may be necessary to ensure specialty relevance.

Learning, teaching, and assessment structure

The learning, teaching, and assessment structure defines the framework for delivery



Advanced Training learning, teaching, and assessment structure

- An **entry decision** is made before entry into the program.
- **Progress decisions**, based on competence, are made at the end of the specialty foundation and specialty consolidation phases of training.
- A **completion decision**, based on competence, is made at the end of the training program, resulting in eligibility for admission to Fellowship.



- Advanced Training is a **hybrid time- and competency-based training program**. There is a minimum time requirement of between three to five years' full-time equivalent experience, depending on the training program undertaken. Progress and completion decisions are based on evidence of trainees' competence.

The Advanced Training program may be started once the prospective trainee has completed the entry requirements. This includes completion of Basic Physician Training required for Divisional Advanced Training programs.

Curriculum standards

Competencies

Competencies outline the expected professional behaviours, values and practices that trainees need to achieve by the end of training.

Competencies are grouped by the 10 domains of the professional practice framework.

Competencies will be common across training programs.



Medical expertise

Professional standard: Physicians apply knowledge and skills informed by best available current evidence in the delivery of high-quality, safe practice to facilitate agreed health outcomes for individual patients and populations.

Knowledge: Apply knowledge of the scientific basis of health and disease to the diagnosis and management of patients.

Synthesis: Gather relevant data via age- and context- appropriate means to develop reasonable differential diagnoses, recognising and considering interactions and impacts of comorbidities.

Diagnosis and management: Develop diagnostic and management plans that integrate an understanding of individual patient circumstances, including psychosocial factors and specific vulnerabilities, epidemiology, and population health factors in partnership with patients, families, or carers², and in collaboration with the health care team.

² References to patients in the remainder of this document may include their families and/or carers.



Communication

Professional standard: Physicians collate information, and share this information clearly, accurately, respectfully, responsibly, empathetically, and in a manner that is understandable.

Physicians share information responsibly with patients, families, carers, colleagues, community groups, the public, and other stakeholders to facilitate optimal health outcomes.

Effective communication: Use a range of effective and appropriate verbal, nonverbal, written and other communication techniques, including active listening.

Communication with patients, families, and carers: Use collaborative, effective, and empathetic communication with patients, families, and carers.

Communication with professionals and professional bodies: Use collaborative, respectful, and empathetic clinical communication with colleagues, other health professionals, professional bodies, and agencies.

Written communication: Document and share information about patients to optimise patient care and safety.

Privacy and confidentiality: Maintain appropriate privacy and confidentiality, and share information responsibly.



Quality and safety

Professional standard: Physicians practice in a safe, high-quality manner within the limits of their expertise.

Physicians regularly review and evaluate their own practice alongside peers and best practice standards, and conduct continuous improvement activities.

Patient safety: Demonstrate a safety focus and continuous improvement approach to own practice and health systems.

Harm prevention and management: Identify and report risks, adverse events, and errors to improve healthcare systems.

Quality improvement: Participate in quality improvement activities to improve quality of care and safety of the work environment.

Patient engagement: Enable patients to contribute to the safety of their care.



Teaching and learning

Professional standard: Physicians demonstrate a lifelong commitment to excellence in practice through continuous learning and evaluating evidence.

Physicians foster the learning of others in their profession through a commitment to mentoring, supervising, and teaching.³

Lifelong learning: Undertake effective self-education and continuing professional development.

Self-evaluation: Evaluate and reflect on gaps in own knowledge and skills to inform self-directed learning.

Supervision: Provide supervision for junior colleagues and/or team members.

Teaching: Apply appropriate educational techniques to facilitate the learning of colleagues and other health professionals.

Patient education: Apply appropriate educational techniques to promote understanding of health and disease amongst patients and populations.



Research

Professional standard: Physicians support creation, dissemination and translation of knowledge and practices applicable to health⁴ They do this by engaging with and critically appraising research, and applying it in policy and practice to improve the health outcomes of patients and populations.

Evidence-based practice: Critically analyse relevant literature and refer to evidence-based clinical guidelines, and apply these in daily practice.

Research: Apply research methodology to add to the body of medical knowledge and improve practice and health outcomes.

⁴ Adapted from Richardson D, Oswald A, Chan M-K, Lang ES, Harvey BJ. Scholar. In: Frank JR, Snell L, Sherbino J, editors. The Draft CanMEDS 2015 Physician Competency Framework – Series IV. Ottawa: The Royal College of Physicians and Surgeons of Canada; 2015 March.

Cultural safety



Professional standard. Physicians engage in iterative and critical self-reflection of their own cultural identity, power, biases, prejudices, and practising behaviours. Together with the requirement of understanding the cultural rights of the community they serve, this brings awareness and accountability for the impact of the physician's own culture on decision making and health care delivery. It also allows for an adaptive practice where power is shared between patients, family, whānau, and/or community and the physician, to improve health outcomes.

Physicians recognise the patient and population's rights for culturally safe care, including being an ally for patient, family, whānau, and/or community autonomy and agency over their decision making.

This shift in the physician's perspective fosters collaborative and engaged therapeutic relationships, allows for strength-based (or mana-enhanced) decisions, and sharing of power with the recipient of the care, optimising health care outcomes.

Physicians critically analyse their environment to understand how colonialism, systemic racism, social determinants of health, and other sources of inequity have and continue to underpin the healthcare context. Consequently, physicians then can recognise their interfacing with, and contribution to, the environment in which they work to advocate for safe, more equitable and decolonised services, and create an inclusive and safe workplace for all colleagues and team members of all cultural backgrounds.⁵

This is a placeholder for the competencies in the cultural safety domain, which are in development and will be added at a later date.

³ The RACP has adopted the Medical Council of New Zealand's definition of cultural safety (below):
Cultural safety can be defined as:

- the need for doctors to examine themselves and the potential impact of their own culture on clinical interactions and healthcare service delivery
- the commitment by individual doctors to acknowledge and address any of their own biases, attitudes, assumptions, stereotypes, prejudices, structures, and characteristics that may affect the quality of care provided
- the awareness that cultural safety encompasses a critical consciousness where health professionals and health care organisations engage in ongoing self-reflection and self-awareness, and hold themselves accountable for providing culturally safe care, as defined by the patient and their communities.

Curtis et al. "Why cultural safety rather than cultural competency is required to achieve health equity".
International Journal for Equity in Health (2019) 18:174



Ethics and professional behaviour

Professional standard: Physicians' practice is founded upon ethics, and physicians always treat patients and their families in a caring and respectful manner.

Physicians demonstrate their commitment and accountability to the health and wellbeing of individual patients, communities, populations, and society through ethical practice.

Physicians demonstrate high standards of personal behaviour.

Beliefs and attitudes: Reflect critically on personal beliefs and attitudes, including how these may impact on patient care.

Honesty and openness: Act honestly, including reporting accurately, and acknowledging their own errors.

Patient welfare: Prioritise patients' welfare and community benefit above self-interest.

Accountability: Be personally and socially accountable.

Personal limits: Practise within their own limits and according to ethical principles and professional guidelines.

Self-care: Implement strategies to maintain personal health and wellbeing.

Respect for peers: Recognise and respect the personal and professional integrity, roles, and contribution of peers.

Interaction with professionals: Interact equitably, collaboratively, and respectfully with other health professionals.

Respect and sensitivity: Respect patients, maintain appropriate relationships, and behave equitably.

Privacy and confidentiality: Protect and uphold patients' rights to privacy and confidentiality.

Compassion and empathy: Demonstrate a caring attitude towards patients and endeavour to understand patients' values and beliefs.

Health needs: Understand and address patients', families', carers', and colleagues' physical and emotional health needs.

Medical and health ethics and law: Practise according to current community and professional ethical standards and legal requirements.



Judgement and decision making

Professional standard: Physicians collect and interpret information, and evaluate and synthesise evidence, to make the best possible decisions in their practice.

Physicians negotiate, implement, and review their decisions and recommendations with patients, their families and carers, and other health professionals.

Diagnostic reasoning: Apply sound diagnostic reasoning to clinical problems to make logical and safe clinical decisions.

Resource allocation: Apply judicious and cost-effective use of health resources to their practice.

Task delegation: Apply good judgement and decision making to the delegation of tasks.

Limits of practice: Recognise their own scope of practice and consult others when required.

Shared decision-making: Contribute effectively to team-based decision-making processes.



Leadership, management, and teamwork

Professional standard: Physicians recognise, respect, and aim to develop the skills of others, and engage collaboratively to achieve optimal outcomes for patients and populations.

Physicians contribute to and make decisions about policy, protocols, and resource allocation at personal, professional, organisational, and societal levels.

Physicians work effectively in diverse multidisciplinary teams and promote a safe, productive, and respectful work environment that is free from discrimination, bullying, and harassment.

Managing others: Lead teams, including setting directions, resolving conflicts, and managing individuals.

Wellbeing: Consider and work to ensure the health and safety of colleagues and other health professionals.

Leadership: Act as a role model and leader in professional practice.

Teamwork: Negotiate responsibilities within the healthcare team and function as an effective team member.



Health policy, systems, and advocacy

Professional standard: Physicians apply their knowledge of the nature and attributes of local, national, and global health systems to their own practices. They identify, evaluate, and influence health determinants through local, national, and international policy.

Physicians deliver and advocate for the best health outcomes for all patients and populations.

Health needs: Respond to the health needs of the local community and the broader health needs of the people of Australia and New Zealand.

Prevention and promotion: Incorporate disease prevention, health promotion, and health surveillance into interactions with individual patients and their social support networks.

Equity and access: Work with patients and social support networks to address determinants of health that affect them and their access to needed health services or resources.

Stakeholder engagement: Involve communities and patient groups in decisions that affect them to identify priority problems and solutions.

Advocacy: Advocate for prevention, promotion, equity, and access to support patient and population health needs within and outside the clinical environment.

Resource allocation: Understand the factors influencing resource allocation, promote efficiencies, and advocate to reduce inequities.

Sustainability. Manage the use of healthcare resources responsibly in everyday practice.

Entrustable Professional Activities



Entrustable Professional Activities (EPAs) outline the essential work tasks trainees need to be able to perform in the workplace.

EPAs can be customised to each training program. The EPAs listed below are likely to be common across most Advanced Training programs.

There will also be EPAs that are specific to particular training programs.

For more information see the [EPAs for Basic Training](#), and watch this [video](#), in which Professor Olle ten Cate defines EPAs and their role in medical education.

#	Theme	Title	Likely applicability ⁶
1	Team leadership	Lead a team of health professionals	Applicable to all curricula
2	Supervision and teaching	Supervise and teach professional colleagues	Applicable to all curricula
3	Quality improvement	Identify and address failures in health care delivery	Applicable to most curricula
4	Clinical assessment and management	Clinically assess and manage the ongoing care of patients	Applicable to most curricula
5	Management of transitions in care	Manage transition of patient care between health professionals, providers, and contexts	Applicable to most curricula
6	Acute care	Manage the early care of acutely unwell patients	Applicable to some curricula
7	Longitudinal care	Manage and coordinate longitudinal care of patients with chronic illness, disability, and/or long-term health issues	Applicable to most curricula
8	Communication with patients	Discuss diagnoses and management plans with patients	Applicable to most curricula
9	Prescribing	Prescribe therapies tailored to patients' needs and conditions	Applicable to most curricula
10	Procedures	Plan, prepare for, perform, and provide aftercare for important practical procedures	Applicable to some curricula
11	Investigations	Select, organise, and interpret investigations	Applicable to most curricula
12	Clinic management	Manage an outpatient clinic	Applicable to most curricula
13	End-of-life care	Manage the care of patients at the end of their lives	Applicable to some curricula

⁴ Based on findings from Advanced Training Forum, 28 June 2019 and public consultation in October 2019.

EPA 1: Team leadership

Theme	Team leadership	AT-EPA-01
Title	Lead a team of health professionals	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> • prioritise workload • manage multiple concurrent tasks • articulate individual responsibilities, expertise, and accountability of team members • understand the range of team members' skills, expertise, and roles • acquire and apply leadership techniques in daily practice • collaborate with and motivate team members • encourage and adopt insights from team members • act as a role model. 	
Behaviours		
Professional practice framework domain	Ready to perform without supervision	Requires some supervision
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity
Medical expertise	The trainee will:	The trainee may:
	<ul style="list-style-type: none"> • synthesise information with other disciplines to develop optimal, goal-centred plans for patients⁷ • use evidence-based care to meet the needs of patients or populations • assess and effectively manage clinical risk in various scenarios • demonstrate clinical competence and skills by effectively supporting team members 	<ul style="list-style-type: none"> • demonstrate adequate knowledge of healthcare issues by interpreting complex information • assess the spectrum of problems to be addressed • apply medical knowledge to assess the impact and clinical outcomes of management decisions • provide coordinated and quality health care for populations or patients as a member of a multidisciplinary team
Communication	<ul style="list-style-type: none"> • provide support and motivate patients or populations and health professionals by effective communication • demonstrate a transparent, consultative style by engaging patients, families, carers, relevant professionals and/or the public in shared decision making • work with patients, families, carers, and other health professionals to resolve conflict that may arise when planning and aligning goals 	<ul style="list-style-type: none"> • communicate adequately with colleagues • communicate adequately with patients, families, carers, and/or the public • respect the roles of team members

⁵ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> demonstrate rapport with people at all levels by tailoring messages to different stakeholders 	
Quality and safety	<ul style="list-style-type: none"> identify opportunities to improve care by participating in surveillance and monitoring of adverse events and 'near misses' identify activities within systems to reduce errors, improve patient and population safety, and implement cost-effective change place safety and quality of care first in all decision making 	<ul style="list-style-type: none"> participate in audits and other activities that affect the quality and safety of patients' care participate in interdisciplinary collaboration to provide effective health services and operational change use information resources and electronic medical record technology where available
Teaching and learning	<ul style="list-style-type: none"> regularly self-evaluate personal professional practice, and implement changes based on the results actively seek feedback from supervisors and colleagues on their own performance identify personal gaps in skills and knowledge, and engage in self-directed learning maintain current knowledge of new technologies, health care priorities and changes of patients' expectations teach competently by imparting professional knowledge manage and monitor learner progress, providing regular assessment and feedback 	<ul style="list-style-type: none"> accept feedback constructively, and change behaviour in response recognise the limits of personal expertise, and involve other health professionals as needed demonstrate basic skills in facilitating colleagues' learning
Cultural safety	<ul style="list-style-type: none"> demonstrate culturally competent relationships with professional colleagues and patients demonstrate respect for diversity and difference take steps to minimise unconscious bias, including the impact of gender, religion, cultural beliefs and socioeconomic background on decision making 	<ul style="list-style-type: none"> demonstrate awareness of cultural diversity and unconscious bias work effectively and respectfully with people from different cultural backgrounds
Ethics and professional behaviour	<ul style="list-style-type: none"> promote a team culture of shared accountability for decisions and outcomes encourage open discussion of ethical and clinical concerns respect differences of multidisciplinary team members understand the ethics of resource allocation by aligning optimal patients and organisational care effectively consult with stakeholders, achieving a balance of alternative views 	<ul style="list-style-type: none"> support ethical principles in clinical decision making maintain standards of medical practice by recognising the health interests of patients or populations as primary responsibilities respect the roles and expertise of other health professionals work effectively as a member of a team promote team values of honesty, discipline and commitment to continuous improvement

	<ul style="list-style-type: none"> • acknowledge personal conflicts of interest and unconscious bias • act collaboratively to resolve behavioural incidents and conflicts such as harassment and bullying 	<ul style="list-style-type: none"> • demonstrate understanding of the negative impact of workplace conflict
Judgement and decision making	<ul style="list-style-type: none"> • evaluate health services and clarify expectations to support systematic, transparent decision making • make decisions when faced with multiple and conflicting perspectives • ensure medical input to organisational decision making • adopt a systematic approach to analysing information from a variety of specialties to make decisions that benefit health care delivery 	<ul style="list-style-type: none"> • monitor services and provide appropriate advice • review new healthcare interventions and resources • interpret appropriate data and evidence for decision making
Leadership, management, and teamwork	<ul style="list-style-type: none"> • combine team members' skills and expertise in delivering patient care and/or population advice • develop and lead effective multidisciplinary teams by developing and implementing strategies to motivate others • build effective relationships with multidisciplinary team members to achieve optimal outcomes • ensure all members of the team are accountable for their individual practice 	<ul style="list-style-type: none"> • understand the range of personal and other team members' skills, expertise, and roles • acknowledge and respect the contribution of all health professionals involved in patients' care • participate effectively and appropriately in multidisciplinary teams • seek out and respect the perspectives of multidisciplinary team members when making decisions
Health policy, systems, and advocacy	<ul style="list-style-type: none"> • engage in appropriate consultation with stakeholders on the delivery of healthcare • advocate for the resources and support for healthcare teams to achieve organisational priorities • influence the development of organisational policies and procedures to optimise health outcomes • identify the determinants of health of the population, and mitigate barriers to access to care • remove self-interest from solutions to health advocacy issues 	<ul style="list-style-type: none"> • communicate with stakeholders within the organisation about healthcare delivery • understand methods used to allocate resources to provide high-quality care • promote the development and use of organisational policies and procedures

EPA 2: Supervision and teaching

Theme	Supervision and teaching		AT-EPA-02
Title	Supervise and teach professional colleagues		
Description	This activity requires the ability to: <ul style="list-style-type: none"> • provide work-based teaching in a variety of settings • teach professional skills • create a safe and supportive learning environment • plan, deliver, and provide work-based assessments • encourage learners to be self-directed and identify learning experiences • supervise learners in day-to-day work, and provide feedback • support learners to prepare for assessments. 		
Behaviours			
	Ready to perform without supervision	Requires some supervision	
Professional practice framework domain	Expected behaviours of a trainee who can routinely perform this activity without needing supervision The trainee will:	Possible behaviours of a trainee who needs some supervision to perform this activity The trainee may:	
Medical expertise	<ul style="list-style-type: none"> • combine high-quality care with high-quality teaching • explain the rationale underpinning a structured approach to decision making • consider the patient-centric view during consultations • consider the population health effect when giving advice • encourage the learner to consider the rationale and appropriateness of investigation and management options 	<ul style="list-style-type: none"> • teach learners using basic knowledge and skills 	
Communication	<ul style="list-style-type: none"> • establish rapport and demonstrate respect for junior colleagues, medical students, and other health professionals • communicate effectively when teaching, assessing, and appraising learners • actively encourage a collaborative and safe learning environment with learners and other health professionals • encourage learners to tailor communication as appropriate for different patients⁶, such as younger or older people, and different populations 	<ul style="list-style-type: none"> • demonstrate accessible, supportive, and compassionate behaviour 	

⁶ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • support learners to deliver clear, concise and relevant information in both verbal and written communication • listen and convey information clearly and considerately 	
Quality and safety	<ul style="list-style-type: none"> • support learners to deliver quality care while maintaining their own wellbeing • apply lessons learned about patient safety by identifying and discussing risks with learners • assess learners' competence, and provide timely feedback to minimise risks to care • maintain the safety of patients and organisations involved with education, and appropriately identify and action concerns 	<ul style="list-style-type: none"> • observe learners to reduce risks and improve health outcomes
Teaching and learning	<ul style="list-style-type: none"> • demonstrate knowledge of the principles, processes, and skills of supervision • provide direct guidance to learners in day-to-day work • work with learners to identify professional development and learning opportunities based on their individual learning needs • offer feedback and role modelling • participate in teaching and supervision professional development activities • encourage self-directed learning and assessment • develop a consistent and fair approach to assessing learners • tailor feedback and assessments to learners' goals • seek feedback and reflect on own teaching by developing goals and strategies to improve • establish and maintain effective mentoring through open dialogue • support learners to identify and attend formal and informal learning opportunities • recognise the limits of personal expertise, and involve others appropriately 	<ul style="list-style-type: none"> • demonstrate basic skills in the supervision of learners • apply a standardised approach to teaching, assessment, and feedback to without considering individual learner needs • implement teaching and learning activities that are misaligned to learning goals • adopt a teaching style that discourages learner self-directedness
Research	<ul style="list-style-type: none"> • clarify junior colleagues' research project goals and requirements, and provide feedback regarding the merits or challenges of proposed research 	<ul style="list-style-type: none"> • guide learners with respect to the choice of research projects • ensure that the research projects planned are feasible and of suitable standards

	<ul style="list-style-type: none"> • monitor the progress of learners' research projects regularly, and may review research projects prior to submission • support learners to find forums to present research projects • encourage and guide learners to seek out relevant research to support practice 	
Cultural safety	<ul style="list-style-type: none"> • role model a culturally appropriate approach to teaching • encourage learners to seek out opportunities to develop and improve their own Cultural safety • encourage learners to consider culturally appropriate care of Aboriginal and Torres Strait Islander and Māori peoples into patients' management • consider cultural, ethical, and religious values and beliefs in teaching and learning 	<ul style="list-style-type: none"> • function effectively and respectfully when working with and teaching with people from different cultural backgrounds
Ethics and professional behaviour	<ul style="list-style-type: none"> • apply principles of ethical practice to teaching scenarios • act as a role model to promote professional responsibility and ethics among learners • respond appropriately to learners seeking professional guidance 	<ul style="list-style-type: none"> • demonstrate professional values, including commitment to high-quality clinical standards, compassion, empathy, and respect • provide learners with feedback to improve their experiences
Judgement and decision making	<ul style="list-style-type: none"> • prioritise workloads and manage learners with different levels of professional knowledge or experience • link theory and practice when explaining professional decisions • promote joint problem solving • support a learning environment that allows for independent decision making • use sound and evidence-based judgement during assessments and when giving feedback to learners • escalate concerns about learners appropriately 	<ul style="list-style-type: none"> • provide general advice and support to learners • use health data logically and effectively to investigate difficult diagnostic problems
Leadership, management, and teamwork	<ul style="list-style-type: none"> • maintain personal and learners' effective performance and continuing professional development • maintain professional, clinical, research, and/or administrative responsibilities while teaching • create an inclusive environment whereby the learner feels part of the team 	<ul style="list-style-type: none"> • demonstrate the principles and practice of professionalism and leadership in health care • participate in mentor programs, career advice, and general counselling

	<ul style="list-style-type: none"> • help shape organisational culture to prioritise quality and work safety through openness, honesty, shared learning, and continued improvement 	
Health policy, systems, and advocacy	<ul style="list-style-type: none"> • advocate for suitable resources to provide quality supervision and maintain training standards • explain the value of health data in the care of patients or populations • support innovation in teaching and training 	<ul style="list-style-type: none"> • incompletely integrate public health principals into teaching and practice

EPA 3: Quality improvement

Theme	Quality improvement	AT-EPA-03
Title	Identify and address failures in health care delivery	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> • identify and report actual and potential (near miss) errors • conduct and evaluate system improvement activities • adhere to best practice guidelines • audit clinical guidelines and outcomes • contribute to the development of policies and protocols designed to protect patients⁹ and enhance healthcare • monitor one’s own practice and develop individual improvement plans. 	
Behaviours		
	Ready to perform without supervision	Requires some supervision
<u>Professional practice framework domain</u>	<p>Expected behaviours of a trainee who can routinely perform this activity without needing supervision</p> <p>The trainee will:</p>	<p>Possible behaviours of a trainee who needs some supervision to perform this activity</p> <p>The trainee may:</p>
Medical expertise	<ul style="list-style-type: none"> • use population health outcomes to identify opportunities for improvement in delivering appropriate care • regularly review patients’ or population health outcomes to identify opportunities for improvement in delivering appropriate care • evaluate environmental and lifestyle health risks, and advocate for healthy lifestyle choices • use standardised protocols to adhere to best practice and prevent the occurrence of wrong-site, wrong-patient procedures • regularly monitor personal professional performance 	<ul style="list-style-type: none"> • contribute to processes on identified opportunities for improvement • recognise the importance of prevention and early detection in clinical practice • use local guidelines to assist patient care decision making
Communication	<ul style="list-style-type: none"> • support patients to have access to, and use, easy-to-understand, high-quality information about health care • support patients to share decision making about their own health care, to the extent they choose • assist patients’ access to their health information, as well as complaint and feedback systems • discuss with patients any safety and quality concerns they have relating to their care 	<ul style="list-style-type: none"> • demonstrate awareness of the evidence for consumer engagement and its contribution to quality improvement in healthcare • apply knowledge of how health literacy might affect the way patients or populations gain access to, understand, and use health information

⁹ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> implement the organisation's open disclosure policy 	
Quality and safety	<ul style="list-style-type: none"> demonstrate safety skills, including infection control, adverse event reporting, and effective clinical handover participate in organisational quality and safety activities, including morbidity and mortality reviews, clinical incident reviews, root cause analyses, and corrective action preventative action plans participate in systems for surveillance and monitoring of adverse events and 'near misses', including reporting such events ensure that identified opportunities for improvement are raised and reported appropriately use clinical audits and registries of data on patients' experiences and outcomes, learnings from incidents, and complaints to improve healthcare 	<ul style="list-style-type: none"> demonstrate understanding of a systematic approach to improving the quality and safety of healthcare
Teaching and learning	<ul style="list-style-type: none"> translate quality improvement approaches and methods into practice participate in professional training in quality and safety to ensure a contemporary approach to safety system strategies supervise and manage the performance of junior colleagues in the delivery of high-quality, safe care 	<ul style="list-style-type: none"> work within organisational quality and safety systems for the delivery of clinical care use opportunities to learn about safety and quality theory and systems
Research	<ul style="list-style-type: none"> ensure that any protocol for human research is approved by a human research ethics committee, in accordance with the national statement on ethical conduct in human research 	<ul style="list-style-type: none"> understand that patient participation in research is voluntary and based on an appropriate understanding about the purpose, methods, demands, risks, and potential benefits of the research
Cultural safety	<ul style="list-style-type: none"> undertake professional development opportunities that address the impact of cultural bias on health outcomes 	<ul style="list-style-type: none"> communicate effectively with patients from culturally and linguistically diverse backgrounds
Ethics and professional behaviour	<ul style="list-style-type: none"> align improvement goals with the priorities of the organisation contribute to developing an organisational culture that enables and prioritises patients' safety and quality 	<ul style="list-style-type: none"> comply with professional regulatory requirements and codes of conduct
Judgement and decision making	<ul style="list-style-type: none"> use decision-making support tools, such as guidelines, protocols, pathways, and reminders analyse and evaluate current care processes to improve healthcare 	<ul style="list-style-type: none"> access information and advice from other health practitioners to identify, evaluate, and improve patients' care management

<p>Leadership, management, and teamwork</p>	<ul style="list-style-type: none"> • formulate and implement quality improvement strategies as a collaborative effort involving all key health professionals • support multidisciplinary team activities to lower patients' risk of harm, and promote interdisciplinary programs of education • actively involve clinical pharmacists in the medication-use process 	<ul style="list-style-type: none"> • demonstrate attitudes of respect and cooperation among members of different professional teams • partner with clinicians and managers to ensure patients receive appropriate care and information on their care
<p>Health policy, systems, and advocacy</p>	<ul style="list-style-type: none"> • participate in all aspects of the development, implementation, evaluation, and monitoring of governance processes • participate regularly in multidisciplinary meetings where quality and safety issues are standing agenda items, and where innovative ideas and projects for improving care are actively encouraged • measure, analyse, and report a set of specialty-specific process of care and outcome clinical indicators, and a set of generic safety indicators • take part in the design and implementation of the organisational systems for: <ul style="list-style-type: none"> » defining the scope of clinical practice » performance monitoring and management » clinical, and safety and quality education and training 	<ul style="list-style-type: none"> • maintain a dialogue with service managers about issues that affect patient care • contribute to relevant organisational policies and procedures • help shape an organisational culture that prioritises safety and quality through openness, honesty, learning, and quality improvement

EPA 4: Clinical assessment and management

Theme	Clinical assessment and management		AT-EPA-04
Title	Clinically assess and manage the ongoing care of patients		
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> • identify and access sources of relevant information about patients¹⁰ • obtain patient histories • examine patients • synthesise findings to develop provisional and differential diagnoses • discuss findings with patients, families and/or carers • generate a management plan • present findings to other health professionals. 		
Behaviours			
Professional practice framework domain	Ready to perform without supervision	Requires some supervision	
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity	
Medical expertise	The trainee will:	The trainee may:	
	<ul style="list-style-type: none"> • elicit an accurate, organised, and problem-focused medical history considering physical, psychosocial, and risk factors • perform a full physical examination to establish the nature and extent of problems • synthesise and interpret findings from the history and examination to devise the most likely provisional diagnoses via reasonable differential diagnoses • assess the severity of problems, the likelihood of complications, and clinical outcomes • develop management plans based on relevant guidelines, and consider the balance of benefit and harm by taking patients' personal set of circumstances into account 	<ul style="list-style-type: none"> • take patient-centred histories, considering psychosocial factors • perform accurate physical examinations • recognise and correctly interpret abnormal findings • synthesise pertinent information to direct the clinical encounter and diagnostic categories • develop appropriate management plans 	
Communication	<ul style="list-style-type: none"> • communicate openly, listen, and take patients' concerns seriously, giving them adequate opportunity to ask questions • provide information to patients and their family or carers to enable them to make a fully informed decision from various diagnostic, therapeutic, and management options 	<ul style="list-style-type: none"> • anticipate, read, and respond to verbal and non-verbal cues • demonstrate active listening skills • communicate patients' situations to colleagues, including senior clinicians 	

¹⁰ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> communicate clearly, effectively, respectfully, and promptly with other health professionals involved in patients' care 	
Quality and safety	<ul style="list-style-type: none"> demonstrate safety skills, including infection control, adverse event reporting and effective clinical handover recognise and effectively deal with aggressive and violent patient behaviours through appropriate training obtain informed consent before undertaking any investigation or providing treatment (except in an emergency) ensure patients are informed of the material risks associated with any part of proposed management plans 	<ul style="list-style-type: none"> perform hand hygiene, and take infection control precautions at appropriate moments take precaution against assaults from confused or agitated patients, ensuring appropriate care of patients document history and physical examination findings, and synthesise with clarity and completeness
Teaching and learning	<ul style="list-style-type: none"> set defined objectives for clinical teaching encounters, and solicit feedback on mutually agreed goals regularly reflect upon and self-evaluate professional development obtain informed consent before involving patients in teaching activities turn clinical activities into an opportunity to teach, appropriate to the setting 	<ul style="list-style-type: none"> set unclear goals and objectives for self-learning self-reflect infrequently deliver teaching considering learners' level of training
Research	<ul style="list-style-type: none"> search for, find, compile, analyse, interpret, and evaluate information relevant to the research subject 	<ul style="list-style-type: none"> refer to guidelines and medical literature to assist in clinical assessments when required demonstrate an understanding of the limitations of evidence and the challenges of applying research in daily practice
Cultural safety	<ul style="list-style-type: none"> use plain-language patient education materials, and demonstrate cultural and linguistical sensitivity demonstrate effective and culturally competent communication and care for Aboriginal and Torres Strait Islander and Māori peoples, and members of other cultural groups use a professional interpreter, health advocate, or a family or community member to assist in communication with patients, and understand the potential limitations of each acknowledge patients' beliefs 	<ul style="list-style-type: none"> display respect for patients' cultures, and attentiveness to social determinants of health display an understanding of at least the most prevalent cultures in society, and an appreciation of their sensitivities appropriately access interpretive or culturally focused services

	and values, and how these might impact on health	
Ethics and professional behaviour	<ul style="list-style-type: none"> demonstrate professional values, including compassion, empathy, respect for diversity, integrity, honesty, and partnership to all patients hold information about patients in confidence, unless the release of information is required by law or public interest assess patients' capacity for decision making, involving a proxy decision maker appropriately 	<ul style="list-style-type: none"> demonstrate professional conduct, honesty, and integrity consider patients' decision-making capacity identify patients' preferences regarding management and the role of families in decision making not advance personal interest or professional agendas at the expense of patient or social welfare
Judgement and decision making	<ul style="list-style-type: none"> apply knowledge and experience to identify patients' problems, making logical, rational decisions, and acting to achieve positive outcomes for patients use a holistic approach to health considering comorbidity, uncertainty, and risk use the best available evidence for the most effective therapies and interventions to ensure quality care 	<ul style="list-style-type: none"> demonstrate clinical reasoning by gathering focused information relevant to patients' care recognise personal limitations and seek help in an appropriate way when required
Leadership, management, and teamwork	<ul style="list-style-type: none"> work effectively as a member of multidisciplinary teams to achieve the best health outcome for patients demonstrate awareness of colleagues in difficulty, and work within the appropriate structural systems to support them while maintaining patient safety 	<ul style="list-style-type: none"> share relevant information with members of the health care team
Health policy, systems, and advocacy	<ul style="list-style-type: none"> participate in health promotion, disease prevention and control, screening, and reporting notifiable diseases aim to achieve the optimal cost-effective patient care to allow maximum benefit from the available resources 	<ul style="list-style-type: none"> identify and navigate components of the healthcare system relevant to patients' care identify and access relevant community resources to support patient care

EPA 5: Management of transitions in care

Theme	Management of transitions in care		AT-EPA-05
Title	Manage the transition of patient care between health professionals, providers, and contexts		
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> manage a transition of patient care to ensure the optimal continuation of care between providers identify the appropriate health care providers and other stakeholders with whom to share patient information exchange pertinent, contextually appropriate, and relevant patient information perform this activity in multiple settings (appropriate to the speciality), including inpatient, ambulatory, and critical care settings. 		
Behaviours			
	Ready to perform without supervision	Requires some supervision	
<u>Professional practice framework domain</u>	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity	
	The trainee will:	The trainee may:	
Medical expertise	<ul style="list-style-type: none"> facilitate an optimal transition of care for patients identify and manage key risks for patients during transition anticipate possible changes in patients' conditions, and provide recommendations on how to manage them 	<ul style="list-style-type: none"> understand the details of patients' conditions, illness severity, and potential emerging issues with appropriate actions provide accurate summaries of patients' information with accurate identification of problems or issues 	
Communication	<ul style="list-style-type: none"> write relevant and detailed medical record entries, including clinical assessments and management plans write comprehensive and accurate summaries of care, including discharge summaries, clinic letters, and transfer documentation initiate and maintain verbal communication with other health professionals, when required communicate with patients¹¹, families and/or carers about transition of care, and engage and support these parties in decision making 	<ul style="list-style-type: none"> communicate clearly with clinicians and other caregivers use standardised verbal and written templates to improve the reliability of information transfer and prevent errors and omissions communicate accurately and in a timely manner to ensure an effective transition between settings, and continuity and quality of care 	
Quality and safety	<ul style="list-style-type: none"> identify patients at risk of a poor transition of care, and mitigate this risk 	<ul style="list-style-type: none"> ensure that handover is complete, or work to mitigate risks if the handover was incomplete 	

¹¹ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • use electronic tools (where available) to securely store and transfer patient information • use consent processes, including written consent if required, for the release and exchange of information • demonstrate understanding the medicolegal context of written communications 	<ul style="list-style-type: none"> • ensure all outstanding results or procedures are followed up by receiving units and clinicians • keep patients' information secure, adhering to relevant legislation regarding personal information and privacy
Teaching and learning	<ul style="list-style-type: none"> • integrate clinical education in handover sessions and other transition of care meetings • tailor clinical education to the level of the professional parties involved 	<ul style="list-style-type: none"> • take opportunities to teach junior colleagues during handover, as necessary
Cultural safety	<ul style="list-style-type: none"> • communicate with careful consideration to health literacy, language barriers, and culture about patient preferences, and whether they are realistic and possible, respecting patient choices • recognise the timing, location, privacy, and appropriateness of sharing information with patients and their families or carers 	<ul style="list-style-type: none"> • include relevant information regarding patients' cultural or ethnic background in handovers, and whether an interpreter is required
Ethics and professional behaviour	<ul style="list-style-type: none"> • disclose and share only contextually appropriate medical and personal information • demonstrate understanding of the clinical, ethical, and legal rationale for information disclosure • share information about patients' health care in a manner consistent with privacy law and professional guidelines on confidentiality • demonstrate understanding of the additional complexity related to some types of information, such as genetic information and blood-borne-virus status, and seek appropriate advice about disclosure of such information • interacts in a collegiate and collaborative way with professional colleagues during transitions of care 	<ul style="list-style-type: none"> • maintain respect for patients, families, carers, and other health professionals, including respecting privacy and confidentiality
Judgement and decision making	<ul style="list-style-type: none"> • ensure patients' care is in the most appropriate facility, setting, or provider 	<ul style="list-style-type: none"> • use a structured approach to consider and prioritise patients' issues • recognise personal limitations and seek help in an appropriate way when required
Leadership, management, and teamwork	<ul style="list-style-type: none"> • share the workload of transitions of care appropriately, including delegation 	<ul style="list-style-type: none"> • recognise factors that impact on the transfer of care, and help subsequent health professionals

	<ul style="list-style-type: none"> • demonstrate understanding of the medical governance of patient care, and the differing roles of team members • show respect for the roles and expertise of other health professionals, and work effectively as a member of professional teams • ensure that multidisciplinary teams provide the opportunity for patients' engagement and participation when appropriate 	<ul style="list-style-type: none"> • to understand the issues to continue care • work to overcome the potential barriers to continuity of care, appreciating the role of handover in overcoming these barriers
<p>Health policy, systems, and advocacy</p>	<ul style="list-style-type: none"> • contribute to processes for managing risks, and identify strategies for improvement in transition of care • engage in organisational processes to improve transitions of care, such as formal surveys or follow-up phone calls after hospital discharge 	<ul style="list-style-type: none"> • factor transport issues and costs to patients into arrangements for transferring patients to other settings

EPA 6: Acute care

Theme	Acute care	AT-EPA-06
Title	Manage the early care of acutely unwell patients	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> • assess seriously unwell or injured patients, and initiate management • recognise clinical deterioration, and respond by following the local process for escalation of care • recognise and manage acutely unwell patients who require resuscitation • lead the resuscitation team initially, and involve other necessary services • liaise with transport services and medical teams • perform this activity primarily in inpatient settings. 	
Behaviours		
Professional practice framework domain	Ready to perform without supervision	Requires some supervision
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity
Medical expertise	The trainee will:	The trainee may:
	<ul style="list-style-type: none"> • recognise immediate life-threatening conditions and deteriorating and critically unwell patients¹², and respond appropriately • perform advanced life support, according to resuscitation council guidelines, to a high level of advanced resuscitation skills • demonstrate knowledge of potential risks and complications of resuscitation • effectively assess, diagnose, and manage acute undifferentiated clinical presentations • select investigations that ensure maximum patient safety through excluding or diagnosing critical patient issues • systematically identify causes of acute deterioration in health status and levels of physical and cognitive functioning • manage escalations or transitions of care in a proactive and timely manner • develop plans of multidisciplinary treatment, rehabilitation, and secondary prevention following acute events 	<ul style="list-style-type: none"> • recognise seriously unwell patients requiring immediate care • apply basic life support as indicated • understand general medical principles of caring for patients with undifferentiated and undiagnosed conditions • identify potential causes of current deterioration, and comply with escalation protocols • facilitate initial tests to assist in diagnosis and develop management plans for immediate treatment • document information to outline the rationale for clinical decisions and action plans • assess perioperative and periprocedural patients

¹² References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • provide clear and effective discharge summaries with recommendations for ongoing care • optimise medical management before, during, and after operations 	
Communication	<ul style="list-style-type: none"> • communicate clearly with other team members, and coordinate efforts of multidisciplinary team members • use closed-loop and clear communication with other health care team members during resuscitation • facilitate early communication with patients, families, and health care team members to allow shared decision making • negotiate realistic treatment goals, and determine and explain the expected prognoses and outcomes • employ communication strategies appropriate for younger patients or those with cognitive difficulties • explain the situation to patients in a sensitive and supportive manner, avoiding jargon and confirming their understanding • determine the level of health literacy of individual patients and level of understanding of agreed care decisions 	<ul style="list-style-type: none"> • demonstrate communication skills to sufficiently support the function of multidisciplinary teams • if possible, determine patients' understanding of their diseases and what they perceive as the most desirable goals of care
Quality and safety	<ul style="list-style-type: none"> • maintain up-to-date certification in advanced life support • use clinical information technology systems for conducting prospective and retrospective clinical audits • evaluate and explain the benefits and risks of clinical interventions based on individual patients' circumstances • analyse adverse incidents and sentinel events to identify system failures and contributing factors • identify evidence-based practice gaps using clinical indicators, and implement changes to improve patients' outcomes • coordinate and encourage innovation, and objectively evaluate improvement initiatives for outcomes and sustainability 	<ul style="list-style-type: none"> • evaluate the quality of processes through well-designed audits • recognise the risks and benefits of operative interventions • raise appropriate issues for review at morbidity and mortality meetings • evaluate the quality and safety processes implemented within the workplace, and identify gaps in their structure
Teaching and learning	<ul style="list-style-type: none"> • demonstrate effective supervision skills and teaching methods which 	<ul style="list-style-type: none"> • mentor and train others to enhance team effectiveness

	<ul style="list-style-type: none"> are adapted to the context of the training encourage questioning among junior colleagues and students in response to unanswered clinical questions seek guidance and feedback from healthcare teams to reflect on the encounter and improve future patients' care 	<ul style="list-style-type: none"> provide constructive feedback to junior colleagues to contribute to improvements in individuals' skills coordinate and supervise junior colleagues from the emergency department and the wards
Research	<ul style="list-style-type: none"> select studies based on optimal trial design, freedom from bias, and precision of measurement evaluate the value of treatments in terms of relative and absolute benefits, cost, potential patient harm, and feasibility evaluate the applicability of the results of clinical studies to the circumstances of individual patients, especially those with multiple comorbidities specify research evidence to the needs of individual patients 	<ul style="list-style-type: none"> demonstrate efficient searching of literature databases to retrieve evidence use information from credible sources to aid in decision making refer to evidence-based clinical guidelines and protocols on acutely unwell patients demonstrate an understanding of the limitations of the evidence and the challenges of applying research in daily practice
Cultural safety	<ul style="list-style-type: none"> negotiate health care decisions in a culturally appropriate way by considering variation in family structures, cultures, religion, or belief systems integrate culturally appropriate care of Aboriginal and Torres Strait Islander and Māori peoples into patients' management consider cultural, ethical, and religious values and beliefs in leading multidisciplinary teams 	<ul style="list-style-type: none"> practise cultural competency appropriate for the community serviced proactively identify barriers to access to healthcare
Ethics and professional behaviour	<ul style="list-style-type: none"> develop management plans that are based on medical assessments of the clinical conditions and multidisciplinary assessments of functional capacity advise patients of their rights to refuse medical therapy, including life-sustaining treatment consider the consequences of delivering treatment that is deemed futile, directing to other care as appropriate facilitate interactions within multidisciplinary teams respecting values, encouraging involvement, and engaging all participants in decision making demonstrate critical reflection on personal beliefs and attitudes, including how these may affect patient care and health care policy 	<ul style="list-style-type: none"> communicate medical management plans as part of multidisciplinary plans establish, where possible, patients' wishes and preferences about care contribute to building a productive culture within teams

Judgement and decision making	<ul style="list-style-type: none"> recognise the need for escalation of care, and escalate to appropriate staff or services integrate evidence related to questions of diagnosis, therapy, prognosis, risks, and cause into clinical decision making reconcile conflicting advice from other specialties, applying judgement in making clinical decisions in the presence of uncertainty use care pathways effectively, including identifying reasons for variations in care 	<ul style="list-style-type: none"> involve additional staff to assist in a timely fashion when required recognise personal limitations and seek help in an appropriate way when required
Leadership, management, and teamwork	<ul style="list-style-type: none"> work collaboratively with staff in the emergency department, intensive care, and other subspecialty inpatient units manage the transition of acute medical patients through their hospital journey lead a team by providing engagement while maintaining a focus on outcomes 	<ul style="list-style-type: none"> collaborate with and engage other team members, based on their roles and skills ensure appropriate multidisciplinary assessment and management encourage an environment of openness and respect to lead effective teams
Health policy, systems, and advocacy	<ul style="list-style-type: none"> use a considered and rational approach to the responsible use of resources, balancing costs against outcomes prioritise patient care based on need, and consider available healthcare resources collaborate with emergency medicine staff and other colleagues to develop policies and protocols for the investigation and management of common acute medical problems 	<ul style="list-style-type: none"> understand the systems for the escalation of care for deteriorating patients understand the role of clinician leadership and advocacy in appraising and redesigning systems of care that lead to better patient outcomes

EPA 7: Longitudinal care

Theme	Longitudinal care	AT-EPA-07
Title	Manage and coordinate the longitudinal care of patients with chronic illness, disability, and/or long-term health issues	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> develop management plans and goals in consultation with patients¹³, carers, and/or families manage chronic and advanced conditions, complications, disabilities, and comorbidities collaborate with other health care providers ensure continuity of care facilitate patients' and/or families' and/or carers' self-management and self-monitoring engage with the broader health policy context. 	
Behaviours		
	Ready to perform without supervision	Requires some supervision
Professional practice framework domain	<p>Expected behaviours of a trainee who can routinely perform this activity without needing supervision</p> <p>The trainee will:</p>	<p>Possible behaviours of a trainee who needs some supervision to perform this activity</p> <p>The trainee may:</p>
Medical expertise	<ul style="list-style-type: none"> regularly assess and review care plans for patients with chronic conditions and disabilities based on short- and long-term clinical and quality of life goals provide documentation on patients' presentation, management, and progress, including key points of diagnosis and decision making to inform coordination of care ensure patients contribute to their needs assessments and care planning monitor treatment outcomes, effectiveness, and adverse events 	<ul style="list-style-type: none"> assess patients' knowledge, beliefs, concerns, and daily behaviours related to their chronic condition and/or disability and its management contribute to medical record entries on the history, examination, and management plan in a way that is accurate and sufficient as a member of multidisciplinary teams
Communication	<ul style="list-style-type: none"> encourage patients' self-management through education to take greater responsibility for their care, and support problem solving encourage patients' access to self-monitoring devices and assistive technologies communicate with multidisciplinary team members, and involve patients in that dialogue 	<ul style="list-style-type: none"> provide healthy lifestyle advice and information to patients on the importance of self-management work in partnership with patients, and motivate them to comply with agreed care plans

¹³ References to patients in the remainder of this document may include their families and/or carers.

<p>Quality and safety</p>	<ul style="list-style-type: none"> • use innovative models of chronic disease care using telehealth and digitally integrated support services • review medicine use and ensure patients understand safe medication administration to prevent errors • support patients' self-management by balancing between minimising risk and helping patients to become more independent • participate in quality improvement processes impacting on patients' abilities to undertake normal activities of daily living 	<ul style="list-style-type: none"> • participate in continuous quality improvement processes and clinical audits on chronic disease management • identify activities that may improve patients' quality of life
<p>Teaching and learning</p>	<ul style="list-style-type: none"> • contribute to the development of clinical pathways for chronic diseases management based on current clinical guidelines • educate patients to recognise and monitor their symptoms, and undertake strategies to assist their recovery 	<ul style="list-style-type: none"> • use clinical practice guidelines for chronic diseases management
<p>Research</p>	<ul style="list-style-type: none"> • prepare reviews of literature on patients' encounters to present at journal club meetings • search for and critically appraise evidence to resolve clinical areas of uncertainty 	<ul style="list-style-type: none"> • search literature using Problem/Intervention/Comparison/Outcome (PICO) format • recognise appropriate use of review articles
<p>Cultural safety</p>	<ul style="list-style-type: none"> • encourage patients from culturally and linguistically diverse backgrounds to join local networks to receive the support needed for long-term self-management 	<ul style="list-style-type: none"> • provide culturally safe chronic disease management
<p>Ethics and professional behaviour</p>	<ul style="list-style-type: none"> • share information about patients' health care, consistent with privacy laws and confidentiality and professional guidelines • use consent processes for the release and exchange of health information • assess patients' decision-making capacity, and appropriately identify and use alternative decision makers 	<ul style="list-style-type: none"> • share information between relevant service providers • acknowledge and respect the contribution of health professionals involved in patients' care
<p>Judgement and decision making</p>	<ul style="list-style-type: none"> • implement stepped care pathways in the management of chronic diseases and disabilities • recognise patients' needs in terms of both internal resources and external support on a long-term health care journey 	<ul style="list-style-type: none"> • recognise personal limitations and seek help in an appropriate way when required
<p>Leadership, management, and teamwork</p>	<ul style="list-style-type: none"> • coordinate whole-person care through involvement in all stages of the patients' care journey 	<ul style="list-style-type: none"> • participate in multidisciplinary care for patients with chronic diseases and disabilities, including

	<ul style="list-style-type: none"> • use a multidisciplinary approach across services to manage patients with chronic diseases and disabilities • develop collaborative relationships with patients, families, carers, and a range of health professionals 	<p>organisational and community care on a continuing basis, appropriate to patients' context</p>
<p>Health policy, systems, and advocacy</p>	<ul style="list-style-type: none"> • use health screening for early intervention and chronic diseases management • assess alternative models of healthcare delivery to patients with chronic diseases and disabilities • participate in government initiatives for chronic diseases management to reduce hospital admissions and improve patients' quality of life • help patients access initiatives and services for patients with chronic diseases and disabilities 	<ul style="list-style-type: none"> • demonstrate awareness of government initiatives and services available for patients with chronic diseases and disabilities, and display knowledge of how to access them

EPA 8: Communication with patients

Theme	Communication with patients		AT-EPA-08
Title	Discuss diagnoses and management plans with patients		
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> select a suitable context and include family and/or carers and other team members adopt a patient-centred perspective, including adjusting for cognition and disabilities select and use appropriate modalities and communication strategies structure conversations intentionally negotiate a mutually agreed management plan verify patient¹⁴, family or carer understanding of information conveyed develop and implement a plan for ensuring actions occur ensure the conversation is documented. 		
Behaviours			
Professional practice framework domain	Ready to perform without supervision	Requires some supervision	
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity	
	The trainee will:	The trainee may:	
Medical expertise	<ul style="list-style-type: none"> anticipate and be able to correct any misunderstandings patients may have about their conditions and/or risk factors inform patients of all aspects of their clinical management, including assessments and investigations, and give them adequate opportunity to question or refuse interventions and treatments seek to understand the concerns and goals of patients, and plan management in partnership with them provide information to patients to enable them to make informed decisions about diagnostic, therapeutic, and management options 	<ul style="list-style-type: none"> apply knowledge of the scientific basis of health and disease to the management of patients demonstrate an understanding of the clinical problem being discussed formulate management plans in partnership with patients 	
	Communication	<ul style="list-style-type: none"> use an appropriate communication strategy and modalities for communication, such as emails, face-to-face, or phone calls elicit patients' views, concerns, and preferences, promoting rapport 	<ul style="list-style-type: none"> select appropriate modes of communication engage patients in discussions, avoiding the use of jargon check patients' understanding of information

¹⁴ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • provide information to patients in plain language, avoiding jargon, acronyms, and complex medical terms • encourage questions, and answer them thoroughly • ask patients to share their thoughts or explain their management plan in their own words, to verify understanding • convey information considerately and sensitively to patients, seeking clarification if unsure of how best to proceed • treat children and young people respectfully, and listen to their views • recognise the role of family or carers and, when appropriate, encourage patients to involve their family or carers in decisions about their care 	<ul style="list-style-type: none"> • adapt communication style in response to patients' age, developmental level, and cognitive, physical, cultural, socioeconomic, and situational factors • collaborate with patient liaison officers as required
Quality and safety	<ul style="list-style-type: none"> • discuss with patients their condition and the available management options, including potential benefits and harms • provide information to patients in a way they can understand before asking for their consent • consider young people's capacity for decision making and consent • recognise and take precautions where patients may be vulnerable, such as issues of child protection, self-harm, or elder abuse • participate in processes to manage patient complaints 	<ul style="list-style-type: none"> • inform patients of the material risks associated with the proposed management plan • treat information about patients as confidential
Teaching and learning	<ul style="list-style-type: none"> • discuss the aetiology of diseases and explain the purpose, nature, and extent of the assessments to be conducted • obtain informed consent or other valid authority before involving patients in teaching 	<ul style="list-style-type: none"> • respond appropriately to information sourced by patients, and to patients' knowledge regarding their condition
Research	<ul style="list-style-type: none"> • provide information to patients that is based on guidelines issued by the National Health and Medical Research Council and/or Health Research Council of NZ • provide information to patients in a way they can understand before asking for their consent to participate in research • obtain an informed consent or other valid authority before involving patients in research 	<ul style="list-style-type: none"> • refer to evidence-based clinical guidelines • demonstrate an understanding of the limitations of the evidence and the challenges of applying research in daily practice

Cultural safety	<ul style="list-style-type: none"> • demonstrate effective and culturally competent communication with Aboriginal and Torres Strait Islander and Māori peoples • effectively communicate with members of other cultural groups by meeting patients' specific language, cultural, and communication needs • use qualified language interpreters or cultural interpreters to help meet patients' communication needs • provide plain language and culturally appropriate written materials to patients when possible 	<ul style="list-style-type: none"> • identify when to use interpreters • allow enough time for communication across linguistic and cultural barriers
Ethics and professional behaviour	<ul style="list-style-type: none"> • encourage and support patients to be well informed about their health, and to use this information wisely when they make decisions • encourage and support patients and, when relevant, their families or carers, in caring for themselves and managing their health • demonstrate respectful professional relationships with patients • prioritise honesty, patients' welfare, and community benefit above self-interest • develop a high standard of personal conduct, consistent with professional and community expectations • support patients' rights to seek second opinions 	<ul style="list-style-type: none"> • respect the preferences of patients • communicate appropriately, consistent with the context, and respect patients' needs and preferences • maximise patient autonomy, and support their decision making • avoid sexual, intimate, and/or financial relationships with patients • demonstrate a caring attitude towards patients • respect patients, including protecting their rights to privacy and confidentiality • behave equitably towards all, irrespective of gender, age, culture, socioeconomic status, sexual preferences, beliefs, contribution to society, illness-related behaviours or the illness itself • use social media ethically and according to legal obligations to protect patients' confidentiality and privacy
Leadership, management, and teamwork	<ul style="list-style-type: none"> • communicate effectively with team members involved in patients' care, and with patients, families and carers • discuss medical assessments, treatment plans, and investigations with patients and primary care teams, working collaboratively with all • discuss patient care needs with healthcare team members to align them with the appropriate resources • facilitate an environment where all team members feel they can 	<ul style="list-style-type: none"> • answer questions from team members • summarise, clarify, and communicate responsibilities of healthcare team members • keep healthcare team members focused on patient outcomes

	<p>contribute and their opinion is valued</p> <ul style="list-style-type: none"> • communicate accurately and succinctly, and motivate others on the healthcare team 	
<p>Health policy, systems, and advocacy</p>	<ul style="list-style-type: none"> • collaborate with other services, such as community health centres and consumer organisations, to help patients navigate the healthcare system 	<ul style="list-style-type: none"> • communicate with and involve other health professionals as appropriate

EPA 9: Prescribing

Theme	Prescribing	AT-EPA-09
Title	Prescribe therapies tailored to patients' needs and conditions	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> take and interpret medication histories choose appropriate medicines based on an understanding of pharmacology, taking into consideration age, comorbidities, potential drug interactions, risks, and benefits communicate with patients¹⁵ and families or carers about the benefits and risks of proposed therapies provide instructions on medication administration effects and side effects monitor medicines for efficacy and safety review medicines and interactions, and cease where appropriate collaborate with pharmacists. 	
Behaviours		
Professional practice framework domain	Ready to perform without supervision	Requires some supervision
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity
Medical expertise	The trainee will:	The trainee may:
	<ul style="list-style-type: none"> identify the patients' disorders requiring pharmacotherapy consider non-pharmacologic therapies consider age, chronic disease status, lifestyle factors, allergies, potential drug interactions, and patient preference prior to prescribing a new medication plan for follow-up and monitoring 	<ul style="list-style-type: none"> be aware of potential side-effects and practical prescription points, such as medication compatibility and monitoring in response to therapies select medicines for common conditions appropriately, safely, and accurately demonstrate understanding of the rationale, risks, benefits, side effects, contraindications, dosage, and drug interactions identify and manage adverse events
Communication	<ul style="list-style-type: none"> discuss and evaluate the risks, benefits, and rationale of treatment options, making decisions in partnership with patients write clear and legible prescriptions in plain language, and include specific indications for the anticipated duration of therapy educate patients about the intended use, expected outcomes, and potential side effects for each prescribed medication, addressing the common, rare, and serious effects at the time of prescribing 	<ul style="list-style-type: none"> discuss and explain the rationale for treatment options with patients, families or carers explain the benefits and burdens of therapies, considering patients' individual circumstances write clearly legible scripts or charts using generic names of the required medication in full, including mg/kg/dose information and all legally required information seek further advice from experienced clinicians or pharmacists when appropriate

¹⁵ References to patients in the remainder of this document may include their families and/or carers.

	<p>to improve patients' adherence to pharmacotherapy</p> <ul style="list-style-type: none"> describe how the medication should and should not be administered, including any important relationships to food, time of day, and other medicines being taken ensure patients' understanding by repeating back pertinent information, such as when to return for monitoring and whether therapy continues after this single prescription identify patients' concerns and expectations, and explain how medicines might affect their everyday lives 	
Quality and safety	<ul style="list-style-type: none"> review medicines regularly to reduce non-adherence, and monitor treatment effectiveness, possible side effects, and drug interactions, ceasing unnecessary medicines use electronic prescribing tools where available, and access electronic drug references to prevent errors caused by drug interactions and poor handwriting prescribe new medicines only when they have been demonstrated to be safer or more effective at improving patient-oriented outcomes than existing medicines participate in clinical audits to improve prescribing behaviour, including an approach to polypharmacy and prescribing cascade report suspected adverse events to the Advisory Committee on Medicines, and record it in patients' medical records 	<ul style="list-style-type: none"> check the dose before prescribing monitor side effects of medicines prescribed identify medication errors and institute appropriate measures use electronic prescribing systems safely rationalise medicines to avoid polypharmacy
Teaching and learning	<ul style="list-style-type: none"> use continuously updated software for computers and electronic prescribing programs ensure patients understand management plans, including adherence issues use appropriate guidelines and evidence-based medicine resources to maintain a working knowledge of current medicines, keeping up to date on new medicines 	<ul style="list-style-type: none"> undertake continuing professional development to maintain currency with prescribing guidelines reflect on prescribing, and seek feedback from a supervisor

<p>Research</p>	<ul style="list-style-type: none"> critically appraise research material to ensure any new medicine improves patient-oriented outcomes more than older medicines, and not just more than placebo use sources of independent information about medicines that provide accurate summaries of the available evidence on new medicines 	<ul style="list-style-type: none"> make therapeutic decisions according to the best evidence recognise where evidence is limited, compromised, or subject to bias or conflict of interest
<p>Cultural safety</p>	<ul style="list-style-type: none"> explore patients' understanding of and preferences for non-pharmacological and pharmacological management offer patients effective choices based on their expectations of treatment, health beliefs, and cost interpret and explain information to patients at the appropriate level of their health literacy anticipate queries to help enhance the likelihood of medicines being taken as advised ensure appropriate information is available at all steps of the medicine management pathway 	<ul style="list-style-type: none"> appreciate patients' cultural and religious backgrounds, attitudes, and beliefs, and how these might influence the acceptability of pharmacological and non-pharmacological management approaches
<p>Ethics and professional behaviour</p>	<ul style="list-style-type: none"> provide information to patients about: <ul style="list-style-type: none"> what the medicine is for what it does potential side effects how to take it when it should be stopped make prescribing decisions based on good safety data when the benefits outweigh the risks involved demonstrate understanding of the ethical implications of pharmaceutical industry-funded research and marketing 	<ul style="list-style-type: none"> consider the efficacy of medicines in treating illnesses, including the relative merits of different non-pharmacological and pharmacological approaches follow regulatory and legal requirements and limitations regarding prescribing follow organisational policies regarding pharmaceutical representative visits and drug marketing
<p>Judgement and decision making</p>	<ul style="list-style-type: none"> use a systematic approach to select treatment options use medicines safely and effectively to get the best possible results choose suitable medicines only if medicines are considered necessary and will benefit patients prescribe medicines appropriately to patients' clinical needs, in doses that meet their individual requirements, for a sufficient length of time, with the lowest cost to them 	<ul style="list-style-type: none"> recognise personal limitations and seek help in an appropriate way when required consider the following factors for all medicines: <ul style="list-style-type: none"> contraindications cost to patients, families, and the community funding and regulatory considerations generic versus brand medicines interactions <p>risk-benefit analysis</p>

	<ul style="list-style-type: none"> • evaluate new medicines in relation to their possible efficacy and safety profile for individual patients 	
Leadership, management, and teamwork	<ul style="list-style-type: none"> • interact with medical, pharmacy, and nursing staff to ensure safe and effective medicine use 	<ul style="list-style-type: none"> • work collaboratively with pharmacists • participate in medication safety and morbidity and mortality meetings
Health policy, systems, and advocacy	<ul style="list-style-type: none"> • choose medicines in relation to comparative efficacy, safety, and cost-effectiveness against medicines already on the market • prescribe for individual patients, considering history, current medicines, allergies, and preferences, ensuring that healthcare resources are used wisely for the benefit of patients 	<ul style="list-style-type: none"> • prescribe in accordance with the organisational policy

EPA 10: Procedures

Theme	Procedures	AT-EPA-10
Title	Plan, prepare for, perform, and provide aftercare for important practical procedures	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> select appropriate procedures in partnership with patients¹⁶, their families or carers obtain informed consent set up the equipment, maintaining an aseptic field perform procedures manage unexpected events and complications during and after procedures provide aftercare for patients communicate aftercare protocols and instructions to patients and medical and nursing staff interpret the results and outcomes of procedures, including imaging and reports communicate the outcome of procedures and associated investigations to patients perform this activity across multiple relevant settings. 	
Behaviours		
Professional practice framework domain	Ready to perform without supervision	Requires some supervision
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity
Medical expertise	The trainee will:	The trainee may:
	<ul style="list-style-type: none"> select procedures by assessing patient-specific factors, risks, benefits, and alternatives confidently and consistently perform a range of common procedures ensure team members are aware of all allergies/adverse reactions identified, and take precautions to avoid allergies/adverse reactions during procedures ensure patients have complied with pre-procedure preparation confirm the correct position/site/side/level on patients for planned procedures recognise and manage effectively complications arising during or after procedures recognise and correctly interpret normal and abnormal findings of diagnostic procedures 	<ul style="list-style-type: none"> assess patients and identify indications for procedures check for allergies and adverse reactions consider risks and complications of procedures interpret results of common diagnostic procedures organise and document post-procedure review of patients

¹⁶ References to patients in the remainder of this document may include their families and/or carers.

<p>Communication</p>	<ul style="list-style-type: none"> accurately document procedures in the clinical notes, including informed consent, procedures requested and performed, reasons for procedures, medicines given, aseptic technique, and aftercare explain procedures clearly to patients, families and carers, including reasons for procedures, potential alternatives, and possible risks, to facilitate informed choices counsel patients sensitively and effectively, and support them to make informed choices address patients', families' or carers' concerns relating to procedures, providing opportunities to ask questions tailor language according to individual patients' age and capacity to understand communicate effectively with team members, patients, families, and carers prior to, during, and after procedures ensure team members are confident and competent in their assigned roles 	<ul style="list-style-type: none"> explain the process of procedures to patients without providing a broader context help patients, families and carers to choose the procedure communicate with members of procedural teams so all team members understand who each member is discuss post-procedural care with patients, families and carers complete relevant patients' documentation, and conduct an appropriate clinical handover
<p>Quality and safety</p>	<ul style="list-style-type: none"> obtain informed consent or other valid authority before undertaking any procedure set up all necessary equipment, and consistently use universal precautions and aseptic technique confirm patients' identification, verify the procedure, and, where appropriate, the correct position/site/side/level for the procedure ensure that information on patients' consent forms matches procedures to be performed identify, document, and appropriately notify of any adverse events or equipment malfunction 	<ul style="list-style-type: none"> provide information in a manner so that patients, families, and carers are fully informed when consenting to any procedures demonstrate an inconsistent application of aseptic technique identify patients using approved patients' identifiers before any treatment or intervention is initiated attempt to perform a procedure in an unsafe environment
<p>Teaching and learning</p>	<ul style="list-style-type: none"> refer to and/or be familiar with relevant published procedural guidelines prior to undertaking procedures organise or participate in in-service training on new technology provide specific and constructive feedback and comments to junior colleagues initiate and conduct skills training for junior staff 	<ul style="list-style-type: none"> participate in continued professional development help junior colleagues to develop new skills actively seek feedback on personal technique until competent

Cultural safety	<ul style="list-style-type: none"> consider individual patients' cultural perception of health and illness, and adapt practice accordingly 	<ul style="list-style-type: none"> respect religious, cultural, linguistic, and family values and differences
Ethics and professional behaviour	<ul style="list-style-type: none"> confidently perform common procedures identify appropriate proxy decision makers when required show respect for knowledge and expertise of colleagues maximise patient autonomy in decision making 	<ul style="list-style-type: none"> perform procedures when adequately supervised follow procedures to ensure safe practice
Judgement and decision making	<ul style="list-style-type: none"> identify roles and optimal timing for diagnostic procedures critically appraise information from assessment and evaluation of risk/benefit to prioritise patients on a waiting list make clinical judgements and decisions based on the available evidence select the most appropriate and cost-effective diagnostic procedures adapt procedures in response to assessments of risks to individual patients select appropriate investigations on the samples obtained in diagnostic procedures 	<ul style="list-style-type: none"> prioritise which patients receive procedures first (if there is a waiting list) assess personal skill levels, and seek help with procedures when appropriate use tools and guidelines to support decision making recommend suboptimal procedures for patients
Leadership, management, and teamwork	<ul style="list-style-type: none"> explain critical steps, anticipated events, and equipment requirements to teams on planned procedures provide staff with clear aftercare instructions, and explain how to recognise possible complications identify relevant management options with colleagues, according to their level of training and experience, to reduce error, prevent complications, and support efficient teamwork coordinate efforts, encourage others, and accept responsibility for work done 	<ul style="list-style-type: none"> ensure all relevant team members are aware that a procedure is occurring discuss patients' management plans for recovery with colleagues
Health policy, systems, and advocacy	<ul style="list-style-type: none"> discuss serious incidents at appropriate clinical review meetings initiate local improvement strategies in response to serious incidents use resources efficiently when performing procedures 	<ul style="list-style-type: none"> perform procedures in accordance with the organisational guidelines and policies

EPA 11: Investigations

Theme	Investigations	AT-EPA-11
Title	Select, organise, and interpret investigations	
Description	<p>This activity requires the ability to:</p> <ul style="list-style-type: none"> select, plan, and use evidence-based clinically appropriate investigations prioritise patients receiving investigations (if there is a waiting list) evaluate the anticipated value of the investigation work in partnership with patients¹⁷ and their families or carers to facilitate choices that are right for them provide aftercare for patients (if needed) interpret the results and outcomes of investigations communicate the outcome of investigations to patients. 	
Behaviours		
Professional practice framework Domain	Ready to perform without supervision	Requires some supervision
	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity
	The trainee will:	The trainee may:
Medical expertise	<ul style="list-style-type: none"> choose evidence-based investigations and frame them as an adjunct to comprehensive clinical assessments assess patients' concerns, and determine the need for specific tests that are likely to result in overall benefit develop plans for investigations, identifying their roles and timing recognise and correctly interpret abnormal findings, considering patients' specific circumstances, and act accordingly 	<ul style="list-style-type: none"> provide rationale for investigations understand the significance of abnormal test results and act on these consider patient factors and comorbidities consider age-specific reference ranges
Communication	<ul style="list-style-type: none"> explain to patients the potential benefits, risks, costs, burdens, and side effects of each option, including the option to have no investigations use clear and simple language, and check that patients understand the terms used and agree to proceed with proposed investigations identify patients' concerns and expectations, providing adequate explanations on the rationale for individual test ordering confirm whether patients have understood the information they 	<ul style="list-style-type: none"> discuss the indications, risks, benefits, and complications of investigations with patients before ordering investigations explain the results of investigations to patients arrange investigations, providing accurate and informative referrals, and liaise with other services where appropriate

¹⁷ References to patients in the remainder of this document may include their families and/or carers.

	<p>have been given and the need for more information before deciding</p> <ul style="list-style-type: none"> • use written or visual material or other aids that are accurate and up to date to support discussions with patients • explain findings or possible outcomes of investigations to patients, families and carers • give information that patients may find distressing in a considerate way 	
Quality and safety	<ul style="list-style-type: none"> • identify adverse outcomes that may result from a proposed investigation, focusing on patients' individual situations 	<ul style="list-style-type: none"> • consider safety aspects of investigations when planning them • seek help with interpretation of test results for less common tests or indications or unexpected results
Teaching and learning	<ul style="list-style-type: none"> • use appropriate guidelines, evidence sources, and decision support tools • participate in clinical audits to improve test ordering strategies for diagnoses and screening 	<ul style="list-style-type: none"> • undertake professional development to maintain currency with investigation guidelines
Research	<ul style="list-style-type: none"> • provide patients with relevant information if a proposed investigation is part of a research program • obtain written consent from patients if the investigation is part of a research program 	<ul style="list-style-type: none"> • refer to evidence-based clinical guidelines • consult current research on investigations
Cultural safety	<ul style="list-style-type: none"> • understand patients' views and preferences about any proposed investigation and the adverse outcomes they are most concerned about 	<ul style="list-style-type: none"> • consider patients' cultural and religious backgrounds, attitudes, and beliefs, and how these might influence the acceptability of proposed investigations
Ethics and professional behaviour	<ul style="list-style-type: none"> • remain within the scope of the authority given by patients (with the exception of emergencies) • discuss with patients how decisions will be made once the investigation has started and the patient is not able to participate in decision making • respect patients' decisions to refuse investigations, even if their decisions may not be appropriate or evidence based • advise patients there may be additional costs, which patients may wish to clarify before proceeding • explain the expected benefits as well as the potential burdens and risks of any proposed investigation before obtaining informed consent or other valid authority 	<ul style="list-style-type: none"> • identify appropriate proxy decision makers when required • choose not to investigate in situations where it is not appropriate for ethical reasons • practise within current ethical and professional frameworks • practise within own limits, and seek help when needed • involve patients in decision making regarding investigations, obtaining the appropriate informed consent, including financial consent, if necessary

	<ul style="list-style-type: none"> demonstrate awareness of complex issues related to genetic information obtained from investigations, and subsequent disclosure of such information 	
Judgement and decision making	<ul style="list-style-type: none"> evaluate the costs, benefits, and potential risks of each investigation in a clinical situation adjust the investigative path depending on test results received consider whether patients' conditions may get worse or better if no tests are selected 	<ul style="list-style-type: none"> choose the most appropriate investigation for the clinical scenario in discussion with patients recognise personal limitations and seek help in an appropriate way when required
Leadership, management, and teamwork	<ul style="list-style-type: none"> consider the role other members of the healthcare team might play, and what other sources of information and support are available ensure results are checked in a timely manner, taking responsibility for following up results 	<ul style="list-style-type: none"> demonstrate understanding of what parts of an investigation are provided by different doctors or health professionals
Health policy, systems, and advocacy	<ul style="list-style-type: none"> select and justify investigations regarding the pathological basis of disease, appropriateness, utility, safety, and cost effectiveness consider resource utilisation through peer review of testing behaviours 	

EPA 12: Clinic management

Theme	Clinic management		AT-EPA-12
Title	Manage an outpatient clinic		
Description	This activity requires the ability to: <ul style="list-style-type: none"> manage medical procedures and treatments manage clinic services oversee quality improvement activities communicate with patients¹⁸, their families and/or carers liaise with other health professionals and team members demonstrate problem-solving skills responsibly use public resources. 		
Behaviours			
	Ready to perform without supervision	Requires some supervision	
Professional practice framework domain	Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Possible behaviours of a trainee who needs some supervision to perform this activity	
	The trainee will:	The trainee may:	
Medical expertise	<ul style="list-style-type: none"> effectively identify and address current clinical concerns, as well as longer-term clinical objectives, as appropriate to patients' context evaluate environmental and lifestyle health risks, and advocate for healthy lifestyle choices create an accurate and appropriately prioritised problem list in the clinical notes or as part of an ambulatory care review update documentation in a time frame appropriate to the clinical situation of patients 	<ul style="list-style-type: none"> demonstrate understanding of the importance of prevention, early detection, health maintenance, and chronic condition management 	
Communication	<ul style="list-style-type: none"> help patients navigate the healthcare system to improve access to care by collaboration with other services, such as community health centres and consumer organisations link patients to specific community-based health programs and group education programs 	<ul style="list-style-type: none"> wherever practical, meet patients' specific language and communication needs facilitate appropriate use of interpreter services and translated materials 	
Quality and safety	<ul style="list-style-type: none"> practice health care that maximises patient safety adopt a systematic approach to the review and improvement of professional practice in the outpatient clinic setting 	<ul style="list-style-type: none"> take reasonable steps to address issues if patients' safety may be compromised understand a systematic approach to improving the quality and safety of health care 	

¹⁸ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • identify aspects of service provision that may be a risk to patients' safety • ensure that patients are informed about fees and charges 	<ul style="list-style-type: none"> • participate in organisational quality and safety activities, including clinical incident reviews
Teaching and learning	<ul style="list-style-type: none"> • evaluate their own professional practice • demonstrate learning behaviour and skills in educating junior colleagues • contribute to the generation of knowledge • maintain professional continuing education standards 	<ul style="list-style-type: none"> • recognise the limits of personal expertise, and involve other professionals as needed to contribute to patients' care • use information technology appropriately as a resource for modern medical practice
Research	<ul style="list-style-type: none"> • obtain informed consent or other valid authority before involving patients in research • inform patients about their rights, the purpose of the research, the procedures to be undergone, and the potential risks and benefits of participation before obtaining consent 	<ul style="list-style-type: none"> • allow patients to make informed and voluntary decisions to participate in research
Cultural safety	<ul style="list-style-type: none"> • apply knowledge of the cultural needs of the community serving, and how to shape service to those people • mitigate the influence of own culture and beliefs on interactions with patients and decision making • adapt practice to improve patient engagement and health outcomes 	<ul style="list-style-type: none"> • acknowledge the social, economic, cultural, and behavioural factors influencing health, both at individual and population levels
Ethics and professional behaviour	<ul style="list-style-type: none"> • identify and respect the boundaries that define professional and therapeutic relationships • respect the roles and expertise of other health professionals • comply with the legal requirements of preparing and managing documentation • demonstrate awareness of financial and other conflicts of interest 	<ul style="list-style-type: none"> • understand the responsibility to protect and advance the health and wellbeing of individuals and communities • maintain the confidentiality of documentation, and store clinical notes appropriately • ensure that the use of social media is consistent with ethical and legal obligations
Judgement and decision making	<ul style="list-style-type: none"> • integrate prevention, early detection, health maintenance, and chronic condition management, where relevant, into clinical practice • work to achieve optimal and cost-effective patient care that allows maximum benefit from the available resources 	<ul style="list-style-type: none"> • understand the appropriate use of human resources, diagnostic interventions, therapeutic modalities, and health care facilities

<p>Leadership, management, and teamwork</p>	<ul style="list-style-type: none"> • prepare for and conduct clinical encounters in a well-organised and time-efficient manner • work effectively as a member of multidisciplinary teams or other professional groups • ensure that all important discussions with colleagues, multidisciplinary team members, and patients are appropriately documented • review discharge summaries, notes, and other communications written by junior colleagues • support colleagues who raise concerns about patients' safety 	<ul style="list-style-type: none"> • attend relevant clinical meetings regularly
<p>Health policy, systems, and advocacy</p>	<ul style="list-style-type: none"> • demonstrate capacity to engage in the surveillance and monitoring of the health status of populations in the outpatient setting • maintain good relationships with health agencies and services • apply the principles of efficient and equitable allocation of resources to meet individual, community, and national health needs 	<ul style="list-style-type: none"> • understand common population health screening and prevention approaches

EPA 13: End-of-life care

Theme	End-of-life care	AT-EPA-13
Title	Manage the care of patients at the end of their lives	
Description	This activity requires the ability to: <ul style="list-style-type: none"> recognise the dying phase support patients¹⁹ to plan for their advance care, and document their own wishes manage end-of-life care plans. 	
Behaviours		
Professional practice framework domain	Ready to perform without supervision Expected behaviours of a trainee who can routinely perform this activity without needing supervision	Requires some supervision Possible behaviours of a trainee who needs some supervision to perform this activity
	The trainee will: <ul style="list-style-type: none"> accurately assess patients' physical and psychological symptoms estimate prognosis and communicate this appropriately, if requested, including the uncertainties around such estimates develop and clearly document individualised end-of-life care plans, including patients' preferences for treatment options, resuscitation plans, preferred place of care, and preferred place of death provide holistic symptom management focusing on psychological and physical distress, according to patients' wishes avoid unnecessary investigations or treatments, ensuring physical and psychosocial support review the goals of care and treatment plans with patients, families, or carers if significant changes in patients' conditions or circumstances occur recognise and manage the terminal phase in a timely way 	The trainee may: <ul style="list-style-type: none"> demonstrate an understanding of the principles of care for patients at the end of their lives provide timely assessment and document patients' care plans manage physical symptoms in alignment with patients' wishes take steps to alleviate patients' symptoms and distress correctly identify patients approaching the end of life, and provide symptomatic treatment adequately manage patients in their terminal phase
Medical expertise		
Communication	<ul style="list-style-type: none"> establish supportive relationships with patients, families, or carers based on understanding, trust, empathy, and confidentiality 	<ul style="list-style-type: none"> discuss with patients, family, or carers the goals of care and treatment, and document this in patients' clinical records

¹⁹ References to patients in the remainder of this document may include their families and/or carers.

	<ul style="list-style-type: none"> • explore patients' concerns across physical, spiritual, cultural, and psychological domains thoughtfully • identify opportunities to discuss end-of-life care, aligning it with patients' values and preferences • identify proxy decision makers patients' wish to be involved in discussions about their end-of-life care • identify and document lists of close family members or carers, and develop support plans for them • provide bereaved families or carers with written information about access to bereavement support • communicate effectively and in a timely manner with other health professionals involved in patients' care 	<ul style="list-style-type: none"> • ensure consistent messages are given to patients, families, or carers about treatment options, their likelihood of success, risks, and prognosis • provide an honest and clear clinical assessment summary of the situation, using plain language and avoiding medical jargon • discuss with family or carers appropriate support and bereavement care
Quality and safety	<ul style="list-style-type: none"> • conduct medication chart safety audits, and multidisciplinary mortality and morbidity meetings, and provide feedback to colleagues • develop monitoring and evaluation strategies to capture feedback about the quality of care from multidisciplinary team members, patients, families, and carers • review all deaths to determine the safety and quality of patients' end-of-life care and how it could be improved • review technological systems and processes that support safe and high-quality end-of-life care 	<ul style="list-style-type: none"> • collect and review data on the safety and effectiveness of end-of-life care delivery • communicate the content of discussions about prognosis and advance care planning to multidisciplinary teams • ensure that actual care is aligned with patients' documented wishes
Teaching and learning	<ul style="list-style-type: none"> • provide supervision, support, and teaching to develop the skills of junior colleagues on end-of-life care • reflect on personal practice and use this process to guide continuing professional development • ensure all members of multidisciplinary teams receive education on their roles and responsibilities for managing end-of-life care • promote education covering: <ul style="list-style-type: none"> » ethical and medicolegal issues 	<ul style="list-style-type: none"> • participate in education on disease-specific symptom assessment and evidence-based symptom management • participate in upskilling in best practice of end-of-life care management • encourage junior colleagues to participate in multidisciplinary case reviews, mortality and morbidity meetings, and adverse event reviews

	<ul style="list-style-type: none"> » relevant legislation in the state, territory, or region » competencies for providing culturally responsive end-of-life care to Aboriginal and Torres Strait Islander and Māori peoples, and to people from other cultural backgrounds 	
Research	<ul style="list-style-type: none"> • ensure that quality end-of-life care management processes are evidence based and outcome focused • use systematic reviews or personal reviews and appraisal of the literature as evidence for the appropriate management • support clinical trials to build the end-of-life care evidence base 	<ul style="list-style-type: none"> • recognise that the evidence may be insufficient to resolve uncertainty and make definitive decisions
Cultural safety	<ul style="list-style-type: none"> • practise culturally responsible medicine based on understanding the personal, historical, and cultural influences on patients, families and carers • develop strategies for identifying culturally appropriate decision makers, and obtain their input in discussions of patients' end-of-life care • offer support to patients, families and carers to include cultural or religious practices in their care 	<ul style="list-style-type: none"> • understand, respect, and respond to individual preferences and needs of patients, regardless of their culture and religious beliefs • support patients, families and carers with communication difficulties associated with cultural and linguistic diversity
Ethics and professional behaviour	<ul style="list-style-type: none"> • ensure all team members discuss end-of-life care with patients, and act on expressed patient preferences • enhance the quality of life for patients before death to minimise pain and suffering caused by ineffective treatments • recognise the complexity of ethical issues related to human life and death, when considering the allocation of scarce resources • recognise feelings of moral distress and burnout in themselves and colleagues 	<ul style="list-style-type: none"> • ensure that information on advance care plans, treatment plans, goals of care, and patients' treatment preferences is available to all involved in patients' care • ensure patients' dignity is preserved • respond appropriately to distress or concerns of colleagues, patients, families, and carers
Judgement and decision making	<ul style="list-style-type: none"> • maximise patients' autonomy and their best interests when making treatment decisions • liaise with other relevant services, providing referrals as necessary 	<ul style="list-style-type: none"> • define and document patients', families' or carers' goals and agreed outcomes
Leadership, management, and teamwork	<ul style="list-style-type: none"> • ensure care plans are communicated to all teams involved in patients' care, including relevant community care providers 	<ul style="list-style-type: none"> • coordinate end-of-life care to minimise fragmentation of care

	<ul style="list-style-type: none"> • define the responsibilities and roles of team members involved in patients' care • achieve agreement between multidisciplinary teams about patients' treatment options • coordinate care and support to be provided in patients' preferred place of care • effectively manage personal challenges of dealing with death and grief 	<ul style="list-style-type: none"> • document multidisciplinary care plans, including the terminal phase
Health policy, systems, and advocacy	<ul style="list-style-type: none"> • participate in developing frameworks for organisational advance care planning • allocate resources according to the organisational strategic plan to support systems for effective delivery of end-of-life care • advocate for the needs of individual patients, social groups, and cultures within the community who have specific palliative care needs or inequitable access to palliative care services 	<ul style="list-style-type: none"> • allocate scarce health care resources effectively • support community-based service providers to build capacity for people to be cared in their preferred place of death