

# The General Practice Training Programme in Georgia

## Organisation and management Setup and design of the programme

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# History

- ▶ Specialty “family physician” recognized by the Government of Georgia in 1997;
  - ▶ First cohort of family medicine trainers were trained with the British Government support through DFID Georgia PHC support project;
  - ▶ Re-training programs into family medicine for primary care physicians and nurses were elaborated with the assistance of the Deanery of Postgraduate General Practice Education of University of London.
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# Approach

- ▶ Curriculum is based on the EURACH educational agenda (Latest revision in 2006)
- ▶ In-service training–Family Medicine training practices established in Tbilisi and Regions
- ▶ Training of trainers course elaborated and implemented to equip FM trainers with effective adults learning skills and competencies



# Human resources

- ▶ Family Physician (FP) Trainer is a person with higher medical education, specialty "FP", who has completed the professional training program for FP Trainer and has obtained the appropriate certificate in Georgia or abroad.
- ▶ Main activities of FP Trainer is working at "FP" at Family Medicine Training Practice (Center/Department).
- ▶ The FP "Trainer" conducts on a part-time or a full-time basis, training activities according to the approved curriculum and performs:

Training with small groups of trainees;

Individual work with each trainee;

Teaching of practical skills as specified by the curriculum;

Supervision of trainee's practical activities;

Formative evaluation and development of personal training plans based on individual needs of the trainees;

- ▶ Limited involvement of other specialists when necessary



# Core competencies

- ▶ Primary care management.
- ▶ Person centred care.
- ▶ Specific problem solving skills.
- ▶ A comprehensive approach.
- ▶ Community orientation.
- ▶ A holistic approach.



# Description of the FP re-training program

## ▶ Duration 940 hours

| Module  | Small group teaching | Clinical practice |
|---|----------------------|-------------------|
| Family Medicine in Georgia  | 40 hours             | –                 |
| Patient Consultation  | 16 hours             | 8 hours           |
| Basic clinical skills: Clinical theory and practice incl. Prevention; Chronic disease management; Reproductive health, Mental Health, Infectious diseases, Common problems and etc. | 436 hours            | 328 hours         |
| Clinical Epidemiology   | 16 hours             | –                 |
| Professional responsibilities   | 16 hours             | –                 |
| Management  | 56 hours             | –                 |
| Audit and research in General Practice  | 32 hours             | –                 |

## Description of the FP re-training program

- ▶ Multidisciplinary training sessions for physicians and nurses (96 hours)
- ▶ Formative and summative assessment
  - Multiple Choice Questions
  - Modified Assay Questions
  - Project that must include audit or survey
  - Oral exam to assess trainees problem solving skills
- ▶ Trainee is eligible to sit the state certification exam in family medicine if successful at summative assessment.



# Training materials

- ▶ Textbook in Family Medicine (2001)
- ▶ Clinical practice guideline and protocols elaborated by donor support and approved by the State Guideline Accreditation Board
- ▶ Online resources
- ▶ Handouts prepared by trainers
- ▶ Other materials provided by international partners (e.g. American Academy of Family Physicians)



# Evaluation of the training program

- ▶ Trainee satisfaction surveys routinely
- ▶ Performance evaluation study conducted in 2008:
  - All respondents expressed satisfaction with re-training programs. However, 30% considered revising the training curricula as necessary.
  - Almost half of the physicians reported the need to improve ophthalmoscopy, otoscopy, and ECG interpretation skills.
  - Nurses emphasized elderly and emergency care as areas in which they need more training.



## Family Medicine Trainers needs assessment study (2009)

- ▶ Family medicine trainers report the need for improving their own competencies in family medicine and adult learning theory and practice
- ▶ It is critical to have an opportunity for sharing professional experience and expertise with other trainers. The following were identified as useful means for this:

Georgia Family Medicine Association (GFMA) Web-site  
GFMA publication  
Encouraging peer review practice

- ▶ All trainers report that there is a clear need for strengthening a training quality assurance system nationally as well as locally.



# Areas for further improvement

- ▶ Skills training has to be improved
- ▶ Continuous professional development of family physician's trainers supported
- ▶ Continuous updating and development of training materials/publications in Georgian language
- ▶ Performance evaluation of newly trained practitioners conducted regularly to inform primary health care reform and professional development policies
- ▶ Needs assessment of FM trainers conducted regularly
- ▶ Proposals for establishing effective training quality assurance system elaborated and appropriate actions taken by national stakeholders
- ▶ Trainers networks established and strengthened nation-wide:
  - Professional networking events supported (National & international)
  - Web-page with FM training resources functional

