



National Doctors' Health and Wellbeing Curriculum

	Core Content Themes	Educational Goals	Sample Learning Outcomes / Competencies	Alignment to Roles of the CanMEDS 2015 Framework
1	Understanding doctors' health – Individual, systemic, and cultural determinants	Builds foundational understanding of how doctor health affects safe practice and patient care. Encourages recognition of systemic, cultural, and personal influences on wellbeing.	• Recognise why doctors' health is different • Describe the health issues commonly experienced by doctors • Critically analyse systemic and cultural influences on doctors' wellbeing • Understand specific health issues such as moral injury, post-traumatic stress disorder and vicarious trauma • Identify barriers and enablers of health experienced by medical practitioners.	Medical Expert, Health Advocate, Professional
2	Professional identity and medical culture – Norms, values, and their impact on wellbeing	Links identity formation to behaviour and ethics. Promotes reflective practice and exploration of values that shape self-care and professional conduct.	• Explain the concept of professional identity • Reflect on how culture shapes health-seeking behaviour • Explore personal values • Understand the importance of self- reflection and reflective practice • Propose strategies to foster supportive professional cultures. • Recognise how personal values and professional identity impact our work – delivering care, being a supervisor.	Professional, Scholar, Communicator

3	Workplace risks and impacts – Bullying, harassment, racism, fatigue, and safe hours	Equips doctors to identify, prevent, and advocate against unsafe or discriminatory workplace practices, aligning with advocacy and leadership roles.	• Understand workplace rights • Recognise the impact of unsafe culture, workload, and fatigue • Describe reporting and prevention mechanisms related to workplace issues such as bullying • Analyse how organisational policies and hierarchies of power can unintentionally enable bullying, racism or discrimination • Advocate for safe, inclusive workplaces.	Health Advocate, Leader, Professional
4	Self-Care, boundaries and help-seeking: Practical strategies and pathways to care	Develops capacity for ethical self-care, peer communication, and timely help-seeking, reinforcing professionalism and wellbeing. Recognises that all doctors need to maintain health and wellbeing, including supervisors and trainees	• Identify sustainable self-care strategies • Identify common health problems and other risks to wellbeing (such as financial issues) for doctors • Establish effective mechanisms for monitoring health and wellbeing • Develop a personal wellbeing plan • Describe confidential healthcare options for doctors • Understand the role of being a patient and the potential challenges • Understand the barriers and enablers impacting access to care.	Health Advocate, Leader, Professional
5	Caring for colleagues: Dual roles, confidentiality, and treating peers	Builds skills in compassionate communication, ethical practice, and maintaining boundaries while supporting peers.	• Understand the pros and cons of professional courtesy • Define how to maintain appropriate boundaries when treating colleagues • Explain confidentiality standards and legal obligations • Demonstrate how to manage a corridor consultation.	Professional, Communicator, Health Advocate
6	When things go wrong: Adverse events, error, second victim, moral distress and recovery	Addresses reflective practice, emotional regulation, and system-based responses after clinical error. Encourages shared learning and team support.	• Explain the ‘second victim’ concept • Understand how adverse events and error are unavoidable • Outline organisational and peer supports after an incident or error • Develop a departmental response plan.	Professional, Medical Expert, Collaborator

7	Complaints, regulation and medico-legal stress: Strategies for navigating processes and staying well	Builds literacy in navigating complaints while maintaining wellbeing and professionalism. Encourages reflection and system-level advocacy for fairness.	• Outline how regulatory and medico-legal processes can impact doctors' health • Identify emotional and practical supports available to doctors experiencing medicolegal issues • Identify strategies for managing ongoing investigations.	Professional, Health Advocate, Scholar
8	Peer support and responding to colleagues: Building connection and trust	Embeds peer support principles and empathy as clinical and cultural competencies. Reinforces team-based wellbeing approaches.	• Describe principles of peer support • Identify when escalation is required and outline referral options, including for the suicidal doctor • Discuss the difference between peer support and treatment of a colleague • Practise active listening and empathy when the patient is a doctor.	Communicator, Collaborator, Professional
9	Environmental and workforce wellbeing: System pressures and future sustainability	Promotes understanding of systemic drivers of burnout and encourages doctors to lead and advocate for sustainable, healthy workplaces.	• Discuss links between system design, workload, and wellbeing • Design strategies to enhance psychological safety for doctors • Develop strategies for managing conflict resolution • Propose system-level wellbeing initiatives and identify drivers to enable change • Determine a process for evaluating workplace sustainability measures.	Leader, Health Advocate, Scholar
10	Leadership and organisational wellbeing: Culture, systems, and enablers of change	Develops leadership for health culture transformation, focusing on wellbeing-driven systems, policy, and governance.	• Explain leadership's influence on culture and health • Identify levers for enhancing organisational wellbeing • Determine resources for supporting wellbeing that are available locally • Evaluate strategies for measuring positive change within the organisation.	Leader, Collaborator, Professional
11	Research and evaluation in Doctors' Health	Encourages evidence-based practice, research ethics, and evaluation of wellbeing initiatives to advance doctors' health scholarship.	• Critically review doctors' wellbeing literature • Identify the current gaps in doctors' health research (looking beyond wellbeing and burnout) • Consider the appropriate metrics for evaluating initiatives to enhance wellbeing	Scholar, Professional, Health Advocate

			• Explore the ethical issues related to doctors' health research.	
12	Career transitions and sustainability: Across training, practice, and retirement	Addresses resilience, adaptability, and advocacy for healthy career structures across the lifespan.	• Identify common stressors in transitions during a medical career • Explore supports that doctors may need when returning to work • Investigate the steps for a gracious retirement • Outline a positive process for transition to a role beyond medicine.	Professional, Health Advocate, Leader
13	When a doctor dies: Suicide awareness, prevention, and postvention including organisational response	Promotes trauma-informed care, postvention leadership, and compassionate communication to support individuals and organisations after loss.	• Identify individual, cultural, and systemic risk and protective factors for doctor suicide • Demonstrate grief literacy and trauma-informed principles when supporting colleagues • Outline immediate, short- and long-term organisational actions after a doctor's death • Apply communication principles for safe, compassionate discussion about suicide and loss • Describe postvention and its role in preventing further harm and fostering recovery.	Professional, Health Advocate, Leader, Communicator
14	Contextual focus areas: IMGs, rural medicine, medical students, doctors-in-training, First Nations doctors, Australian Defence Force doctors, Being a supervisor	Promotes cultural safety, inclusivity, and equitable access to care for diverse groups within the medical workforce. Recognises unique challenges that impact specific cohorts (with the need to develop specific learning outcomes for each)	• Understand the intersection of professional and personal identities • Apply culturally safe and equity-informed approaches when designing wellbeing responses and policies. • Identify community and organisational supports for specific medical cohorts. • Recognise the ethical dilemmas that may emerge for the different contextual factors when health impacts a doctor's performance.	Health Advocate, Communicator, Collaborator, Professional