



# Transition to College-Led Training Advisory Committee

## Communique – 23 November 2021

The 13th meeting of the Australian Government Department of Health Transition to College-Led Training Advisory Committee (TCLTAC) was held on 23 November 2021.

TCLTAC members considered the scheduling of activities required to achieve the transition to College-led training, which was captured by the Department of Health in a more detailed roadmap. Members noted the advice of the department that the formal release of grant opportunity guidelines for College-led training is imminent. Through this process, the Colleges will be invited to submit detailed plans for their College-led training programs.

The Department of Health presented the final of the National Consistent Payments Framework, which sets out the future payment rates for registrars, supervisors and practices participating in College-led training programs from 2023.

The finalised framework establishes tiered payment rates according to geographic remoteness (using the Modified Monash Model). This framework will ensure transparency and clarity on the purpose of payments provided to training participants while also incentivising training in rural and remote regions. The final framework, developed with significant stakeholder input provided through a series of four workshops, is attached for reference and will be included in the grant opportunity guidelines.

Members also received an update on the deliberations of the Aboriginal and Torres Strait Islander General Practice Training Advisory Group (the Advisory Group) in its first two meetings. This group has been established to provide advice to the TCLTAC. The Advisory Group has been considering the future arrangements for the Aboriginal and Torres Strait Islander health components of the Australian General Practice Training Program, including the governance arrangements for the Salary Support Program. Members have clearly noted the need for a strong Aboriginal and Torres Strait Islander voice in these arrangements.

TCLTAC will next meet in February 2022. Further information on the Advisory Committee can be found at [www.health.gov.au](http://www.health.gov.au).

## National Consistent Payments Framework for AGPT supervisor, practice and registrar payments

### Supervisor (teaching) Payments

<b>Definition</b>	<p>A payment to:</p> <ul style="list-style-type: none"> <li>• support supervisors for teaching activities associated with supervising a registrar, e.g. in-practice mentoring, formal and informal teaching activities, case discussions and competency assessments</li> </ul>
<b>Scope and business rules</b>	<ul style="list-style-type: none"> <li>• Payments made to the practice (to account for shared supervisor arrangements, part-time supervisors, supervisor leave, etc.) unless directed by the practice to pay to the supervisor.</li> <li>• Monthly payments made in arrears either to the practice or directly to supervisors based on individual practice models and in consultation with the individual practices.</li> <li>• Payment per FTE of registrar/s under supervision.</li> <li>• Base payments weighted to reflect training term.</li> <li>• Payments validated by the Colleges and contingent upon college satisfaction of teaching activity.</li> <li>• Includes base rate plus a rural loading based on MMM 3-7 practice locations.</li> </ul>
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>• Payments can only be made to accredited facilities for community general practice training terms including community general practices, Aboriginal Community Controlled Health Services, Aboriginal Medical Services that meet certain criteria and local government funded community services.</li> <li>• There will be no scope for the use of AGPT payments to fund state/territory government funded facilities unless otherwise approved by the Department of Health in appropriate circumstances.</li> <li>• Clinical supervision</li> </ul>
<b>Activity</b>	<ul style="list-style-type: none"> <li>• Payments for in-practice mentoring, formal and informal teaching activities, case discussions and competency assessments.</li> <li>• Undertake early safety assessment of the registrar.</li> <li>• Discuss the registrar’s learning needs and assist in the review and development of their learning plan.</li> <li>• Determine teaching requirements based on the registrar’s learning plan.</li> <li>• Adhere to college supervision requirements.</li> <li>• Monitor and manage workload for in-practice and off-site activities.</li> <li>• Be available to meet with clinicians visiting from the GP College to support registrars.</li> <li>• Discuss any practice staff/patient feedback with the registrar.</li> <li>• Report any critical incidents relating to the registrar to the relevant GP college.</li> <li>• Communicate with the college and medical educators on any concerns on the registrar’s wellbeing, progression and learning needs.</li> <li>• Provision of additional supervisory and teaching support to registrars prior to remediation.</li> <li>• Participate in cultural safety training.</li> <li>• Engage the registrar in practice activities including clinical audits and research.</li> </ul> <p>* any additional activities specified as part of the College training site accreditation standards</p>

	** does not include clinical supervision activities as this is not funded under current activities.
<b>Rates</b>	<p>Payment made to Supervisors for registrars located MM1-2</p> <ul style="list-style-type: none"> <li>○ GPT1/CGT1 – \$11,700</li> <li>○ GPT2/CGT2 – \$6,750</li> <li>○ GPT3/CGT3 – \$2,800</li> </ul> <p>Payment made to supervisors for registrars located MM3-4:</p> <ul style="list-style-type: none"> <li>○ GPT1/CGT1 – \$13,700</li> <li>○ GPT2/CGT2 – \$8,750</li> <li>○ GPT3/CGT3 – \$4,800</li> </ul> <p>Payment made to supervisors for registrars located MM5:</p> <ul style="list-style-type: none"> <li>○ GPT1/CGT1 – \$14,700</li> <li>○ GPT2/CGT2 – \$9,750</li> <li>○ GPT3/CGT3 – \$5,800</li> </ul> <p>Payment made to supervisors for registrars located MM6-7:</p> <ul style="list-style-type: none"> <li>○ GPT1/CGT1 – \$15,700</li> <li>○ GPT2/CGT2 – \$10,750</li> <li>○ GPT3/CGT3 – \$6,800</li> </ul>

## Practice Payments

<b>Definition</b>	<p>A payment to:</p> <ul style="list-style-type: none"> <li>• support practices for the absence of a registrars while they are away training and the associated loss of income to the practice.</li> <li>• to assist with resources and expenses associated with hosting a registrar, e.g. orientation, infrastructure and equipment, training accreditation and re-accreditation.</li> <li>• incentivise practices to host registrars.</li> </ul>
<b>Scope and business rules</b>	<ul style="list-style-type: none"> <li>• Paid quarterly at the beginning of the training term.</li> <li>• Payments made only in first two training terms.</li> <li>• Practice incentive payments (for hosting registrars).</li> <li>• Payment per FTE of registrar.</li> <li>• Accreditation (and re-accreditation) processes.</li> <li>• Resources required to host registrars when training.</li> <li>• Includes base rate plus a rural loading based on MMM 3-7 practice locations.</li> </ul>
<b>Exclusion</b>	<ul style="list-style-type: none"> <li>• Payments can only be made to accredited facilities for community general practice training terms including community general practices, Aboriginal Community Controlled Health Services, Aboriginal Medical Services that meet certain criteria and local government funded community services.</li> <li>• There will be no scope for the use of AGPT payments to fund state/territory government funded facilities unless otherwise approved by the Department of Health in appropriate circumstances.</li> </ul>
<b>Activity</b>	<ul style="list-style-type: none"> <li>• Ensure that registrars are employed by the practice under a written employment agreement that satisfies the GP National Terms and Conditions for Employment of Registrars (NTCER).</li> <li>• Provide orientation and induction support to the registrar.</li> <li>• Ensure, as far as is reasonably practicable, the registrars health and safety during the placement.</li> <li>• Confirm that the registrar’s indemnities are current at the time of employment.</li> <li>• Ensure that all supervisors within the practice have completed the College’s initial induction program before engaging with general practice training.</li> <li>• Ensure that on-site/off-site supervision recommendations are being adhered to.</li> <li>• Release registrar to attend educational activities as per College requirements.</li> <li>• Accreditation and provider number on boarding.</li> <li>• Ensure all supervisors within the practice maintain full and unrestricted registration.</li> <li>• Ensure that registrars have protected teaching time.</li> <li>• Ensure the registrar’s patient load aligns with registrar’s capabilities.</li> <li>• Ensure registrars have access to resources for clinical decision making.</li> <li>• Report any critical incidents relating to the practice to the relevant GP college</li> <li>• any additional activities specified as part of the College training site accreditation standards.</li> </ul>
<b>Rates</b>	<p>Payment made to practices for registrars located in MM1-2:</p> <ul style="list-style-type: none"> <li>○ GPT1/CGT1 – \$15,000</li> <li>○ GPT2/CGT2 – \$7,500</li> </ul> <p>Payment made to practices for registrars located in MM3-4:</p>

- GPT1/CGT1 – \$17,000
- GPT2/CGT2 – \$9,500

Payment made to practices for registrars located in MM5:

- GPT1/CGT1 – \$18,000
- GPT2/CGT2 – \$10,500

Payment made to practices for registrars located in MM6-7:

- GPT1/CGT1 – \$20,000
- GPT2/CGT2 – \$12,500

## Registrar Payments

<b>Definition</b>	<p>A payment:</p> <ul style="list-style-type: none"> <li>• for registrars to use in a flexible manner to support quality education and training in accordance with their individual circumstances; and</li> <li>• to incentivise training in rural and remote areas.</li> </ul>
<b>Scope and business rules</b>	<ul style="list-style-type: none"> <li>• Paid to the registrar in advance, at the commencement of each training term.</li> <li>• Payments tiered according to MMM, to incentivise training in rural and remote locations.</li> <li>• Registrar payments to be made at the commencement of training terms and activated at the site placement with a declaration signed by registrars at the beginning of training.</li> <li>• As a guideline, the payment may be used for (but not limited to): registrar relocation; rental assistance; travel and accommodation for education and training activities; self-directed learning support; wellbeing and psychological support; learning materials e.g. text books, medical journals and research subscriptions.</li> </ul>
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>• Registrar payments should not be used to fund College courses or used as salary.</li> <li>• While exam preparation courses are not excluded, courses should be discussed and endorsed by the GP colleges.</li> <li>• Payments will not be made for the core hospital training term/s</li> </ul>
<b>Activity</b>	<ul style="list-style-type: none"> <li>• nil</li> </ul>
<b>Rates</b>	<p>Payment for registrars commencing in training posts in MM2</p> <ul style="list-style-type: none"> <li>○ \$1,800</li> </ul> <p>Payment for registrars commencing in training posts in MM3-4:</p> <ul style="list-style-type: none"> <li>○ \$3,425</li> </ul> <p>Payment for registrars commencing in training posts in MM4-5</p> <ul style="list-style-type: none"> <li>○ \$4,810</li> </ul> <p>Payment for registrars commencing in training posts in MM6-7:</p> <ul style="list-style-type: none"> <li>○ \$9,250</li> </ul>

## Flexible Payment Pool

<b>Definition</b>	A Singular flexible pool of payments which will be utilised by the college to provide continuing professional development for supervisors and address specific needs to build capacity and support training in areas of workforce need.
<b>Governance</b>	<ul style="list-style-type: none"> <li>• Detailed funding plan in line with the College-led GP Training Grant Guidelines will be developed as part of each colleges’ grant application.</li> <li>• The colleges will have scope to change the planned payments through yearly budget submissions if they find a need to allocate funding to other areas of need.</li> <li>• The colleges will need to be transparent regarding the funding so that practices, supervisors and registrars will be aware of any additional support that will be available from these flexible payments.</li> <li>• Data and reporting by the colleges on the use of funds will allow for the Department to ensure governance of this pool of payments.</li> </ul>
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>• Activities that are already funded by Commonwealth or jurisdictional governments.</li> <li>• Contribution to a salary of a registrar or supervisor or payment to the family of a registrar or supervisor.</li> </ul>
<b>Activity</b>	<p>Funding within this pool can be utilised to provide for continuing professional development undertaken by supervisors as per each colleges’ supervisor accreditation policy.</p> <p>College training models may include flexible payments to supervisors, practices and registrars outside of the payment scope specified to build training capacity, particularly in rural and remote Australia, and to ensure quality supervision is provided to registrars. Examples of uses for discretionary funds for supervisors:</p> <ul style="list-style-type: none"> <li>• An additional payment for supervisors hosting compulsory Advanced Rural Skills Training or Advanced Specialised Training posts.</li> <li>• Professional pastoral care and psychological support.</li> <li>• Additional supervisory requirements including remote supervision.</li> <li>• Supervisor orientation to training.</li> <li>• Travel requirements for mandatory workshops in line with GP College travel policy and guidelines.</li> </ul> <p>Examples of uses for discretionary funds for practices:</p> <ul style="list-style-type: none"> <li>• Additional funding for practices that are located in an area of high workforce need, to incentivise and attract registrars to the area.</li> <li>• COVID and disaster relief.</li> <li>• Practice orientation to training.</li> <li>• Communication with potential practices.</li> <li>• Virtual and in person visits to current and potential practices.</li> </ul> <p>Examples of uses for discretionary funds for registrars:</p> <ul style="list-style-type: none"> <li>• To support registrars who regularly undertake VMO work.</li> <li>• An additional incentive to be provided to registrars per training term who train in areas of high workforce need or importance.</li> <li>• Requirements associated with individual placement and for pre-placement visits, particularly in rural and remote locations.</li> <li>• Professional pastoral care and psychological support.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• Subscriptions to resources and materials that provide clinical guidance to support registrar training and education.</li></ul> |
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