



**Australian Government**  

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**Department of Health and Aged Care**

**Response to Final Report – KPMG Feasibility Study into employee entitlement portability for GP registrars**

The Australian Government has welcomed the Final Report from KPMG. The Report recommends that a staged approach to employment reform be considered, and outlines areas for further investigation and consultation.

The Department commissioned the study, which commenced in July 2022, to explore ways to better support GP registrars to access leave entitlements during their training. The study was expanded to include consideration of alternative incentives and a national Single Employer Model.

KPMG's recommended next steps are to:

- Seek broader stakeholder feedback on the policy options to build consensus.
- Refine the policy options and implementation plan by seeking specialist advice on legal and industrial relations impacts, and considering the outcomes of the ongoing evaluation of the place-based Single Employer Model trials.

The recommended pathway is:

- Stage 1: Introduce an incentive payment and paid parental leave support as a short-term measure, to make an immediate positive impact on the sector.
- Stage 2: A national Single Employer Model is proposed over the longer term to resolve employment issues in GP training more holistically.

The independent study consulted widely with representative groups to ensure feedback from across the sector was captured.

The Final Report was provided to Government in late 2023. Its findings will be considered in consultation with key sector stakeholders, in recognition that the recommendations have implications for a wide range of participants in GP training and the communities in which GPs work.

The Final Report and recommendations are available at

<https://www.health.gov.au/resources/publications/employee-entitlement-portability-for-gp-registrars-final-report>.