



Australian Government

Department of Health, Disability and Ageing

AGPT Aboriginal and Torres Strait Islander Salary Support Program Policy 2025

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Approved by:	Acting Assistant Secretary, Mike Pope
Custodian title and e-mail address:	Director, GP Training Strategy and Innovation Section FNGPTC@health.gov.au
Responsible Section:	GP Strategy and Innovation Section, Workforce Training Branch, Health Workforce Division
Supporting documents, procedures and forms:	Schedule 1: Category 2 training facility criteria
Audience:	Eligible facilities employing GP registrars from the AGPT Program (see 6.1) Registrars enrolled in the AGPT Program Australian College of Rural and Remote Medicine (ACRRM) and Royal Australian College of General Practitioners (RACGP) including the Joint Colleges Training Services Pty Ltd First Nations General Practice Training Committee (FNGPTC) Services Australia Stakeholders

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1. Purpose of policy

- 1.1. The purpose of this policy is to provide a framework that governs access to Australian General Practice Training (AGPT) Aboriginal and Torres Strait Islander Salary Support Program (Salary Support Program) funding consistent with the Government's Closing the Gap initiative.
- 1.2. The objective of the Salary Support Program is to maximise the number of GP training placements delivered in Aboriginal and Torres Strait Islander health settings to improve access to appropriate, holistic health care for Aboriginal and Torres Strait Islander communities.
- 1.3. This policy aims to improve Aboriginal and Torres Strait Islander access to appropriate and holistic health care by:
 - 1.3.1. Recognising Aboriginal Community Controlled Health Services (ACCHS) as the primary training partner in the delivery of culturally safe general practice training in Aboriginal and Torres Strait Islander health;
 - 1.3.2. Providing opportunities for registrars to undertake a part of their core vocational training in facilities delivering high-quality holistic and culturally safe health care to Aboriginal and Torres Strait Islander communities; and
 - 1.3.3. Supporting registrars to provide a workforce benefit in an Aboriginal and Torres Strait Islander health service and encourage long-term retention of GPs in these practices.

2. Definitions

Term	Definition
ACRRM	Australian College of Rural and Remote Medicine, one of the two GP Colleges.
ARST	Additional Rural Skills Training is core training undertaken for FRACGP-RG.
AST	Advanced Specialised Training is core training undertaken as part of training towards the FACRRM.
Aboriginal and Torres Strait Islander Health Training 5-year Strategic Plan (Strategic Plan)	<p>The 5-year Strategic Plan supports high quality, innovative regionally based approaches to general practice training in Aboriginal and Torres Strait Islander health.</p> <p>The Strategic Plan aims to support the GP Colleges (ACRRM and RACGP) to improve cultural safety and provide a cultural education strategy for GP training..</p>
FNGPTC	The First Nations General Practice Training Committee (FNGPTC) is the governance group with oversight of Salary Support and Strategic Plan activities, with broad stakeholder representation.

Term	Definition
Joint Colleges Training Services Pty Ltd (JCTS)	<p>The two GP Colleges established an incorporated joint venture company, the JCTS, to oversee elements of Aboriginal and Torres Strait Islander health services under the AGPT program. The JCTS will support activities including:</p> <ul style="list-style-type: none"> • Delivering support, tools and resources to all registrars to enable them to practise in a culturally safe manner. • Building capacity and support training innovation in Aboriginal and Torres Strait Islander health settings to increase opportunities for registrars to train in these settings. • Delivering a 5 year Aboriginal and Torres Strait Islander Cultural Safety and Cultural Education Strategy for GP Training
Aboriginal and Torres Strait Islander health training post	An Aboriginal and Torres Strait Islander health training post is considered a specialised post by the GP Colleges.
Accredited training facility	A training facility that has been accredited to deliver training under the AGPT Program.
Aboriginal Community Controlled Health Service (ACCHS) / Aboriginal Medical Service (AMS)	A member organisation of the state or territory affiliate of the National Aboriginal Community Controlled Health Organisation (NACCHO), which has been deemed by the respective affiliate and the NACCHO Board to have met the NACCHO criteria for membership as defined by the NACCHO constitution.
Category 1 training facility	A recognised member facility of NACCHO that holds the relevant College accreditation to deliver training.
Category 2 training facility	A facility that has met the criteria for approval detailed in Schedule 1 of this policy and holds the relevant College accreditation to deliver training.
Core Training Term	<p>RACGP: refers to General Practice Term (GPT) 1, GPT 2, GPT 3, Mandatory Elective and Extended Skills Training</p> <p>ACRRM: refers to Core Generalist Training (CGT) 1, CGT2, CGT3, CGT4.</p>
Department of Health, Disability and Ageing (department)	The Commonwealth Government agency responsible for Australia's health, disability and aged care system.
Education and Training Requirements	The Education and Training Requirements for a registrar working towards fellowship of the RACGP or ACRRM. These requirements are specified by the relevant College(s) and the Department of Health, Disability and Ageing.

Term	Definition
FACRRM	Fellowship of the Australian College of Rural and Remote Medicine.
FRACGP	Fellowship of the Royal Australian College of General Practitioners.
FRACGP-RG	The Rural Generalist Fellowship is awarded in addition to the vocational Fellowship of the RACGP.
Mandatory Elective Unit	An extra period of training for registrars who have completed the required 52 weeks of mandatory hospital placement at a level of PGY2 or above but have not met the minimum requirements of the training provider's Hospital Training Term.
RACGP	Royal Australian College of General Practitioners, one of the two GP Colleges.
Registrar	A doctor undertaking specialist GP training under the AGPT fellowship pathway with a GP College.
Registrar Salary Support	The negotiated and agreed salary component paid to training facilities under the provisions of this policy.
Registrar training placements	Training places for registrars undertaking vocational GP training.
State Censor	The GP College State Censor is responsible for interpreting curriculum and standards and making a determination about registrar training requirements.
Training facility	Includes any facility accredited by the Colleges to provide training under the AGPT Program.

3. Application and scope

- 3.1. This policy applies to all registrars enrolled on the AGPT Program.
- 3.2. This policy supersedes the previous AGPT Salary Support Policy 2024.
- 3.3. This policy applies to registrar training placements commencing on or after 1 January 2026 in an eligible training facility as specified in this policy.
- 3.4. This policy guides the management of registrar training placements by RACGP and ACRRM where the training facility receives Salary Support for the registrar undertaking the training placement.
- 3.5. The policy supports RACGP and ACRRM to provide best practice delivery of Aboriginal and Torres Strait Islander health training for registrars training on the AGPT Program, while providing opportunities for workforce benefits and support for practice retention.
- 3.6. Services Australia administers funding in collaboration with the RACGP and ACRRM to approved training facilities in accordance with the [National Consistent Payments Framework](#) (NCP).
- 3.7. The GP Colleges (including via the JCTS), in consultation with the FNGPTC, implement policies that govern access to Salary Support Program funding to ensure fair and equitable access to limited funding.
- 3.8. Aboriginal and Torres Strait Islander health training funding is provided to the GP Colleges for joint administration through JCTS. This funding supports the 5 year Aboriginal and Torres Strait Islander Cultural Safety and Cultural Education Strategy for GP Training.

4. Policy principles

- 4.1. The program supports the [AGPT Aboriginal and Torres Strait Islander Health Training objectives](#) as well as focusing specifically on:
 - 4.1.1 Improving cultural safety and responsiveness of the workforce and meeting community need through providing long-term training placements in Aboriginal and Torres Strait Islander health settings to encourage retention of registrars interested in exploring a career in this field; and
 - 4.1.2 To allow as many registrars as possible to experience Aboriginal and Torres Strait Islander health training and improve cultural awareness through shorter term placements.

5. Registrars eligible for Salary Support

- 5.1 To be eligible for Salary Support Program funding, registrars must be:
 - 5.1.1 Enrolled in the AGPT Program; and
 - 5.1.2 Undertaking core vocational training in an eligible Aboriginal and Torres Strait Islander health training post.
- 5.2 Salary supported places in Aboriginal and Torres Strait Islander health training facilities are limited to registrars undertaking the following training requirements:
 - 5.2.1 General Practice Training and Extended Skills terms for RACGP;
 - 5.2.2 Core Generalist terms for ACRRM;
 - 5.2.3 Additional Rural Skills Training (ARST) for the FRACGP-RG and Advanced Specialised Training (AST) terms for the FACRRM; and

5.2.4 Mandatory Elective Units.

6. Training facilities eligible for salary support

6.1 The following training facilities are eligible for registrar Salary Support:

6.1.1 Category 1 training facilities; and

6.1.2 Category 2 training facilities, where the facility demonstrates it is able to meet the criteria outlined in Schedule 1 of this policy.

6.2 Salary Support Payments are also available for 6.1 training facilities where the registrar is participating in the Commonwealth supported Single Employer Model (SEM) trials. This arrangement ends 31 December 2028.

6.3 To remain eligible, training facilities in receipt of registrar Salary Support must agree to:

6.3.1 Maintain their Category 1 or Category 2 training facility College accreditation status;

6.3.2 Employ the registrar as an employee of the facility, except where an exemption is provided under 6.2;

6.3.3 Meet requirements as set by the GP Colleges to verify or document registrar hours worked;

6.3.4 Assist registrars in meeting the training requirements of the AGPT Program;

6.3.5 Work with the JCTS to ensure the registrar has access to a community-based Cultural Educator and Cultural Mentor wherever needed; and

7. Where Salary Support is not available

7.1 Salary Support is not available for registrars undertaking:

7.1.1 GP Training that is not in an eligible facility as outlined in 6.1 including training in hospital settings.

7.1.2 An extension of training time. For further information, please refer to the [RACGP Extensions of Program Time Policy](#) and [ACRRM Training Time Policy](#);

7.1.3 Training for remediation purposes. See the [RACGP Registrar Support and Remediation Policy](#) and the [ACRRM Remediation Policy](#).

7.1.4 overtime in state and territory government facilities.

8. Salary Support Program funding

8.1. Funding of up to \$27 million per annum will be available to support registrar placements in eligible Aboriginal and Torres Strait Islander health facilities and will be allocated based on the following criteria:

8.1.1 Salary Support hourly rates are determined by the Modified Monash Model (MMM) geographical classification system. Rates are published in the NCP Framework.

8.1.2 Allocations will be monitored by the FNGPTC through College Minimum Dataset submissions and budget reconciliations.

9. Exception requests

9.1 The department is responsible for approving any exception requests in consultation with the FNGPTC.

9.2 Eligible facilities (under 6.1) can submit a request to the department for exception to the parameters in this policy.

- 9.3 Exceptions must be applied for in writing, via email to: FNGPTC@health.gov.au.
- 9.4 Requests must include the type of exception requested, the reason, the number of FTE weeks, supporting documentation and evidence, and any further information sought by the FNGPTC or the department.
- 9.5 Decisions can only be made upon the evidence available. Failure to provide further information may lead to a determination to decline the request.
- 9.6 Training facilities and the JCTS will be notified within 20 business days, via email, of the outcome, including the reasons if a request is declined.
- 9.7 Training facilities are not automatically entitled to an exception.
- 9.8 Any exception will only be granted for a set period of time.
- 9.9 The FNGPTC will be updated regularly on exception requests and outcomes.

10. Roles and responsibilities

The following entities have responsibilities under the Salary Support Program.

10.1. Registrars are responsible for:

- 10.1.1. Accessing, as needed, the Cultural Educator and Cultural Mentor made available to them.
- 10.1.2. Undertaking cultural awareness training or its equivalent.
- 10.1.3. Using Medicare billing where possible and appropriate.

10.2. GP Colleges are responsible for:

- 10.2.1. Placing registrars in salary supported posts in accordance with this policy and in alignment with placement forecasts, where possible.
- 10.2.2. Ensuring accurate, timely provision of information to Services Australia to support administration of salary support payments to training facilities.
- 10.2.3. Ensuring registrars have access to a Cultural Educator and/or Cultural Mentor.

10.3. FNGPTC is responsible for:

- 10.3.1 Advising the department on performance and outcomes of the Aboriginal and Torres Strait Islander GP Training Salary Support Program investment, including:
 - Reviewing and analysing program summary data.
 - Monitoring performance against intended outcomes to inform continuous quality improvement and evaluation of the program.
 - Reviewing annual Salary Support placement projections, ensuring alignment with community need and funding availability.
- 10.3.2 Maintaining a register of program risks and mitigation strategies.
- 10.3.3 Making recommendations to the government and GP Colleges to improve performance and outcomes.
- 10.3.4 Advising the department on Salary Support exception requests.

10.4. Services Australia is responsible for:

- 10.4.1. Making Salary Support payments to approved training facilities on behalf of the department using the NCP.

10.5 The Department is responsible for:

- 10.5.1 Supporting the functions of the FNGPTC as outlined in the FNGPTC Terms of Reference, including providing policy, financial, data and secretariat services.
- 10.5.2 Oversight of grant agreements for the delivery of GP training programs.
- 10.5.3 Funding GP Training programs, including salary support.
- 10.5.4 Regular engagement with stakeholders including Services Australia, GP Colleges, JCTS, and the FNGPTC.
- 10.5.5 Considering and reporting on exception proposals.
- 10.5.6 Advising on related Australian Government GP Training priorities.

11. Compliance and monitoring

- 11.1. The Colleges will monitor training, placements and payments funded through Salary Support.
- 11.2. In the event that data discrepancies are found during monitoring activities, Colleges will send a written request to training facilities for further information. Training facilities will be expected to reply to such requests within twenty business days with reasons for the discrepancies and the actions that will be taken to prevent them from recurring.
- 11.3. Any discrepancies in payments will be communicated by the GP Colleges immediately to Services Australia for rectification and will be reported to the department.
- 11.4. The department will monitor data reported through Services Australia, GP College monthly compliance reporting, and the National Minimum Dataset under clause 12, and report updates to the FNGPTC.

12. Version control and change history

Version	Dates
Version Control:	6
Date Effective:	1 January 2026
Approved By:	Mike Pope, Acting Assistant Secretary, Workforce Training Branch
Amendment:	October 2025

SCHEDULE 1: Category 2 facility criteria and application process

Guiding Principles

1. GP Colleges or the JCTS will assess a facility (that is not already a Category 1 approved facility) for recognition as a Category 2 Aboriginal and Torres Strait Islander health training facility.
2. Assessment will be in accordance with the criteria outlined in this document. GP Colleges or the JCTS will advise the facility in writing of the outcomes of the assessment.
3. Salary Support funding is not allocated until a registrar commences training at the facility.

Eligibility Criteria

To become an approved Category 2 Training Facility, the GP Colleges or the JCTS must be satisfied that the facility has achieved the following requirements:

1. Provide high-quality general practice training opportunities for the registrar, located in a community-based setting.
2. Have included local Aboriginal and Torres Strait Islander community leaders in the facility's decision-making processes.
3. Have instilled culturally safe mechanisms for patient and community feedback.
4. Provide culturally safe and holistic primary health care service, including appropriate waiting rooms, appointment processes and reception areas.
5. Provide the registrar access to an Aboriginal or Torres Strait Islander Cultural Educator and/or Cultural Mentor identified in partnership with local Aboriginal and Torres Strait Islander community leadership.
6. Have active collaborative partnerships with service/Program providers for the local Aboriginal and Torres Strait Islander community.
7. Effectively and meaningfully engage local Aboriginal and Torres Strait Islander community leaders to deliver culturally safe preventative health programs and initiatives.
8. Cultural awareness training must be in place for all practice staff in partnership with local Aboriginal and Torres Strait Islander community leadership.
9. Show genuine commitment to employing Aboriginal and Torres Strait Islander people at all levels, across all functions within the facility.
10. Show commitment to developing and maintaining a Reconciliation Action Plan in partnership with local Aboriginal and Torres Strait Islander community leadership.