



# GP Training Incentive Payments Policy



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## Introduction

### Purpose and overview

This document outlines policy information about the GP Training Incentive Payments for GP and Rural Generalist (RG) registrars, including:

- Salary incentive;
- Study leave incentive; and
- Parental leave incentive.

Incentive payments will be available to eligible GP and RG registrars on a Commonwealth-funded GP or RG training pathway. The purpose of the incentives is to encourage prevocational doctors to specialise in general practice or rural generalism. The incentives will also:

- Bridge the gap between hospital-based and community-based specialty training entitlements;
- Support GP and RG registrars during training;
- Support progression to GP or RG fellowship; and
- Improve access to quality GP and RG services for patients.

The incentives will be available from semester one, 2026.

The policy may be amended at any time by the Department of Health, Disability and Ageing (the department), in consultation with the Australian College of Rural and Remote Medicine (ACRRM), the Royal Australian College of General Practitioners (RACGP) (the Colleges) and Remote Vocational Training Scheme (RVTS) Ltd.

Incentive payments to registrars on the Australian General Practice Training (AGPT) pathway will be administered via the National Consistent Payment (NCP) Framework. AGPT registrars should also refer to the [National Consistent Payments](#) guidelines in conjunction with this policy.

### Eligible training pathways

Registrars must be enrolled in a Commonwealth-funded GP fellowship training program through either ACRRM or RACGP to access the incentives. Eligible training pathways include the AGPT and RVTS.

## Section 1: Salary incentive

The salary incentive provides a payment for doctors as they enter GP or RG training and commence placements in community-based primary care.

### Eligibility

To be eligible for the salary incentive payment, doctors must:

1. Be enrolled in a Commonwealth-funded GP or RG fellowship training program through either ACRRM or RACGP; and
2. Have commenced their first core training term in community-based primary care from semester one, 2026 or later; or
3. *(for AGPT registrars only)* Be continuing their first core training term in community-based primary care from semester one, 2026 or later.

### Example

Luke and Natasha both enrolled in the AGPT program in 2025. As at semester one, 2026, Natasha is still completing her mandatory hospital training, while Luke is ready to start his first core training term in community-based primary care during GPT1. Luke is eligible for the salary incentive payment, but Natasha is not. Natasha will be eligible once she commences her community-based primary care placement.

Silas commenced his first core training term in community-based primary care during CGT2 in 2025 but is training part-time at 0.5 full-time equivalent (FTE). As a result, he is continuing CGT2 in semester one, 2026 and is in a community general practice during this term. Silas is eligible to receive the salary incentive payment on a pro-rata basis. In 2026, he will receive \$15,000 over the 6 months remaining of his CGT2 placement. His salary incentive payment will cease upon completion of CGT2.

### Exclusions

The following GP and RG registrars are not eligible:

- AGPT and RVTS registrars who have completed their first core training term in community-based primary care prior to semester one, 2026;
- Registrars not on a Commonwealth-funded GP or RG training program;
- Registrars not in active training (e.g. on extended leave / parental leave etc.); or
- Registrars who have previously received the Commonwealth salary incentive or a state GP training incentive payment, either in full or partially.
  - The state incentive programs refer to the Victorian Government's [GP Grant Program](#) or Queensland Government's [GP Trainee Incentive Scheme](#), which includes GP registrars from 2024 and/or 2025.

### Example

Sam was previously enrolled in the Independent Pathway (IP) but withdrew during the program. He later applied for and was accepted to GP training through RVTS. Sam is eligible for the salary incentive payment because he did not previously receive the salary incentive payment.

Mei was enrolled in the AGPT program and had already received some of the salary incentive payment before withdrawing due to personal reasons. When she re-enters AGPT and commences her first core training term in community-based primary care during CGT1, she is not eligible for the salary incentive payment again, as it is only available once per registrar.

### Single Employer Model (SEM) registrars

Registrars participating in a SEM trial who meet the eligibility criteria are eligible for the salary incentive payment.

### Australian Defence Force (ADF) registrars

ADF registrars who meet the eligibility criteria are eligible for the salary incentive payment.

## Payments

### Payment rate and frequency

The salary incentive payment will be paid to eligible registrars during their first core training term in community-based primary care, in monthly instalments over 6 months (or longer if part-time, on a pro-rata basis).

**Table 1 Salary incentive rate**

Calendar year	Total salary incentive
2026	\$30,000 (pro-rata)

### Part time arrangements

Full-time and part-time registrars will have access to the full salary incentive payment. The distribution over time of payments will be adjusted according to placement FTE.

### Example

Sierra and Noah commenced their first placement in community-based primary care during GPT1 in semester one, 2026. Sierra is a full-time registrar (1.0 FTE), while Noah is part-time (0.5 FTE).

As a full-time registrar, Sierra's \$30,000 salary incentive payment will be paid in full during the single semester it takes her to complete GPT1, at a rate of \$5,000 per month.

As a part-time registrar, Noah will also receive a \$30,000 salary incentive payment. However, as it will take them 2 semesters (12 calendar months) to complete GPT1, their incentive will be distributed evenly across these two semesters, at a rate of \$2,500 per month.

## Indexation

The salary incentive payment will be indexed annually against the end of financial year WCI-1 figure, with the new amount commencing from semester one the following training year. Indexation will be applied and payment rates will be updated as per the NCP process. For more information refer to the [National Consistent Payments](#) guidelines.

Indexation for the salary incentive payment will be applied from training semester one, 2027.

## Applications

Payment is activated with a declaration signed by registrars upon commencement of GP or RG training, which declares:

- They meet the eligibility criteria;
- Their intent to complete GP or RG training;
- Their responsibility to report incorrect payments;
- Their responsibility to inform their training provider in a timely manner if they intend to withdraw from training; and
- They have not previously been a recipient of the Commonwealth salary incentive or state GP training incentive payment.

## Withdrawing from GP training

Registrars who withdraw from GP or RG training may be required to repay the salary incentive. The department will assess each case on its individual merits, considering factors such as the timing of the withdrawal, the reasons provided and any exceptional circumstances. The department reserves the right to determine whether repayment is appropriate and will ensure outcomes are clearly communicated in writing to affected registrars.



## Section 2: Study leave incentive

The study leave incentive funds GP and RG registrars to take up to 5 days (or 38 hours) of study leave per training year.

### Scope

The study leave incentive offsets income loss for GP and RG registrars and provides support while they:

- study for and attend exams associated with fellowship training and/or
- attend relevant professional development activities.

It does not replace, nor can it be used for, educational release.

The study leave incentive is a training support payment, not an employment entitlement and does not constitute paid leave. It is administered by the training providers and is intended to support registrars in lieu of paid study leave that would otherwise be provided by an employer.

### Eligibility

From semester one, 2026, to be eligible for the study leave incentive, doctors must:

1. Be enrolled in a Commonwealth-funded GP or RG fellowship training program through either the ACRRM or RACGP; and
2. Have commenced GP training, subject to the exclusions below.

### Exclusions

The following GP and RG registrars will not be eligible:

- Registrars not on a Commonwealth-funded GP or RG training program;
- Registrars who are already entitled to study leave (or equivalent) with their current employer (e.g. hospital-based registrars, participants of the jurisdictional SEM trials);
- Registrars not in active training (e.g. on extended leave / parental leave etc.); or
- Registrars in an extension assessment term or awaiting fellowship or fellowship examinations.

#### Example

Ramesh and Sophia are both in extended skills training. Ramesh, placed in a private practice, is eligible for the study leave incentive. Sophia, working in a hospital, is not eligible because her employer already offers paid exam, study and professional development leave entitlements.

## Payments

### Payment rate

The study leave incentive will be paid at the corresponding base rate in the [National Terms and Conditions for the Employment of Registrars](#) (NTCER), plus 10% in lieu of billings, plus an amount equal to superannuation (12% as at July 2025). Registrars will be responsible for their own income tax and superannuation contributions.

The payment rate will be updated to reflect changes to the base rates set out in the NTCER.

Where a registrar makes an application for study leave or notifies their training placement of taking time away from work, the payment will be made at the rate applicable on the date the leave was taken.

The hourly or daily rate for study leave incentive remains the same for all registrars, regardless of whether they train full-time or part-time. FTE does not affect the rate; only the distribution over time of the provision changes to match training duration (see below for examples).

**Table 3 Rate per 38-hour week from semester 1, 2026**

Training term	Hourly rate	Weekly rate
GPT1/CGT1	\$60.67	\$2,305.46
RVTS Year 1	\$64.38	\$2,446.44
GPT2/CGT2	\$68.09	\$2,587.42
GPT3/CGT3/RVTS Year 2 and above	\$72.71	\$2,762.98

\*Note hourly rates have been rounded to 2 decimal places and then multiplied for the weekly rate.

### Part time arrangements

Full-time and part-time registrars will have access to the same total study leave incentive allocation across their training program. The hourly or daily rate for study leave is the same for all registrars, regardless of whether they train full-time or part-time. The payment rate does not change based on your full-time equivalent (FTE); only the total number of paid hours or days. The difference is in how that leave is spread across the training period.

**Full-time registrars** complete the training year in one calendar year and can access 5 days of study leave incentive within that year.

**Part-time registrars** complete the training year over a longer period (for example, 2 calendar years at 0.5 FTE) and receive the same five days spread across that timeframe.

## Payment frequency

The study leave incentive will be paid monthly in arrears upon receipt of an approved application. Training providers may set their own cut off dates for each semester and communicate these with registrars, to ensure timely and accurate payment.

## Provisions

Eligible registrars can access up to 5 days of study leave incentive per training year (pro-rata) as per the table below. The study leave incentive is available during core GP or RG training and advanced skills terms only. Five days is equivalent to 38 hours of training.

Registrars are not required to take the study leave incentive as full days and may request leave for specific hours or portions of a workday.

Any unused study leave incentive per training year will be forfeited and cannot be carried over.

**Table 2 Study leave incentive provisions per training year**

Training terms / year	Study leave incentive provision
RVTS Year 1	5 days or 38 hours
GPT1/2, CGT1/2, RVTS Year 2	5 days or 38 hours
GPT3/ES, CGT3/4, RVTS Year 3	5 days or 38 hours
ARST, AST (or equivalent)	5 days or 38 hours

### Example

Belinda is a full-time registrar training and working at 1.0 FTE. She will complete CGT1 and CGT2 over a 12-month period so is eligible to access up to 5 days of the study leave incentive across this year. Belinda will have access to an additional 5 days when she enters into her CGT3 and 4 training year and another 5 days during her Advanced Specialised Training year. If Belinda does not use the full 5 days in a training year, she will not be able to “cash out” any unused incentive payments.

Aaron is a part-time registrar training and working at 0.5 FTE. He is completing GPT1 and GPT2 over a 2-year period due to his part-time status. He can access up to 5 days of the study leave incentive across the 2-year duration. Each day he takes will be paid at the full-time rate. Aaron can access the full 5-day provision from the beginning of GPT1. This allows him to use the incentive flexibly to meet his study needs without waiting to accrue the full provision. If Aaron does not use all 5 days of the study leave incentive in GPT 1 and 2, he cannot roll the remaining balance over to the next training term.

## Study leave activities

Registrars may take leave from their employer during working hours or time away from work for relevant activities as outlined under 'scope'. To access the incentive, registrars must provide evidence of approval from their employer and/or supervisor, (or, for registrars who are not employees, evidence they have notified their training placement that they will be taking time away from work). Approval (or notification) provided via email is sufficient.

Up to 2 of the 5 days may be claimed for participation in structured study or professional development activities that occur outside of work hours. This includes, but is not limited to, relevant academic courses, workshops or conferences. Registrars must submit proof of attendance (e.g. course receipt, registration confirmation, conference ticket) and provide a brief statement outlining how the activity is relevant to their training and/or contributes to their professional development. Unstructured or self-directed study time outside work hours is not eligible for the study leave incentive.

### Example

Moira is a full-time registrar in a community general practice. She is planning her study leave and professional development activities for the training year and discusses this with her employer and supervisor at the beginning of the training semester.

Moira applies for 3 days of the study leave incentive to study for exams and attend an exam preparation workshop. These activities occur during her regular working hours. She obtains written approval from her supervisor and employer, and submits this documentation to her training provider in one application after she takes all her study leave in the semester. She is paid for these 3 days at the end of that month.

Later in the year, Moira attends a weekend rural health conference and a weeknight online academic course on chronic disease management. She claims 2 additional study leave incentive days for these activities, providing receipts and registration confirmations as evidence.

## Incentive application process

1. Registrars submit study leave request through their employer (or notify their training placement) if they will be taking time away from work.
2. Registrars notify their relevant training provider, providing:
  - Date/s and duration of leave (e.g. full days, specific hours, etc.);
  - Purpose (e.g. exam preparation, professional development, etc.);
  - Evidence (see below – evidence requirements); and
  - A signed declaration that they are not entitled to paid study leave with their current employer.

3. The training provider will keep a record of the total amount of study leave incentive taken per training year.
4. The study leave incentive payment will be administered through Services Australia or RVTS Ltd.

### Application timing

Applications must be submitted after the relevant activity or leave is completed. Registrars may choose to submit a single application at the end of each semester, or separate applications for each study leave incentive request. Only applications submitted for leave or activities completed in the current training year will be considered.

### Evidence requirements

For leave taken during work hours, registrars must provide evidence to their training provider that their leave has been approved by their employer and/or supervisor (or evidence they have notified their training placement that they will be taking time away from work). Evidence of activity is not required.

For structured study or professional development activities taken outside of work hours (e.g. conferences, workshops or formal courses), evidence of participation or enrolment is required. Registrars must also provide a brief statement outlining the relevance and appropriateness of the activity to their training and/or how it contributes to their professional development. If this evidence is not provided, or if the activity is not considered to be relevant to GP or RG training, the training provider will not approve the payment.

#### Example

Noor is working in an Aboriginal Medical Service. Her employer does not offer paid study or professional development leave, so she is eligible for the study leave incentive.

To prepare for her exams, Noor applies to take every Thursday afternoon off over a 10-week period. She discussed this with her supervisor and employer at the beginning of her placement. She submits one consolidated application at the end of the 10 weeks, which also provides evidence from her employer that she is approved to take time off work to study for exams, and signs a declaration that her employer does not offer paid study leave.

### Employer/training placement transparency

Registrars are encouraged to engage in early discussions with their employer/training placement and supervisor about their study leave incentive and available balances. Proactive planning will enable practices and supervisors to better support registrars' learning and development needs, and optimise leave access during placements. It will also aid in effective operational management.

## Section 3: Parental leave incentive

The parental leave incentive provides GP and RG registrars the equivalent of 20 calendar weeks of parental leave for primary caregivers, and 2 weeks for secondary caregivers.

### Scope

The parental leave incentive can be accessed by GP and RG registrars to support time away from GP or RG training and work due to:

- the birth of their child;
- adoption or long-term fostering of a child up to the age of 16; or
- the birth of their child through a surrogacy arrangement.

The parental leave provisions apply each time a registrar has a child, or a child is placed with the registrar for adoption or long-term fostering. For the purposes of this policy, the parental leave incentive will apply as per the definitions outlined in Appendix A.

The incentive paid under this policy does not increase in cases of multiple births, or adoptions or permanent caring arrangements that apply to more than one child at the one time. Registrars will not be entitled to both adoption and foster leave for the same child.

The occurrence of a premature birth does not alter or extend the standard parental leave incentive provisions under this policy.

The parental leave incentive provides registrars with financial support when undertaking parental leave where there is otherwise no employer paid parental leave or equivalent available. This payment is an incentive, not an employment entitlement. It does not constitute paid leave. It is expected that registrars will continue to follow existing policies with their training providers (where appropriate) and should discuss with their supervisor and training provider how their leave may impact their training.

### Out of scope

The following items are out of scope for the parental leave incentive. Registrars should follow existing policies (where available) for:

- Miscarriage and pregnancy loss (i.e. up to 20 weeks' gestation); or
- Pre-adoption leave.

### Eligibility

From semester one, 2026, to be eligible for the parental leave incentive, doctors must:

1. Be enrolled in a Commonwealth-funded GP or RG fellowship training program through either ACRRM or RACGP; and
2. Have commenced GP or RG training, subject to the exclusions below.

The parental leave incentive is available for the birth of a child, or the commencement of the adoption or long-term fostering of a child, which occurs on or after 1 January 2026.

## Qualifying period

There is no qualifying period. Registrars will have access to the parental leave incentive from commencement of GP or RG training. This includes registrars who are not eligible to access their employer-provided paid parental leave due to not meeting the required qualifying period. This ensures registrars have continuous access to parental leave payments as they transition from hospital placements.

### Example

Inez is pregnant in 2025 and begins GPT1 in a private practice in semester one, 2026. She is expected to give birth during the semester. As there is no qualifying period, Inez is eligible for the parental leave incentive regardless of how long she has been in GP training in community-based primary care prior to taking leave.

Gia gave birth to twins in March 2026. Although her employer offers paid parental leave after 12 months of continuous service, Gia has only been employed at the practice for 4 months, so she is not eligible for the employer-provided paid parental leave. Therefore, Gia is eligible to access the 20-weeks of parental leave incentive under this policy's exceptional circumstances provisions. She does not receive double the weekly provisions because she has twins.

## Exclusions

The following GP and RG registrars will not be eligible:

- Registrars not on a Commonwealth-funded GP or RG training program;
- Registrars who are already entitled to paid parental leave with their current employer (e.g. hospital-based registrars, jurisdictional single employer model registrars);
- Registrars not in active training (e.g. on extended leave, etc.), unless on approved parental leave from their training provider; or
- Registrars who have previously claimed paid parental leave for the same child or children under this policy, including during any prior training period or employment.

### Example

Brooklyn will become the primary carer of a long-term foster child two weeks after they commence CGT1 in a private practice. As their new employer does not offer paid parental leave, Brooklyn will be eligible for the parental leave incentive.

Ahmeed is in extended skills training/advanced specialised training and is working in a state hospital. He will become the secondary carer of an adopted child. As he is eligible for paid parental leave from his employer, he will not be eligible for the parental leave incentive.

Yuki gave birth to her daughter in 2026 and claimed paid parental leave from her hospital employer. Upon returning to GP training in a private practice, which does not offer paid parental leave, Yuki is not eligible to receive the parental leave incentive for the same child. This is because she has already claimed paid parental leave entitlements for that child through a previous employer.

### Extension terms

Registrars who have progressed to an extension assessment term, extension awaiting fellowship or fellowship examinations while on parental leave will retain access to the full parental leave incentive provisions. Eligibility continues if the registrar attains Fellowship during this period.

#### Example

Alexis is a primary caregiver and accessed the parental leave incentive during her period of active training. Alexis had completed her training program time prior to commencing leave and completed her education requirements during her period of parental leave. Therefore she progresses to an extension awaiting fellowship (EAF) while on parental leave. She remains eligible for the parental leave incentive. Although she attains Fellowship after 5 weeks, Alexis can continue to access the full 20 week provision. If Alexis was already on EAF when she commenced her parental leave, she would not be eligible for the parental leave incentive.

### Exceptional circumstances

Exceptional circumstances applications may include consideration of the following but is not limited to:

- Registrars who are on parental leave in the 18 weeks prior to the commencement of this policy (i.e. from 28 August 2025) for primary caregivers;
- Registrars not in active training (e.g. on parental leave for another child);
- Continuation of part-time incentive payments where a registrar works across multiple employers and wishes to return to work with one employer within the 20 weeks (refer to 'Other employment').

Registrars should contact their training provider to discuss their circumstances before submitting an application. Training providers will forward applications made under exceptional circumstances to the department for review, and involve the registrar's supervisor or practice in decision making as required.



## Payments

### Payment rate

The parental leave incentive will be paid at the corresponding base rate in the [NTCER](#), plus 10% in lieu of billings, plus an amount equal to superannuation (12% as at July 2025).

Registrars will be responsible for their own income tax and superannuation contributions.

For the duration of the parental leave incentive payment period, registrars will be paid a rate in accordance with the training term applicable (e.g. GPT 1 or 2) at the commencement of their leave.

The payment rate will be updated to reflect changes to the base rates set out in the NTCER. The incentive payment will be adjusted accordingly from the date the revised base rates take effect.

There will be no option to take the parental leave incentive at 'half pay' for a longer period of time.

The hourly or weekly payment rate will be pro-rated based on FTE. The payment amount adjusts according to part-time or full-time status, rather than distributing a fixed number of days across the leave period.

**Table 4 Rate per 38-hour week from semester 1, 2026**

Training term	Hourly rate	Weekly rate
GPT1/CGT1	\$60.67	\$2,305.46
RVTS Year 1	\$64.38	\$2,446.44
GPT2/CGT2	\$68.09	\$2,587.42
GPT3/CGT3/RVTS Year 2 and above	\$72.71	\$2,762.98

\*Note hourly rates have been rounded to 2 decimal places and then multiplied for the weekly rate.

#### Example

Mario is a CGT2 registrar working at 0.7 FTE. He commenced primary caregiver leave on 10 June. Mario is entitled to be paid at the CGT2 rate for the full duration of his parental leave and his payment is calculated at 0.7 FTE. From 10 June to 30 June, Mario is paid at the current CGT2 rate. From 1 July, when the NTCER base rates increase, he will be paid at 0.7 FTE of the new CGT2 rate.

### Part-time arrangements

The parental leave incentive payments will be calculated pro-rata using the registrar's FTE at the time of application.

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Where a registrar's FTE changes temporarily, training providers can use discretion to calculate pro-rata based on the FTE for the majority of the training term or period. This supports fair application of the parental leave incentive payment.

### **Example**

Ming, a part-time registrar (0.5 FTE) and primary caregiver, is eligible for the parental leave incentive for up to 20 calendar weeks. Although Ming works part-time, the duration of the incentive is fixed and it is not extended to reflect part-time hours. The payment amount is prorated but the leave period remains 20 weeks. Ming decides to reduce their working hours in the four weeks before they go on leave to 0.2 FTE. The training provider approves their application to take parental leave for 20 weeks at 0.5 FTE.

Pro-rata parental leave will be available to registrars working across different settings and employers where only one employer offers paid parental leave. Registrars will be entitled to the pro-rated parental leave incentive provisions regardless of their entitlement from their other employer. The appropriate FTE must be declared in the application process.

### **Example**

Riley is a part-time registrar working 0.2 FTE at a state hospital and 0.4 FTE in private practice where no employer paid parental leave is available. As Riley is the primary caregiver, they can access 16 weeks of paid parental leave under the state award at 0.2 FTE. They are also eligible for 20 weeks of the parental leave incentive at 0.4 FTE for their portion of work at the private practice with no paid parental leave entitlements. Riley will declare their 0.4 FTE eligibility during the application process.

Fatima is a full-time registrar working 0.7 FTE in private practice and 0.3 FTE in a state hospital. Fatima is not eligible for paid parental leave from either employer as she has not met the required service period. Fatima is eligible for the parental leave incentive for both roles and would declare her 1.0 FTE eligibility during the application process.

## **Payment frequency**

The parental leave incentive will be paid monthly in arrears.

## **Provisions**

### **Primary caregiver**

Eligible primary caregivers can access up to 20 calendar weeks of parental leave incentive (pro-rata) on each occurrence of birth, adoption or long-term fostering arrangement.

## Secondary caregiver

Eligible secondary caregivers can access up to 2 calendar weeks of parental leave incentive (pro-rata) on each occurrence of birth, adoption or long-term fostering arrangement.

## Timing

The leave must be taken in a single continuous period.

A primary or secondary caregiver can access parental leave incentive payments:

- Up to 6 weeks prior to the expected birth of the child.
- Up to 1 week prior to the commencement date of adoption or long-term fostering arrangement.
- Up to 24 months after the date of the child's birth or placement.
- Up to 20 weeks prior to the expected birth date in the event of a still birth or infant death.

Refer to the 'Commonwealth Parental Leave Pay Scheme and other government payments' section to understand how the timing of the parental leave incentive might affect eligibility.

### Example

Pablo is adopting a child, with a placement date of 1 June 2026. As the primary caregiver, he can access his parental leave incentive from 25 May 2026 (1 week prior to the commencement date) until 31 May 2028 (24 months after the commencement date). Pablo chooses to complete his current training term before commencing his parental leave. He also decides to take additional annual leave until the end of the subsequent training terms to minimise the impact on his training.

## Stillbirth or infant death

Where a pregnancy ends within 20 weeks of the expected date of birth (i.e. in weeks 20 – 40 gestation), or in the event of the death of the child within the first 20 weeks after birth, primary and secondary caregivers will continue to have access to the parental leave incentive payment.

If a registrar chooses to return to work, they will forfeit any remaining incentive payments. The registrar must discuss and seek agreement from their employer and training provider, following required notice periods to return to work and training.

## Public holidays

The parental leave incentive period is not extended by public holidays which fall during periods of leave. Public holidays that occur during the leave period will not be paid at public holiday penalty rates and will not result in additional days of payment.

## Incentive application process

1. Registrars submit a leave request through their employer (or notify their training placement of their period of absence) and follow practice policies and procedures. Registrars are expected to notify their employer/training placement and training provider as early as possible, and no later than 10 weeks before the leave period begins. Where this isn't feasible, such as in cases of premature birth, exceptions may apply.
2. Registrars notify their training provider of their intent to take time away from the training program and access the parental leave incentive, providing:
  - Date/s of leave;
  - Leave type (primary or secondary caregiver);
  - FTE eligible for parental leave incentive;
  - Evidence (see below – Evidence requirements); and
  - A signed declaration that:
    - They are not entitled to paid parental leave with their current employer or are not eligible to access their employer-provided paid parental leave due to not meeting the required qualifying period;
    - They have not previously claimed paid parental leave for the same child or children;
    - They will remain that child's primary or secondary caregiver throughout the leave period and for any other paid parental leave (noting only one primary caregiver can be designated per family in respect to the birth or placement of a particular child);
    - Their spouse, de-facto or partner has not applied for the same caregiver status (if applicable);
    - They will not engage in other forms of employment during the parental leave incentive period; and
    - They will notify their training provider in a timely manner if they foresee any changes to their planned return to the training program.
3. The training provider will confirm eligibility and trigger payment.
4. The training provider will keep a record of the total amount of parental leave incentive taken.
5. The parental leave payment will be administered through Services Australia or RVTS Ltd.

Once a parental leave incentive request has been submitted, the FTE and caregiver status (primary or secondary) cannot be changed, except under exceptional circumstances. However, the start and end dates of the leave can be adjusted, if needed.

### **Example**

Cyrus is a GP registrar and is the designated primary caregiver of his child in his family. He will remain the primary caregiver for the duration of his parental leave and any other paid parental leave taken in relation to the child. His partner, Elijah, will be accessing the secondary caregiver leave provisions through his own employer.

In support of his application for the parental leave incentive, Cyrus has submitted a signed declaration confirming his role as the primary caregiver and that Elijah will not be designated as the primary caregiver for this child, for the purposes of his own parental leave arrangements.

### **Evidence requirements**

Registrars must provide evidence for parental leave to their training provider, as required under existing training provider leave policies. This may include evidence of pregnancy and expected date of birth, or confirmation of commencement date for adoption or long-term fostering arrangements,

### **Employer/training placement transparency**

Registrars should discuss parental leave plans early with their employer/training placement and supervisor, as appropriate. Proactive planning helps practices and supervisors manage training impacts of extended leave and aids in effective operational management.

### **Return to work arrangements**

Return to work arrangements will be managed by the training provider and employer (if applicable) as per existing extended leave policies and employment contracts.

These arrangements will consider the registrar's employment status at the time of return. Existing contractual obligations will be met and appropriate support will be provided to facilitate transition back to training. Where a registrar's employment contract has ended, there is no obligation for the registrar to return to the same employer, nor for the practice to offer re-employment. Where a registrar wishes to return, or a practice wishes to re-engage them, this must be agreed by all parties. In all cases, the training provider will facilitate appropriate placement options to support both registrars and practices.

### **Workplace connection days**

Workplace connection days are considered equivalent to keeping in touch days and are excluded from this policy. This means where a registrar and their practice or supervisor agree to a schedule of workplace connection days, the incentive payments will continue and the duration of payments will not be extended.

Registrars, training providers and practices are encouraged to facilitate workplace connection days during parental leave. These days help maintain professional relationships, and provide opportunities to maintain skills and knowledge. Activities may include, but are

not limited to, attending practice meetings, checking in with supervisors or participating in training sessions.

There is no requirement for practices to approve workplace connection days. Workplace connection days should be managed by the practice with support from training providers and other organisations as needed. In accordance with the Fair Work Act, employers are expected to pay registrars' salary for any work-related activities and attendances. However, for the purposes of this policy, workplace connection days will not be considered paid work as outlined under 'Other employment'.

Registrars should discuss with their training provider and employer whether a connection should be maintained between the registrar and their previous training post, if there is an opportunity to return to that post.

### Returning from leave early

If a registrar wishes to return to training earlier than originally planned, they must follow their training provider's notice periods. Any return-to-work arrangements must be discussed and mutually agreed between the registrar, employer and training provider.

If the registrar returns to training earlier than originally requested, any unused incentive payments will be forfeited.

### Subsequent periods of parental leave

A registrar is eligible, without resuming duty, for a subsequent period/s of the parental leave incentive in accordance with the provisions of this policy when they:

- Become pregnant while on parental leave;
- Have a spouse, de-facto or partner who becomes pregnant while that registrar is on parental leave;
- Are to adopt a child or enter a long-term fostering arrangement while on parental leave; or
- Become an intended parent under a surrogacy arrangement while on parental leave.

If a registrar enters the second period of parental leave during the currency of the initial period of parental leave, then any residual parental leave incentives from the initial period ceases.

#### Example

Amina, the primary caregiver, accessed her parental leave incentive in March 2026 after the birth of her first child. While still on leave, she adopted a second child and applied for a new period of parental leave to begin in June 2026.

By June, Amina had used 17 weeks of her initial 20-week incentive. Under this policy, she is eligible for a new parental leave incentive without returning to work or training. However the remaining 3 weeks of her first parental leave incentive would be forfeited upon commencement of the second leave period in June. Amina knows that she can

future-date her leave, so she applies for her second parental leave to commence from the end of the first 20-week parental leave period to ensure she receives the full amount of parental leave available to her.

## Other employment

The parental leave incentive is intended to support registrars to be absent from work and training for reasons associated with childbirth and the care of their child. In general, undertaking other employment during this period would not align with the intentions of the incentive. This includes registrars in an extension assessment term or awaiting fellowship or fellowship examinations, while they are receiving the parental leave incentive.

Where registrars are working across different settings and employers (as detailed under 'part time arrangements') and have exhausted their employer-provided parental leave entitlements, they must apply through their training provider under exceptional circumstances if they wish to return to part-time work during their parental leave period. If approved, registrars can only return to work at the same or reduced FTE as held when the leave commenced.

### Example

Samir is a full-time registrar working 0.6 FTE at a hospital and 0.3 FTE in private practice and is the primary caregiver. The hospital provides 14 weeks of paid parental leave under its enterprise agreement, while the private practice does not offer paid parental leave. Therefore, Samir is eligible for 20 weeks of the parental leave incentive at 0.3 FTE.

Once Samir's hospital-based paid parental leave ends, he still has 6 weeks remaining under the parental leave incentive. During this time, if he wishes to work at the hospital at 0.6 FTE, he must apply for consideration of exceptional circumstances. To remain eligible for the parental leave incentive, Samir must not return to work for the private practice portion of his placement.

## Interactions with other payments and programs

### Commonwealth Parental Leave Pay Scheme and other Government payments

The GP training parental leave incentive is complementary to, and not a replacement for, the Commonwealth Parental Leave Pay (PLP) Scheme administered by Services Australia.

As the parental leave incentive will be assessable income but will not constitute paid leave, it may impact registrars' [work test](#) and [income test](#) eligibility for the Commonwealth PLP Scheme. Registrars should contact Services Australia to discuss their individual circumstances and any related enquiries. The implications of the parental leave incentive on the Commonwealth PLP Scheme and any other available schemes are subject to individual circumstances.

Taxable income is used to assess eligibility for a range of Government payments. Registrars should consider this interaction when deciding to access the parental leave incentive. Refer also to Tax and financial implications.

### **Other payments under the NCP Framework**

Payments under the NCP Framework, including registrar, supervisor (teaching) and practice payments, will be adjusted by the Colleges where registrars have taken unpaid leave for the purposes of the parental leave incentive. This will take into account the new FTE level of payment required.

### **Australian Health Practitioner Regulation Agency (AHPRA) fee relief for practitioners taking parental leave**

Registrars who are due to renew their annual AHPRA registration may be eligible for the fee rebate if they meet requirements as per the [AHPRA policy](#). Registrars do not need proof of active employment but must declare that they have had at least 6 months of continuous leave from practising. Registrars may still be eligible even if their employment contract ceased while on leave as long as their leave meets the minimum required period and the reason falls under at least one of the protected attributes.



## Section 4: Administrative guidelines

This section is applicable to all payments made under the GP Training Incentive Payments.

Payments will be determined and made in accordance with this policy. Where the policy refers to a process outlined in the [NCP](#) document suite, the relevant NCP document(s) must be consulted and will take precedence for referenced processes.

### Payments

#### Funding

##### AGPT registrars

The payments will be funded by the department and paid by Services Australia using the payment mechanism used for the NCP.

##### RVTS registrars

The payments will be funded by the department to RVTS Ltd. RVTS Ltd will deliver the incentive payments to training participants as required.

#### Payment processing

##### AGPT registrars

The Colleges determine payment eligibility and amount based on this policy, and business rules. Services Australia administers the payments to registrars at the request of the Colleges and on behalf of the department.

The Colleges are responsible for the timely submission of accurate payment data files to Services Australia for the purposes of payment, as per the [NCP](#) guidelines and business rules.

The Colleges and Services Australia will include data for these payments in the NCP compliance reports they send to the department as per the agreed schedule.

##### RVTS registrars

RVTS Ltd will determine payment eligibility and amount based on this policy and business rules. RVTS Ltd will process the incentive payments to RVTS registrars directly, using existing mechanisms.

RVTS Ltd must report to the department on payment data for each eligible participant on a quarterly basis, for compliance purposes.

#### Changes in payment rates

The department will advise training providers of any new payment rates ahead of each training semester. This will occur following changes in indexation for the salary incentive and changes to the NTCER base rate for the study leave and parental leave incentives.

## Payment review and appeals

If registrars would like to seek a review of their application or payment, they may contact their training provider for clarification or further guidance. Examples of circumstances under which a review may be sought include:

- A registrar who has received a lower payment due to inaccurate data captured in the system of records.
- An application for professional development activity that is declined as not relevant to GP training.

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section ‘Participant Seeking a Review of Their Payments’.

### RVTS registrars

RVTS Ltd must take reasonable steps to facilitate the review within 5 business days once notified. The information submitted by the registrar will be assessed by RVTS Ltd. If the case is assessed as “eligible”, a “top-up” payment will be made to the affected registrar.

## Exceptional circumstances

Registrars must submit any applications for consideration of exceptional circumstances, with relevant documentation to support their application, in writing to their relevant training provider. These applications will be assessed within 25 business days. If further information or evidence is required, this may delay the assessment period. The department will work with training providers to ensure consistent and transparent decision-making. Registrars will be notified in writing of the outcome of their exceptional circumstances application by their training provider.

## Integrity of applications

By submitting an application, registrars confirm that all information provided is true, accurate, and not misleading. As this incentive is supported by public funding, it is essential that all claims are made with the highest standards of honesty and transparency. Providing inaccurate or misleading information may result in further review or action, as appropriate. Training providers will advise registrars on the next steps, where applicable.

Misapplications, such as making false declarations, will be assessed by training providers and may be managed under the relevant training provider’s misconduct policy.

## Overpayments, payment recovery and withholding of payments

### Overpayments

#### AGPT registrars

Please refer to the [NCP](#) Guidelines – section ‘Overpayments’.

## RVTS registrars

An overpayment could exist if:

- The payment is calculated incorrectly.
- A planned training placement has not occurred as expected and an incentive payment has been made.
- An eligible participant has been identified to have provided incorrect or false information.
- The participant has neglected to notify RVTS Ltd of any changes to their circumstances which might affect their eligibility to receive the incentive payments.
- A payment was made in error to the wrong participant or to a non-participant.

Where an overpayment has been identified and the participant is continuing on the program, RVTS Ltd will recover the overpaid amount from the participant by withholding the overpaid amount from any future incentive payments to recover the excess funds paid. RVTS Ltd will be required to notify the department of these overpayment status and actions taken.

If payments have been made in error to non-RVTS participants, RVTS Ltd will be required to notify the department who will make the decision on recouping the payment.

If a participant has been paid or overpaid and withdrawn from the RVTS pathway after starting a placement, RVTS Ltd will need to notify the department who may request additional information from RVTS Ltd as needed, such as:

- Participant's details (name, Org ID etc)
- Reason for the debt or overpayment
- Amount of the overpayment and when it was paid
- Participant's start date and date of cessation on the program where relevant
- If the participant has ceased from the program, provide a reason where feasible e.g. situation outside their control.

## Payment Recovery

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section 'Payment Recovery'.

### RVTS registrars

A decision to commence payment recovery will be conveyed to the affected participant in writing and may include details of how the excess funds paid are to be recovered.

## Withholding of Payments

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section 'Withholding of Payments'.

### RVTS registrars

Incentive payments may be withheld when an overpayment has occurred. Future payments may be withheld until the debt is fully recovered.

## Notification of changes to participant's training arrangements

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section 'Notification for Changes to Participant's Training Arrangements'.

### RVTS registrars

To remain eligible for incentive payments under the RVTS pathway, all eligible participants must notify RVTS Ltd about any changes to their training arrangements.

The department requires RVTS Ltd to provide accurate data on participant training arrangements and relevant supporting information for the purpose of performance and compliance monitoring.

## Withdrawal from the GP or RG training pathway

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section 'Withdrawal from the AGPT Program'.

### RVTS registrars

If an eligible participant withdraws from the RVTS pathway, they are required to notify RVTS Ltd as soon as practical. RVTS Ltd must ensure that future payments are not processed.

Eligible RVTS registrars should advise RVTS Ltd if they are considering withdrawing from the RVTS pathway as soon as possible. In the case of circumstances that could lead to a participant being involuntarily withdrawn from the RVTS pathway, RVTS Ltd should advise the participant or their supervisor as early as possible.

In the following circumstances, registrars will not receive incentive payments:

- If they terminate their training shortly after commencing a placement and have not yet been paid.
- If they have a confirmed placement but fail to attend without prior agreement from RVTS Ltd.
- If they plan to start the RVTS pathway but do not proceed with a placement.

## Quality assurance

The department will undertake quality assurance activities, such as compliance checks and reconciliation. The department may conduct audits on applications and payments for up to 5 years after the application submission. To ensure compliance, all parties are required to maintain relevant documentation during this period.

The department will use reported payment data, and other data sources (e.g. surveys), to understand whether the incentives are achieving the intended outcomes. The evaluation will seek to measure:

- Trainee satisfaction with the incentives
- Trainee and college satisfaction with the incentives payment processes
- Employer satisfaction with the incentives, processes and any unintended consequences
- Improved trainee wellbeing
- Impact of incentives on GP and RG attractiveness
- Impact of incentives on retention
- Improved exam pass rates and faster progression to fellowship

## Tax and financial implications

Incentive payments are considered assessable income. Registrars are encouraged to seek advice from a qualified tax professional to understand how the incentive payments may affect their individual financial circumstances.

Relevant information may be shared with the Australian Taxation Office for advisory and compliance purposes.

Receiving incentive payments may affect eligibility for statutory entitlements, such as:

- Commonwealth Parental Leave Pay Scheme
- Child support assessments
- Social security payments

The Department of Health, Disability and Ageing accepts no responsibility for any tax liabilities or financial consequences arising from the receipt of incentive payments.

## Privacy

### AGPT registrars

Please refer to the [NCP](#) Guidelines – section ‘Privacy’.

### RVTS registrars

All personal information provided to the department is protected by privacy law, including the Privacy Act 1988.

The personal information collected from RVTS registrars by RVTS Ltd will be disclosed to the department for the purposes of:

- Administering the incentive payments;
- Program performance auditing, monitoring and evaluation, and data compliance reporting;
- Statistical and research purposes where it is authorised by law;

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- Monitoring, assessment and evaluation of progress and achievements of the RVTS pathway; and
- Further strategic policy reforms and review of operational principles around the RVTS pathway over the years.

Further information is available about how information collected from participants on the RVTS pathway will be managed and used for training and payment purposes at [www.rvts.org.au/privacy-policy/](http://www.rvts.org.au/privacy-policy/).

## Version details

Version	Date	Description of revision
1.5	January 2026	Clarification of processes throughout for registrar contractors who are not employees; parental leave incentive exclusion clause for registrars not in active training; and parental leave incentive eligible FTE
1.4	November 2025	Clarification of pro-rata arrangements for study and parental leave incentives
1.3	October 2025	Specification of GP and RG registrars. Included new information on AHPRA fee relief program.
1.2	October 2025	Clarification for ADF registrars eligibility
1	October 2025	First release

## Appendices

### Appendix A: Parental leave incentive definitions

Word/term	Definition
Adoption	<p>Legal and permanent process by which a registrar assumes the responsibility of a child who is under the age of 16 years. This does not include a child who, immediately before the child was adopted by the registrar:</p> <ol style="list-style-type: none"><li>had been living with the registrar for a continuous period of at least 6 months; or</li><li>was the registrar's stepchild or the child or stepchild of the registrar's spouse, de-facto or partner.</li></ol>
Long-term fostering	<p>Long-term or permanent care order of a child (or children) under the age of 16 years, who is under the care of the state or territory, and who will be placed with the registrar. A long-term fostering placement is intended to last until the child reaches adulthood or until they are ready to transition to independent living.</p>
Pre-adoption leave	<p>An entitlement under the Fair Work Act 2009 for the purpose of allowing employees to attend interviews or assessments required for an adoption process.</p>
Primary caregiver	<p>A primary caregiver is the person who meets the child's physical needs more than anyone else. Only one primary caregiver can be designated per family in respect to the birth or placement of a particular child.</p> <p>A registrar can claim primary caregiver status for a child who is:</p> <ul style="list-style-type: none"><li>born to them or their spouse, de facto or partner, including through a surrogacy arrangement; or</li><li>adopted by them or their spouse, de-facto or partner; or</li><li>placed in a long-term foster care arrangement with them or their spouse, de-facto or partner.</li></ul>
Secondary caregiver	<p>The secondary caregiver is the other parent or partner who provides support and care for the child but is not the primary caregiver.</p> <p>A registrar can claim secondary caregiver status for a child who is:</p> <ul style="list-style-type: none"><li>born to them or their spouse, de facto or partner, including through a surrogacy arrangement; or</li><li>adopted by them or their spouse, de-facto or partner; or</li><li>placed in a long-term foster care arrangement with them or their spouse, de-facto or partner.</li></ul>



## Surrogacy

A registrar who has entered into a valid surrogacy arrangement where:

- i they are not carrying the child; and
- ii they will be the primary caregiver to the child following its birth.

A valid surrogacy arrangement must comply with:

- i relevant Commonwealth and State laws regulating surrogacy arrangements within Australia; and
- ii for international surrogacy arrangements, relevant surrogacy laws applying in the country where the surrogacy arrangement will occur.

## Glossary

Word/term	Definition
ACRRM	Australian College of Rural and Remote Medicine
AGPT	Australian General Practice Training
ARST	Additional Rural Skills Training
AST	Advanced Skills Training
CGT	Core Generalist Training
Commonwealth-funded GP fellowship training program	Includes the Australian General Practice Training (AGPT) Program and Remote Vocational Training Scheme (RVTS).
Community-based primary care	Setting which occurs within private general practices or other primary health care settings embedded in the community. Eligible posts include general practices or Aboriginal Medical Services.
Core training term	Mandatory training terms of clinical experience, which includes: <i>ACRRM</i> : CGT1, CGT2, CGT3, CGT4 <i>RACGP</i> : GPT1, GPT2, GPT3, ES <i>RVTS</i> : RVTS Year 1, RVTS Year 2, RVTS Year 3
ES	Extended Skills
FTE	Full-Time Equivalent
Full-time registrar	Registrar undertaking 38 hours of training per week (i.e. 1.0 FTE)
GPT	General Practice Term
NCP	National Consistent Payments
NTCER	National Terms and Conditions for the Employment of Registrars
Part-time registrar	Registrar undertaking less than 38 hours of training per week (i.e. less than 1.0 FTE)
Pro-rata	Proportionate payment according to the training FTE
RACGP	Royal Australian College of General Practitioners
RVTS	Remote Vocational Training Scheme

SEM	Single Employer Model
Training provider	Refers to the Australian College of Rural and Remote Medicine (ACRRM), the Royal Australian College of General Practitioners (RACGP) and Remote Vocational Training Scheme (RVTS) Ltd.
Workplace connection days	Equivalent to keeping in touch days, which help registrars to stay connected to their workplace, refresh their skills or ease their transition back to work after parental leave.

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All information in this publication is correct as at January 2026

