



**Australian Government**  
**Department of Health and Aged Care**

# **National Consistent Payments**

## **Framework**



# Supervisor (teaching) Payments

## Definition

A payment to:

- 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.

## Scope and business rules

- 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.
- 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.
- Payment per FTE of registrar/s under supervision.
- Base payments weighted to reflect training term.
- Payments validated by the colleges and contingent upon college satisfaction of teaching activity.
- Includes base rate plus a rural loading based on MMM 3-7 practice locations.

## Exclusions

- 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.
- 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 and Aged Care in appropriate circumstances.
- Clinical supervision

## Activity

- Provide in-practice mentoring, formal and informal teaching activities, case discussions and competency assessments.
- Undertake early safety assessment of the registrar.
- Discuss the registrar's learning needs and assist in the review and development of their learning plan.
- Determine teaching requirements based on the registrar's learning plan.
- Adhere to college supervision requirements.
- Monitor and manage workload for in-practice and off-site activities.
- Be available to meet with clinicians visiting from the GP college to support registrars.
- Discuss any practice staff/patient feedback with the registrar.

- Report any critical incidents relating to the registrar to the relevant GP college.
- Communicate with the college and medical educators on any concerns on the registrar's wellbeing, progression and learning needs.
- Provision of additional supervisory and teaching support to registrars prior to remediation.
- Participate in cultural safety training.
- Engage the registrar in practice activities including clinical audits and research.

\* any additional activities specified as part of the College training site accreditation standards

\*\* does not include clinical supervision activities as this is not funded under current activities.

## Rates

Payment made to supervisors for registrars located in MM1-2

- GPT1/CGT1 – \$11,700
- GPT2/CGT2 – \$6,750
- GPT3/CGT3 – \$2,800

Payment made to supervisors for registrars located in MM3-4:

- GPT1/CGT1 – \$13,700
- GPT2/CGT2 – \$8,750
- GPT3/CGT3 – \$4,800

Payment made to supervisors for registrars located in MM5:

- GPT1/CGT1 – \$14,700
- GPT2/CGT2 – \$9,750
- GPT3/CGT3 – \$5,800

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

- GPT1/CGT1 – \$15,700
- GPT2/CGT2 – \$10,750
- GPT3/CGT3 – \$6,800

## Practice Payments

### Definition

A payment to:

- support practices for the absence of a registrar while they are away training and the associated loss of income to the practice.
- assist with resources and expenses associated with hosting a registrar, e.g., orientation, infrastructure and equipment, training accreditation and re-accreditation.
- support practices to host registrars.

## Scope and business rules

- Paid quarterly in advance, beginning at the beginning of the training term.
- Payments made only in first two training terms.
- Practice support payments (for hosting registrars).
- Payment per FTE of registrar.
- Accreditation (and re-accreditation) processes.
- Resources required to host registrars when training.
- Includes base rate plus a rural loading based on MMM 3-7 practice locations.

## Exclusions

- 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.
- 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 and Aged Care in appropriate circumstances.

## Activity

- 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).
- Provide orientation and induction support to the registrar.
- Ensure, as far as is reasonably practicable, the health and safety of the registrar during the placement.
- Confirm that the registrar's indemnities are current at the time of employment.
- Ensure that all supervisors within the practice have completed the college's initial induction program before engaging with GP training.
- Ensure that on-site/off-site supervision recommendations are being adhered to.
- Release registrar to attend educational activities as per college requirements.
- Accreditation and provider number on boarding.
- Ensure all supervisors within the practice maintain full and unrestricted registration.
- Ensure that registrars have protected teaching time.
- Ensure the registrar's patient load aligns with their capabilities.
- Ensure registrars have access to resources for clinical decision making.
- Report any critical incidents relating to the practice to the relevant GP college.
- Any additional activities specified as part of the college training site accreditation standards.

## Rates

Payment made to practices for registrars located in MM1-2:

- GPT1/CGT1 – \$15,000
- GPT2/CGT2 – \$7,500

Payment made to practices for registrars located in MM3-4:

- 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

## Practice Payments – salary support

### Definition

A payment to:

- increase training opportunities for GP registrars.
- promote training innovation in Aboriginal and Torres Strait Islander health settings.
- improve access to appropriate, holistic health care for Aboriginal and Torres Strait Islander communities.

### Scope and business rules

- Paid monthly in arrears.
- Payment per FTE of registrar.
- Accreditation (and re-accreditation) processes.
- Application based on Salary Support Policy eligibility.
- Resources required to host registrars when training.
- Rates tiered based on practice location (MMM).

### Exclusion

Salary Support is not available for registrars pursuing:

- An extension of training time.
- Training for remediation purposes.

Exceptions to the Salary Support Program policy must be applied for in writing via email to [AHT@health.gov.au](mailto:AHT@health.gov.au).

## Activity

Meet training facility requirements under the Salary Support Policy, including:

- Maintain their Category 1 or Category 2 training facility College accreditation status;
- Employ the registrar on a 'PAYG' basis;
- Assist registrars in meeting the training requirements of the AGPT Program;
- Provide the registrar with access to a Cultural Educator and Cultural Mentor associated with the training facility; and
- Support the registrar to apply for a 3GA Medicare Provider Number specific to the placement.

## Rates

Maximum Salary Support hourly rates are determined by the Modified Monash Model (MMM) geographical classification system. The MMM location of the Aboriginal and Torres Strait Islander health training facility will be paid up to the following rates per hour, or at the facility's set hourly rate for their registrars (whichever is the lesser):

- A (MMM Regions 1-2) \$71.00
- B (MMM Regions 3-5) \$85.00
- C (MMM Region 6) \$100.00
- D (MMM Region 7) \$110.00

It is the responsibility of the Colleges to ensure the correct rate of payment is requested through their validation processes.

# Registrar Payments

## Definition

A payment:

- for registrars to use in a flexible manner to support quality education and training in accordance with their individual circumstances; and
- to support training in rural and remote areas.

## Scope and business rules

- Paid to the registrar in advance, at the commencement of each training term.
- Payments tiered according to MMM, to support training in rural and remote locations.
- 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.
- 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., textbooks, medical journals and research subscriptions.

## Exclusions

- Registrar payments should not be used to fund college courses or used as salary.
- While exam preparation courses are not excluded, courses should be discussed and endorsed by the GP colleges.
- Payments will not be made for the core hospital training term/s.

## Activity

- nil

## Rates

Payment for registrars commencing in training posts in MM2:

- \$1,800

Payment for registrars commencing in training posts in MM3-4:

- \$3,425

Payment for registrars commencing in training posts in MM5:

- \$4,810

Payment for registrars commencing in training posts in MM6-7:

- \$9,250

# Flexible Payment Pool

## Definition

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.

## Governance

- Funding will be governed through College-led GP Training grant agreements.
- The colleges will have scope to change the planned payments through yearly budget submissions, if required, to allocate funding to other areas of need.
- The colleges will need to be transparent regarding the funding so that practices, supervisors and registrars are aware of any additional support available from the flexible payment pool.
- Data and reporting by the colleges on the use of funds, provided to Health, will ensure governance of this pool of payments.

## Exclusions

- Activities that are already funded by Commonwealth or jurisdictional governments.
- Contribution to the salary of a registrar or supervisor, or payment to the family of a registrar or supervisor.

## Activity

Funding within this pool can be utilised to provide for continuing professional development undertaken by supervisors as per each college's supervisor accreditation policy.

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 include:

- An additional payment for supervisors hosting compulsory Advanced Rural Skills Training or Advanced Specialised Training posts.
- Professional pastoral care and psychological support.
- Additional supervisory requirements including remote supervision.
- Supervisor orientation to training.
- Travel requirements for mandatory workshops in line with GP college travel policy and NCP framework Guidelines.

Examples of uses for discretionary funds for practices:

- Additional funding for practices that are located in an area of high workforce need, to support and attract registrars to the area.
- COVID and disaster relief.
- Practice orientation to training.
- Communication with potential practices.
- Virtual and in person visits to current and potential practices.

Examples of uses for discretionary funds for registrars:

- To support registrars who regularly undertake VMO work.
- An additional support to be provided to registrars per training term who train in areas of high workforce need or importance.
- Requirements associated with individual placement and for pre-placement visits, particularly in rural and remote locations.
- Professional pastoral care and psychological support.
- Subscriptions to resources and materials that provide clinical guidance to support registrar training and education.