



AGPT SALARY SUPPORT PROGRAM POLICY 2016

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Approved by:	
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Responsible Section:	GP Training Policy Section, Health Training Branch
Supporting documents, procedures and forms:	
Audience:	Registrars enrolled on the AGPT Program Regional Training Organisations Stakeholders

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1 Purpose of Policy

1.1 The purpose of this policy is to:

- 1.1.1 Align with the GP College Standards;
- 1.1.2 Enable registrars to apply for a training post in an Aboriginal and Torres Strait Islander Health Training Facility; and
- 1.1.3 Determine their eligibility for the Salary Support Program as part of the AGPT Program.

1.2 The Aboriginal and Torres Strait Islander Health Training (Registrar Salary Support) Policy ('policy') and the guidelines (Schedule 1 of this policy) were implemented to improve Aboriginal and Torres Strait Islander access to appropriate and holistic health care by:

- 1.2.1 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; and
- 1.2.2 Providing opportunities for registrars who wish to undertake a part of their core vocational training in training facilities delivering high-quality holistic and culturally-safe health care to Aboriginal and Torres Strait Islander communities.

2 Definitions

Word/Term	Definition (with examples if required)
ARST	Advanced Rural Skills Training (taken outside of a FARGP).
AST	Advanced Specialised Training is core training undertaken as part of training towards the FACRRM.
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.
Aboriginal and Torres Strait Islander Health Training Strategic Plan (Strategic Plans)	Strategic Plans support high quality, innovative regionally based approaches to general practice training in Aboriginal and Torres Strait Islander health. Strategic Plans aim to support the capacity of Regional Training Organisations (RTOs), increase activity and improve quality of general practice training provided in Aboriginal and Torres Strait Islander health settings.
Accredited training facility	A training facility that has been accredited by the Colleges to deliver training under the AGPT Program.
Aboriginal Community Controlled Health Service (ACCHS) / Aboriginal Medical Service (AMS)	ACCHS/AMS means member organisation of the state or territory affiliate of the National Aboriginal Community Controlled Health Organisation (NACCHO), which have 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 which 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.
Education and Training	The requirements placed on a registrar working towards fellowship of the RACGP, ACRRM or both. These requirements are specified by the relevant College(s), the

Requirements	RTO and the Department of Health.
FARGP	Fellowship in Advanced Rural General Practice through the RACGP. Registrars must be enrolled in FARGP to undertake Advanced Rural Skills Training.
FACRRM	Fellowship of the Australian College of Rural and Remote Medicine.
FRACGP	Fellowship of the Royal Australian College of General Practitioners.
Registrar Salary Support	The negotiated and agreed salary component paid to training facilities under the provisions of this policy.
Registrar training placements	This is restricted to RTO-approved training placements for registrars undertaking vocational training.
State Censor	The GP College State Censor is responsible for interpreting curriculum and standards and making a determination about registrar's training requirements.

3 Application and Scope

- 3.1 This policy applies to all registrars enrolled on the AGPT Program.
- 3.2 This policy supersedes the Aboriginal and Torres Strait Islander Health Training (Registrar Salary Support) guidance previously published on the AGPT website and will come into effect as of 1 January 2016.
- 3.3 This policy applies to registrar training placements commencing on/or after 1 January 2016 in an eligible training facility as specified in this policy.
- 3.4 It is consistent with the Closing the Gap Initiative and is about providing registrars with training opportunities and learning experiences in the Aboriginal and Torres Strait Islander health sector, which directly benefit the community.
- 3.5 This policy will guide the management of registrar training placements made by Regional Training Organisations (RTOs) where the training facility receives salary support for the registrar who is undertaking the training placement.
- 3.6 The policy supports the RTOs and eligible training facilities to provide best practice delivery of Aboriginal and Torres Strait Islander health training for registrars training on the AGPT Program.
- 3.7 Registrar salary support is available for registrars undertaking vocational training in an approved training facility.

4 Policy Principles

- 4.1 This policy is intended to:
 - 4.1.1 Outline eligibility criteria for the Salary Support Program; and
 - 4.1.2 Describe the link between the Salary Support Program and the Aboriginal and Torres Strait Islander Health Training Strategic Plans.

5 Eligibility

- 5.1 Registrars are eligible to receive Salary Support if they:
 - 5.1.1 Are enrolled in the AGPT Program;
 - 5.1.2 Have completed their first six months of core vocational training; and
 - 5.1.3 Are undertaking training in an Aboriginal and Torres Strait Islander Health training post in an ACCHS or AMS.

- 5.2 Training places in Aboriginal and Torres Strait Islander Health training facilities are limited to registrars undertaking training requirements in the following circumstances. Under this policy, GPT1 and PRRT1 registrars will only be considered by the RTO on a case-by-case basis to undertake training in an Aboriginal and Torres Strait Islander health facility. Training requirements for the purpose of this policy include:
- 5.2.1 General Practice Training (GPT) 2, GPT3 and Extended Skills terms after completion of the first six months of training for RACGP, and
 - 5.2.2 Primary Rural and Remote Training (PRRT) terms for ACRRM after completion of the first six months of PRRT.
- 5.3 Consideration may be given by the RTO to GPT1 and/or PRR1 registrars seeking to undertake Aboriginal and Torres Strait Islander health training, where the registrar has significant cultural safety training or a high level of technical experience, such as:
- 5.3.1 a Registered Nurse;
 - 5.3.2 a Paramedic;
 - 5.3.3 in emergency care;
 - 5.3.4 in life support; or
 - 5.3.5 in surgical or other medical training.
- 5.4 A registrar will be eligible for Salary Support payments, in accordance with Clauses 5.1.1 to 5.1.3 and Clause 5.2. Salary Support payments will not be available after this time.
- 5.5 Salary support funding will support registrars training in an Aboriginal and Torres Strait Islander health training facility.
- 5.6 Aboriginal and Torres Strait Islander Health Training Strategic Plan funding has been provided in the RTO funding agreements for three years. Strategic Plans may include the implementation of an environmental scan across all new training regions, and strategies to support and monitor the implementation of the Salary Support Program and policy.
- 5.7 Preference will be given to a GP registrar who has not previously trained in Aboriginal and Torres Strait Islander Health in an ACCHS/AMS.
- 5.8 Funding under this policy is limited and must be linked to an approved registrar training placement, where the registrar is employed by the training facility for no more than 38 hours per week (or its part-time equivalent).
- 5.9 The following training facilities are eligible for registrar salary support under this policy:
- 5.9.1 Category 1 training facilities; and
 - 5.9.2 Category 2 training facilities, where the facility demonstrates that it is able to meet the criteria outlined in Schedule 1.
- 5.10 Training facilities in receipt of registrar Salary Support must agree to:
- 5.10.1 Maintain their Category 1 or Category 2 training facility College accreditation status;
 - 5.10.2 Employ the registrar on a 'PAYG' basis;
 - 5.10.3 Assist registrars in meeting the education and training requirements of the AGPT Program;
 - 5.10.4 Provide the registrar with access to a Cultural Mentor associated with the training facility; and
 - 5.10.5 Support the registrar to apply for a 3GA Medicare Provider Number specific to the placement.
- 5.11 Registrar Salary Support is not available for registrars pursuing:
- 5.11.1 An extension of training time. For further information, please refer to the AGPT Extension of Training Time Policy 2016; and
 - 5.11.2 Training for remediation purposes. For further information, please refer to the Remediation Policy 2015.

6 Related Documents

- 6.1 Aboriginal and Torres Strait Islander Health Training Strategic Plans 2013-15: Guidance Material for Regional Training Providers (GPET May 2012)
- 6.2 Schedule 1 – Aboriginal Health Training Registrar Salary Support Facility Criteria and Application
- 6.3 AGPT Training Regions Policy 2016
- 6.4 Academic Industrial Awards and/or Enterprise Agreements
- 6.5 AGPT Program Leave Policy 2016
- 6.6 AGPT Withdrawal Policy 2016
- 6.7 AGPT Training Obligations Policy 2016
- 6.8 AGPT Training Region Policy 2016
- 6.9 AGPT Complaints Policy 2016
- 6.10 AGPT Appeals Policy 2016
- 6.11 AGPT Extension of Training Time Policy 2016
- 6.12 Remediation Policy 2015

7 Version Control and Change History

Version Control:	2
Date Effective:	1 September 2016
Approved By:	Damian Tuck
Amendment:	August 2016

SCHEDULE 1

Category 2 Training Facility Guidelines

Guiding Principles

1. RTOs will approve a facility (that is not already a Category 1 approved facility) to be recognised as an Aboriginal and Torres Strait Islander health training facility.
2. RTOs will assess a potential Aboriginal and Torres Strait Islander Training Post in accordance with the criteria outlined in this document. RTO are required to advise the Aboriginal and Torres Strait Islander health training facility in writing of the outcomes of the assessment to become an approved Category 2 Training Facility.
3. Salary Support eligibility and funding allocation will be reviewed once the facility is a recognised Category 1 or Category 2 facility.

Eligibility Criteria as an Aboriginal and Torres Strait Islander Health Training Facility

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

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