Introduction

General Practice Education and Training (GPET) receives Commonwealth funding to support registrar salaries in Aboriginal and Torres Strait Islander health training facilities. Key performance indicators relating to the number of full-time equivalent registrar training weeks undertaken by registrars at Aboriginal and Torres Strait Islander health training facilities are included in the Commonwealth Portfolio Budget Statements.

GPET has contractual arrangements in place with regional training providers (RTP’s) to manage the delivery of salary support in Aboriginal and Torres Strait Islander health training facilities.

Funding is provided to RTP’s in accordance with the targets established for the number of hours and average hourly rate paid to registrars undertaking training in these facilities. Further information on the determination of funding is contained below.

This document sets out the guidelines for Aboriginal and Torres Strait Islander health training facilities claiming support for the salary costs of registrars undertaking a training term in these posts.

1. Qualifying Aboriginal and Torres Strait Islander health training posts

The following training facilities are entitled to claim support for registrar salary:

An accredited training facility that is:

- an Aboriginal Community Controlled Health Service
- a state/territory government health service listed in Schedule 1 to the document *Definition of an Aboriginal and Torres Strait Islander Health Training Facility within the Australian General Practice Training Program*.
- an Advanced Rural Skills post (ARSP) in Aboriginal Health that is not undertaken in a hospital
- any other primary health care service formally recognised in accordance with the *Definition of an Aboriginal and Torres Strait Islander Health Training Facility within the Australian General*

2. Determination of funding

The total number of hours for which funding will be provided is determined with the RTP based on a combination of the following:

- Total available funds
- Historic activity data
- Current registrar levels
- Known national performance targets
The number of hours is ultimately agreed with reference to the specific circumstances of the region in which the activity occurs.

Determination of the average hourly rate applying within a region, is based on a combination of factors. These include:

- Total available funds
- Historic hourly rates paid within the RTP footprint
- The level of the registrar undertaking each post
- Specific arrangements in place with the AMS, and
- Broad relative regional considerations.

3. Level of support provided

Registrar salary support will be provided by the RTP to the training facility as follows:

- Support for registrars in their first year of general practice training will have regard to the National Minimum Terms and Conditions for GPT 1 and GPT 2 Registrars. Current conditions can be viewed at www.gpra.org.au/national-minimum-terms-conditions.

- There is a limit applied to the hourly rate funded for registrar salary support. The limit is represented by a maximum hourly rate of $120 per hour inclusive of all on-costs. The significant majority of Aboriginal and Torres Strait Islander health training facilities are not supported at this rate and the maximum hourly rate of $120 is the exception rather than the rule. The hourly rate paid by Aboriginal and Torres Strait Islander health training facilities to registrars are determined by the Aboriginal and Torres Strait Islander health training facilities in consultation with the registrar. However, the RTP will determine the level of funding support to be provided in respect of that salary.

- Salary support for registrars is not to exceed the hourly rate of their supervisor.

- Support for registrars who have completed formal training, but have not yet attained fellowship, or who are undertaking an Advanced Rural Skills post will be supported at a rate negotiated with the RTP but are not to exceed GP supervisor rates.

The level of salary support provided by the RTP does not preclude the Aboriginal and Torres Strait Islander health training post remunerating the registrar at a higher rate funded from other sources.

4. Supported components of salary

The following salary components are subject to support to the post by the RTP:

- Normal hours paid to the registrar
- Overtime hours as negotiated between the post and the fundholder
- Annual leave hours paid to the registrar
- Personal leave hours paid to the registrar
- Study leave hours paid to the registrar
- Superannuation in line with the relevant legislation or Award; and
• Workers’ Compensation at the relevant rate applicable to the employer.

5. Documentation required by the RTP

The following documentation is required prior to payment of registrar salary support;

• Correctly prepared tax invoice from the registrar’s employer
• Full name of registrar
• Name of Aboriginal and Torres Strait Islander health training facility where the training is taking place
• Term type being undertaken by the registrar (e.g. GPT 2)
• Period to which the reimbursement relates (e.g. the month)
• Number of hours being claimed broken up into type of hours (e.g. normal, overtime)
• Hourly rate paid to registrar for each type of hours being paid; and
• Copy of relevant pay slips or timesheets covering the period claimed.

6. Timing of invoices

Claims for support should be provided on a calendar month basis (for completed pay periods in that month).

7. Payment terms

Payment terms are 14 days on submission of a correctly rendered tax invoice with all supporting documentation.

8. Treatment for GST

Support for salary, superannuation and workers compensation are taxable supplies and subject to GST.

9. Exclusions

Registrar support is not available for:

• Supervisor and / or teaching allowance claims
• Accommodation and/or travel costs reimbursed to the registrar by the Aboriginal and Torres Strait Islander health training facility.
• Salary rates falling outside these guidelines.
10. Fellowship

The Aboriginal and Torres Strait Islander health training facility can continue to claim support for the remainder of the placement if the registrar has received formal notification of Fellowship by the Royal Australian College of General Practitioners and/or the Australian College of Rural and Remote Medicine during the term of the placement.

Salary support is available for general practitioners undertaking an Advanced Rural Skills post as part of their Fellowship in Advanced Rural General Practice.