



AGPT ABORIGINAL AND TORRES STRAIT ISLANDER SALARY SUPPORT PROGRAM POLICY 2018

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Responsible Section:	GP Training Policy Section, Health Training Branch, Health Workforce Division.
Supporting documents, procedures and forms:	Schedule 1: Category 2 training facility criteria
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 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 provide funding 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 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; and
- 1.3.3 Providing opportunities for 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

Word/Term	Definition (with examples if required)
ACRRM	Australian College of Rural and Remote Medicine
ARST	Advanced Rural Skills Training is core training undertaken for 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) to 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)	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 Vocational Training	Core Vocational Training refers to General Practice Term (GPT) 1, GPT 2, GPT 3, Mandatory Elective and Extended Skills Training for FRACGP registrars, Primary Rural and Remote Training and Advanced Specialised Training for FACRRM registrars and Advanced Rural Skills Training for FARGP Registrars.
Education and Training Requirements	The Education and Training Requirements placed on a registrar working towards fellowship of the RACGP, ACRRM or both. These requirements are specified by the Relevant College(s), the RTO and the Department of Health.
FARGP	Fellowship in Advanced Rural General Practice through the RACGP.
FACRRM	Fellowship of the Australian College of Rural and Remote Medicine.
FRACGP	Fellowship of the Royal Australian College of General Practitioners.
RACGP	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.
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 2016 and will come into effect as of 7 August 2018. Funding model implications will come into effect 1 January 2019.
- 3.3 This policy applies to registrar training placements commencing on or after 7 August 2018 in an eligible training facility as specified in this policy.
- 3.4 This policy guides the management of registrar training placements by Regional Training Organisations (RTOs) where the training facility receives Salary Support for the registrar undertaking the training placement.
- 3.5 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, while providing opportunities for workforce benefits and support for practice retention.
- 3.6 A capped funding amount is provided to each RTO to enable registrars to train in an eligible Aboriginal and Torres Strait Islander health service in their region. RTOs may implement local policies that govern access to Salary Support Program funding to ensure fair and equitable access to limited funding.
- 3.7 Aboriginal and Torres Strait Islander health training Strategic Plans Program funding is provided in the RTO funding and includes strategies to support the Salary Support Program and policy, and Cultural Education and Cultural Mentoring.
- 3.8 Strategic Plans should inform the distribution of registrar placements in Aboriginal and Torres Strait Islander health services within a region.

4 Policy Principles

- 4.1 The Program supports two complementary health workforce objectives:
 - 4.1.1 To provide long-term training placements in Aboriginal and Torres Strait Islander health settings for GP registrars who are interested in exploring a career in this field; and
 - 4.1.2 To expose as many other registrars as possible to Aboriginal and Torres Strait Islander health training and support cultural awareness through shorter term placements to inform their training and practice as GPs.

5 Salary Support Program Eligibility

- 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 Primary Rural and Remote Training terms for ACRRM;
 - 5.2.3 Advanced Rural Skills Training (ARST) for the FARGP and Advanced Specialised Training (AST) terms for ACRRM; 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 under this policy:
 - 6.1.1 Category 1 training facilities; and
 - 6.1.2 Category 2 training facilities, where the facility demonstrates that it is able to meet the criteria outlined in Schedule 1.
- 6.2 Training facilities in receipt of registrar Salary Support must agree to:
 - 6.2.1 Maintain their Category 1 or Category 2 training facility College accreditation status;
 - 6.2.2 Employ the registrar on a 'PAYG' basis;
 - 6.2.3 Assist registrars in meeting the training requirements of the AGPT Program;
 - 6.2.4 Provide the registrar with access to a Cultural Educator and Cultural Mentor associated with the training facility; and
 - 6.2.5 Support the registrar to apply for a 3GA Medicare Provider Number specific to the placement.

7 Where Salary Support is Not Available

- 7.1 Registrar Salary Support is not available for registrars pursuing:
 - 7.1.1 Hospital terms (RACGP) and Core Clinical Training (ACRRM).
 - 7.1.2 An extension of training time. For further information, please refer to the *AGPT Extension of Training Time Policy 2017*;
 - 7.1.3 Training for remediation purposes. See the *RACGP Registrar Remediation Policy 2017* and the *ACRRM Remediation Policy for AGPT Registrars 2017*.

8 Salary Support Program Funding

- 8.1 Funding of \$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 from 1 January 2019:

8.1.1 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:

Modified Monash Model group	Payable up to a maximum hourly rate of:
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

8.1.2 RTOs are required to provide annual projections of activity for the following year. Allocations will be based on data provided by RTOs and on the set MMM hourly rates; and

8.1.3 Allocations will be monitored through 6-monthly Registrar Information Data Exchange (RIDE) data and budget reconciliations, where adjustments may be made accordingly.

9 Exceptions to Salary Support policy funding model

9.1 An RTO can lodge a written submission to the Department of Health (the Department) requesting an exception to the salary support specified in this policy for a particular training facility or registrar and for a set period of time.

9.2 Exceptions to the Salary Support Program policy must be applied for in writing via email to AHT@health.gov.au.

9.3 Submissions for an exception require details of the type of exception requested, including the reasons, any supporting documentation and evidence, and any further information as requested by the Department.

9.4 Decisions can only be made upon the evidence available and failing to respond to a request for further information may lead to a determination to decline the exception application.

9.5 RTOs will be notified in writing by the Department of the outcome of submissions for exception to the training obligations within 20 business days, including the reasons if a submission is declined.

9.6 RTOs are not automatically entitled to an exception outside of the parameters set out in the current policy.

10 Roles and Responsibilities

10.1 Registrars are responsible for:

10.1.1 Utilising the Cultural Educator and Cultural Mentor made available to them.

10.1.2 Undertaking cultural awareness training or its equivalent.

10.1.3 Utilising Medicare billing where possible and appropriate.

10.2 RTOs are responsible for:

10.2.1 Ensuring registrars have access to a Cultural Educator and Cultural Mentor

10.2.2 Placing registrars in salary supported posts in accordance with this policy and within their funding allocation.

10.2.3 Managing salary supported placements within their allocated budget.

10.2.4 Developing a Regional policy to ensure registrars have fair and equitable access to placements within their Region.

10.2.5 Using their Strategic Plan to determine Training Facility placement priorities.

- 10.3 The Department is responsible for:
- 10.3.1 Ensuring policy guidance is provided as required.

11 Compliance and Monitoring

- 11.1 The Department monitors training funded through Salary Support using data from RIDE. The Department will send a written request for response to RTOs in the event that data discrepancies are found during monitoring activities. The RTO will be expected to reply to the Department's request within twenty business days with reasons for the discrepancies and the actions that will be taken to prevent them from recurring.

12 Entering Data into RIDE

- 12.1 Record units with unit type per clause 5, where associated facility has facility type of:
- 12.1.1 Aboriginal Medical Service - Community Controlled; or
- 12.1.2 Aboriginal Medical Service - Not Community Controlled; or
- 12.1.3 Aboriginal Health Training - Non-AMS

13 Related Documents

- 13.1 Aboriginal and Torres Strait Islander Health Training Strategic Plans 2016-18: Guidance Material for Regional Training Organisations (the Guide). Note: the Guide is under review in 2018.
- 13.2 Schedule 1 – Aboriginal Health Training Registrar Salary Support Facility Criteria and Application
- 13.3 AGPT Program Policies 2017
- 13.4 AGPT Training Regions Policy 2017
- 13.5 Academic Industrial Awards and/or Enterprise Agreements 2017
- 13.6 AGPT Program Leave Policy 2017
- 13.7 AGPT Withdrawal Policy 2017
- 13.8 AGPT Training Obligations Policy 2017
- 13.9 AGPT Training Region Policy 2017
- 13.10 AGPT Complaints Policy 2017
- 13.11 AGPT Appeals Policy 2017
- 13.12 RACGP Clinical Appeals Policy 2017
- 13.13 ACRRM Appeals Policy for AGPT Registrars 2017
- 13.14 AGPT Extension of Training Time Policy 2017
- 13.15 RACGP Registrar Remediation Policy 2017
- 13.16 ACRRM Remediation Policy for AGPT Registrars 2017

14 Version Control and Change History

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SCHEDULE 1

Aboriginal Health Training Registrar Salary Support Facility Criteria and Application

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.