



RACGP



Flexible Funds

Guidelines

Purpose

The Department of Health and Aged Care (DoHAC) provides “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” (NCP, p7).

The RACGP’s Flexible Funds Policy aligns with our delivery of the AGPT ensuring the use of flexible funds best supports training needs/opportunities and workforce distribution KPI’s set by the Department of Health and Aged Care (DoHAC).

In addition to supporting supervisor professional development, the Flexible Fund is an equity moderator providing resources that overcome barriers to training in locations of workforce need and activating training capacity in locations of workforce need.

The National Consistent Payments (NCP) Framework provides the structure for AGPT payments outlining which payments will be made to registrars, supervisors and practices involved

in GP training according to the stage of training and location (MMM). Flexible Funds payments are additional to these NCP payments and are made in accordance with the business rules of the NCP.

To support the targeted use of these funds in areas of workforce need where training needs to be activated, RACGP has undertaken a prioritisation of GP Catchments drawing on a range of data sources (MMM, Heads UPP, ABS, WPPO Reports). Australia has 829 GP Catchments and in 2024 RACGP’s Flexible Funds Policy will focus on supporting registrars, training practices and supervisors in approximately 20% of these catchments.

The following guidelines articulate the use of Flexible Funds to support:

1. Attraction and retention of registrars to training in areas of workforce need
2. Activation of training (practices and supervisors) in GP Catchments that are not yet accredited to undertake training.
3. Professional Development for Supervisors

1. Registrar Flexible Funds Payments

1.1 Rural Generalist Registrar Support

AGPT Registrars on a Rural Generalist pathway are required to undertake accredited and approved Additional Rural Skills Training.

Rural Generalist Registrar Payments

Funding of up to \$6,000 per Registrar

To assist with the cost of mandatory education and training to meet ARST Requirements

Note: total funding will be with reference to the type of ARST, and the applicable mandatory education and training costs.

1.2 Rural and General Registrars Support

These funds are available to support registrars undertaking Core Community General Practice Training Terms in areas of Workforce Need.

The RACGP encourages registrars to undertake training terms in areas of workforce need to:

- Benefit from the breadth and depth of clinical experiences presented in regional, rural and remote settings.
- Experience diverse primary health contexts across Australia.
- Contribute to the health and wellbeing of communities that need more primary health care services.
- Demonstrate flexibility, curiosity and a sense of adventure to prospective future employers.

The RACGP's Registrar Support Payments are in **addition** to the NCP payments which are listed below:

- NCP Payment made to registrars commencing in MMM2: \$1,800
- NCP Payment made to registrars commencing in MMM3-4: \$3,425
- NCP Payment made to registrars commencing in MMM5: \$4,810
- NCP Payment made to registrars commencing in MMM6-7: \$9,250

Rural and General Registrar Payments

Flexible Fund Support	Activity
\$ Band 1 Up to \$5k	1. Relocation costs 2. Housing Rental Assistance 3. Increased childcare/ education costs
\$\$ Band 2 Up to \$15K	4. Additional training costs needed by training delivery site
\$\$\$ Band 3 Up to \$25K	5. Travel for personal health care or wellbeing (respite)
\$\$\$\$ Band 4 Up to \$45K	6. Hardware for Internet Connectivity – so registrars and their family can connect with work, education, and wellbeing online

Which GP catchments attract registrar flexible funds?

When Placement opens you will see any GP Catchments in your sub-region that attracts funds. The quantum of funds will be denoted by the \$ sign as per the table above.

You can view which [GP Catchments attract flexible funds here](#).

How can I find out more about how registrar flexible funds work?

Your Training Coordinator will be able to explain how Registrar Flexible Funds work and assist you to make applications for funds if you are training in an eligible training practice.

2. Training Practice Flexible Funds

In GP Catchments where there is not currently an accredited training practice and/or accredited supervisors, flexible funds are now available to support activation of the practice site for training as follows:

Activating Training Sites

In some instances, strengthening the circumstances of a training site may be a key component in activating training capacity and attracting and retaining registrars and supervisors.

There are multiple grants that support infrastructure development offered by both Commonwealth and/or State Governments/ PHNs etc. Where such funding has not been accessed or is not able to be secured for a training site in an identified GP Catchment of workforce need, Flexible Funds may be used to activate training capacity including:

- One-off installation cost of high-latency satellite internet services (Starlink/Night Hawk) to allow the facility to access business systems, medical/education resources as would be the case in any other location.
- Installation of business systems to support the practice operations and enable training at the appropriate standard (Medical Director, Best Practice, Cubiko etc).
- Upgrades in enabling office technology including computers and printers.
- Upgrades in enabling equipment including office furniture, consulting beds, lighting etc.
- Minor building works, such as partitioning to create additional consulting room capacity to host a registrar.
- One-off travel costs to supplement the orientation delivered by local GP Training teams.
- Other improvements to the training site that directly contribute to its accreditation and preparedness to host a registrar.

Remote Supervision

RACGP has developed guidelines and processes for high quality remote supervision for delivery in areas of workforce need where training cannot be provided by an accredited onsite supervisor.

Potential locations have been identified through the RACGP's prioritisation of GP Catchments and the Remote Supervision team are working with regional teams to activate training in these locations.

Remote supervisors will be paid the relevant teaching payment from the National Consistent Payment Framework and additional approved remote supervision hours (i.e., orientation and additional weekly time) will be covered by flexible funds. Registrars will also be incentivised to consider remote supervision placements through the registrar flexible funds.

3. Supervisor Professional Development

From 2023 all doctors in Australia are required to do 50 hours of continuing professional development (CPD) to maintain their registration with the Medical Board of Australia.

To maintain consistently high standards of training the RACGP requires supervisors to be accredited and to undertake supervisor professional development (PD).

Supervisor PD hours count towards CPD hours.

The RACGP currently has approximately 6000 accredited supervisors (sufficient for the approximately 4000 registrars under active supervision). There remain, however, some GP Catchments where there are insufficient supervisors. These locations will be the main focus for Expressions of Interest to accredit new supervisors.

Flexible Funds are also available to support the ongoing PD of supervisors who have an assigned registrar.

A wide range of resources relating to supervision in general practice training is already available in RACGP/Education/GPtraining and on gplearning.

In addition, the RACGP runs webinars, forums and face-to-face workshops specifically to meet the needs of our supervisors. These are designed and delivered by medical educators in each state/territory supported by regional/local teams.

Training practices will be able to claim flexible funds for PD support through the practice PD payment, which is calculated based on the number of registrars training in a practice each term.

Travel to attend face-to-face PD events is disproportionately difficult for supervisors in MMM4-7 locations. These supervisors will be able to access travel funds to support their attendance at PD events.

New Supervisor Support

Up to **12** Hours of Flexible Funding @ \$150 per hour, to support completion of online modules to become an accredited supervisor.

Ongoing PD Practice Payments

Training Practices can apply for supervisor PD payments each term to support supervisors' PD. These payments are intended for the registrar's designated supervisor and other accredited supervisors in the training practice who are contributing to supervision in a team setting. The payment is set at \$500 per term per AGPT registrar per training practice with a cap of 4 registrars.

Travel to PD Events

Where a supervisor is located in an MMM4-7 location and has a registrar assigned, they will be able to apply for reimbursement of travel costs to attend PD events up to \$2,000 per supervisor per annum.

How can I find out more about how PD funds work?

Your Training Coordinator, Supervisor Liaison Officer and Medical Educators will be able to explain how PD funding works and assist training practices to apply for PD funding and to assist supervisors to apply for travel support if they are eligible.