

Supervisor professional development (AGPT)

Introduction

The RACGP recognises and supports the professional development and networking of supervisors as critical to the delivery of quality general practice training. This document outlines supervisor professional development in the AGPT program from January 2024 and payments under the [flexible fund policy](#).

Relationship between supervisor professional development (SPD) and continuing professional development (CPD)

General practitioners, like all doctors, have an annual continuing professional development (CPD) requirement of 50 hours across different activity types (educational activities, reviewing performance, measuring outcomes).

When supervising and teaching, a general practitioner advances their core general practice knowledge and skills. This is because supervising and teaching involve reflection-on-action through interacting with a colleague, deconstructing clinical decisions, and sharing and testing ideas and skills. Accordingly, the RACGP automatically credits 30 hours of CPD for all accredited designated supervisors and 20 hours for other supervisors of a GPT1-3 registrar, remediation or extension assessment terms. Further details are available on [CPD for General Practice Supervisors](#).

Supervisor professional development (SPD) is the term given to activities that develop the knowledge, skills and attitudes needed to teach and supervise registrars. In accordance with the [Standards for General Practice Training](#), supervisors are required to participate in regular quality improvement and professional development activities relevant to their supervisory role (Criterion 1.2.2.2). Supervisor professional development hours are also accepted as CPD hours in addition to the automatically credited hours.

Supervisor Professional Development

The RACGP promotes a culture of lifelong learning and encourages supervisors to undertake professional development activities that support their ongoing development as a supervisor. The RACGP does not stipulate a minimum requirement for supervisor professional development. However, accredited training sites and supervisors are expected to demonstrate a commitment to ongoing supervisor professional development during each accreditation period in line with criterion 1.2.2.2 of the [Standards for General Practice Training](#). During each 3-year accreditation period supervisors must undertake some professional development.

The amount and nature of a supervisor's individual professional development will vary according to the needs of the supervisor and the activities available to them and may include activities delivered by organisations other than the RACGP. Supervisor professional development events provided by the RACGP are automatically recorded in the RACGP's training management system. Training sites and supervisors may be required to provide evidence of their ongoing engagement in

supervisor professional development activities at the time of re-accreditation where the activities have been delivered by organisations other than the RACGP.

Training Site Stipend

The RACGP provides a stipend to all general practice training sites with an eligible registrar each semester in support of supervisor attendance at supervisor development activities delivered by the college, as outlined in the RACGP's [Flexible Funds Policy](#).

The stipend of \$500 per registrar anticipates attendance at 3 hours per registrar, per semester, capped at 4 registrars (maximum 12 hours). How each of the individual accredited supervisors within the training site contribute to the total number of hours each year is at the discretion of the training site but should reflect the learning needs of the supervisors.

Payment of the stipend will occur automatically midway through each semester. Payment will be made into the account recorded in the financial details section of the practice profile in the Training Management System (TMS). It is the training site's responsibility to ensure account details are correct.

Although stipends are paid to the training site, it is expected that the training site will distribute the stipend in full to supervisors proportional to their involvement in SPD.

Activities eligible to contribute towards the SPD stipend are determined by regional training teams. In general, eligible activities are those that involve active supervisor participation. Attendance at eligible SPD events will be recorded by RACGP staff in the professional development tab of the supervisor portfolio in the TMS. This will enable the RACGP to track whether the training site as a whole is meeting the anticipated SPD hours for payment of the stipend.

If the anticipated SPD hours have not been completed by supervisors, the training site will be notified, and payment of the stipend may be paused and will resume once the hours are completed. Reconciliation of attendance at SPD events with the stipend will occur annually, allowing training practices to spread attendance across both semesters.

The stipend payment is intended to support the ability for supervisors and training sites to demonstrate their commitment to supervisor professional development through attendance at RACGP delivered events. While failure to attend eligible events may result in the stipend payment being paused, this will not impact training site or supervisor accreditation so long as the supervisor and/or training site are able to demonstrate their ongoing commitment to supervisor professional development in other ways at the time of reaccreditation.

Number of eligible registrars at the training site	Anticipated SPD hours per semester (total for all supervisors at the site)	SPD stipend payment to the training site per semester
1	3	\$500
2	6	\$1000
3	9	\$1500
4 or more	12	\$2000

Supervisors in MMM3-7 locations will be able to apply for reimbursement of their travel expenses for attending face to face supervisor workshops.

Existing accredited supervisors without a registrar in an incentivised location

The RACGP has identified training sites in priority areas of workforce need that have difficulty in obtaining a registrar. Supervisors in these training sites, called 'incentivised placement practices', are eligible for payment for attendance, travel

and accommodation costs for RACGP approved SPD events even when their practice does not have a registrar. The list of incentivised placements are available at racgp.org.au/education/gp-training/gps-in-training/placement-incentives. Payment will be made to the practice after a supervisor from the practice attends a SPD event.

New supervisors

New supervisors in the AGPT program are required to complete the Foundations of GP Supervision Program modules. These will be delivered by a combination of online learning, webinar, or workshop attendance. The first 7 modules are completed prior to full accreditation. Module 8 is an optional module that will allow AGPT supervisors to further develop skills learned in modules 1-7.

Upon receipt of an application to become a new supervisor, RACGP regional teams will organise enrolment in the Foundations program. As there are regional differences in how the Foundations program is delivered, supervisors should not commence any of the modules on gplearning until they have been advised by the RACGP regional team to do so. Payment for completion of the modules (up to 12 hours at \$150) will be made directly to the supervisor.