

GP Supervisor Survey Results 2016

The following results are some but not all of the results from the March 2016 GP supervisor survey.

Data Collection types

Both qualitative and quantitative data was collected from respondents. This report provides some of the quantitative results of the survey only. More results will be made available once they have been analysed.

Survey period

General Practice Supervisors Australia conducted a survey of its membership in March 2016. The survey was conducted using survey monkey and the membership received an active link to complete the survey via email on 2 March 2016. The survey was closed on 24 March 2016. Four reminders were sent out to members while the survey remained open.

Sample size

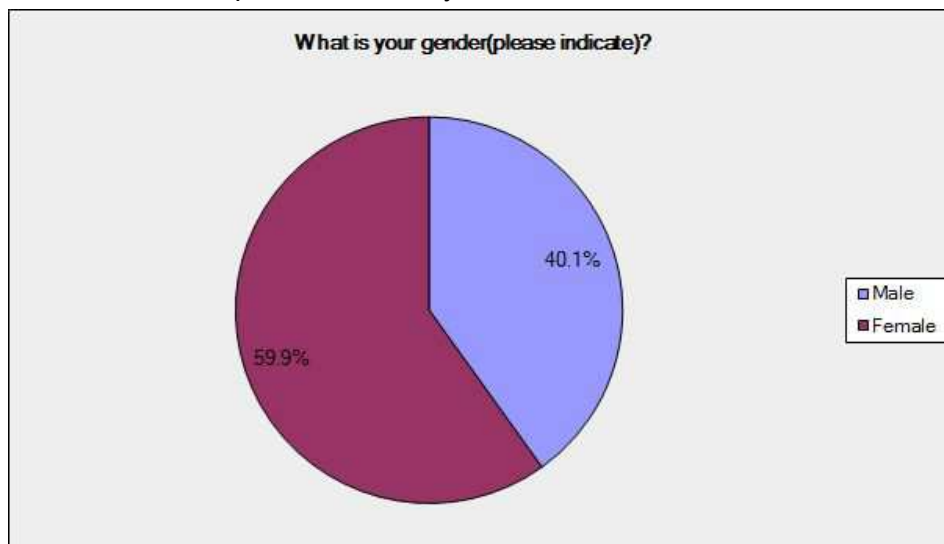
A sample of 454 members completed the survey.

Survey aggregation and anonymity

Respondents had the opportunity to complete the survey anonymously or provide their contact details. No data in this report is identifiable to any survey respondent.

Gender

Of the respondents who completed the survey 59.9% identified as female and 40.1% as male.



Sample respondent's age

The survey sample demography was reflective of an aging GP supervisor population with:

0.68% of respondents were less than 27 years of age

0.9% of respondents were between 27 - 30 years of age

2.25% of respondents were between 31 - 35 years of age

6.53% of respondents were between 36 - 39 years of age

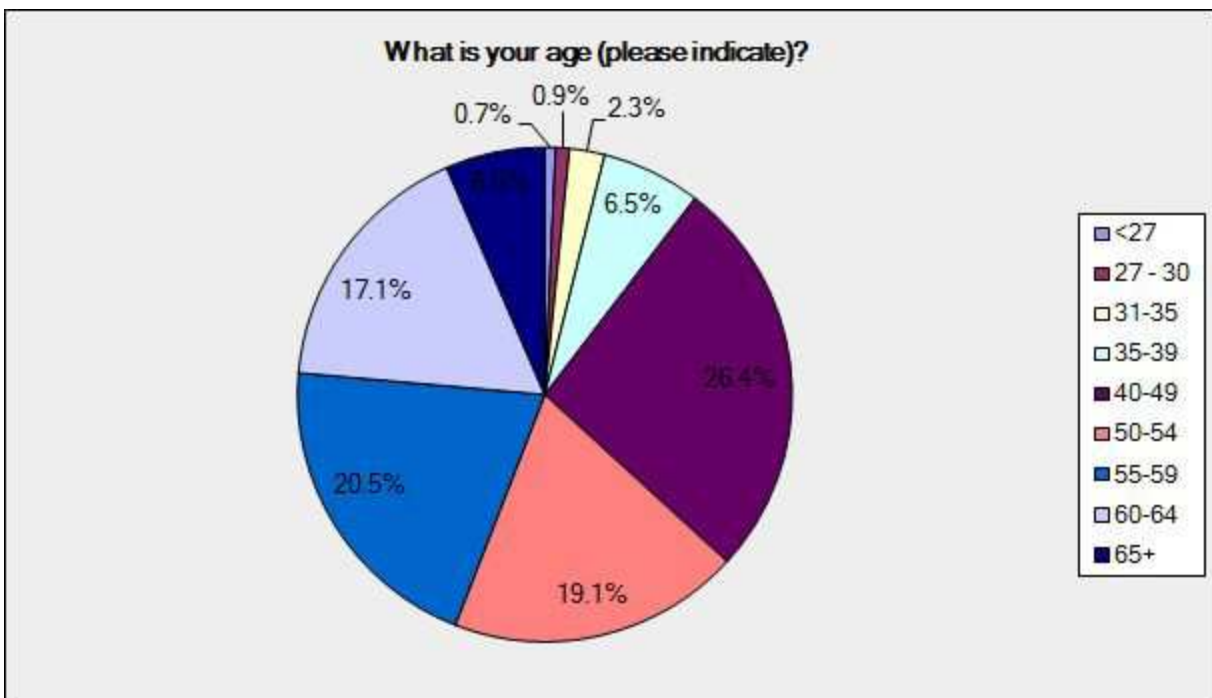
26.35% of respondents were between 40-49 years of age

19.14% of respondents were between 50 - 54 years of age

20.5% of respondents were between 55 - 59 years of age

17.12% of respondents were between 60 - 64 years of age

6.53% of respondents were 65 years of age or older

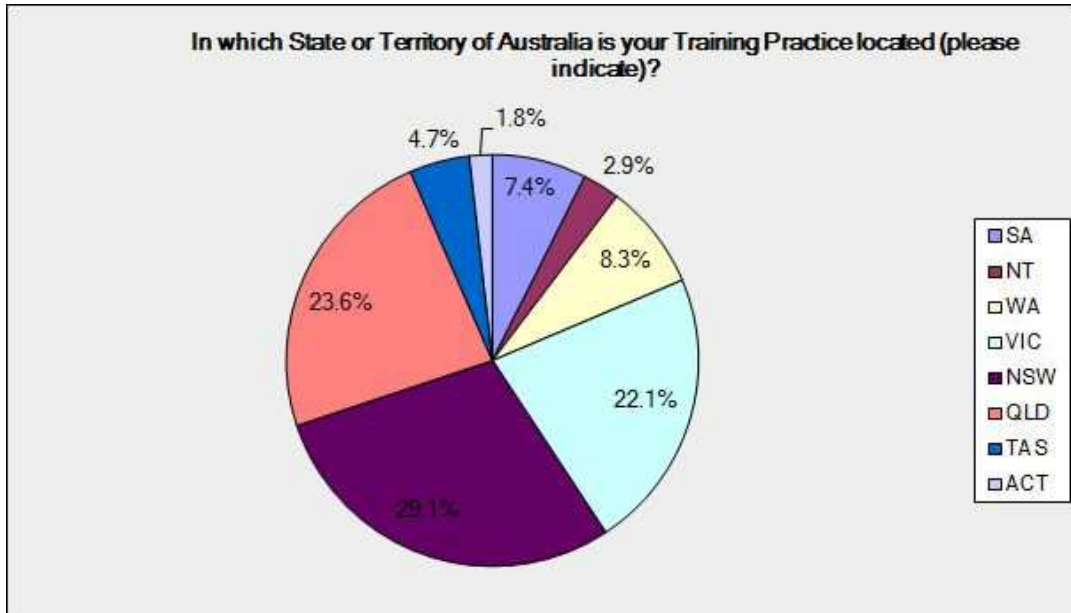


Experience as a supervisor

55% of respondents had over 11 years of experience, however once this figure was disaggregated into smaller experience intervals a majority of respondents (24.29%) had between 2 and 5 years of experience.

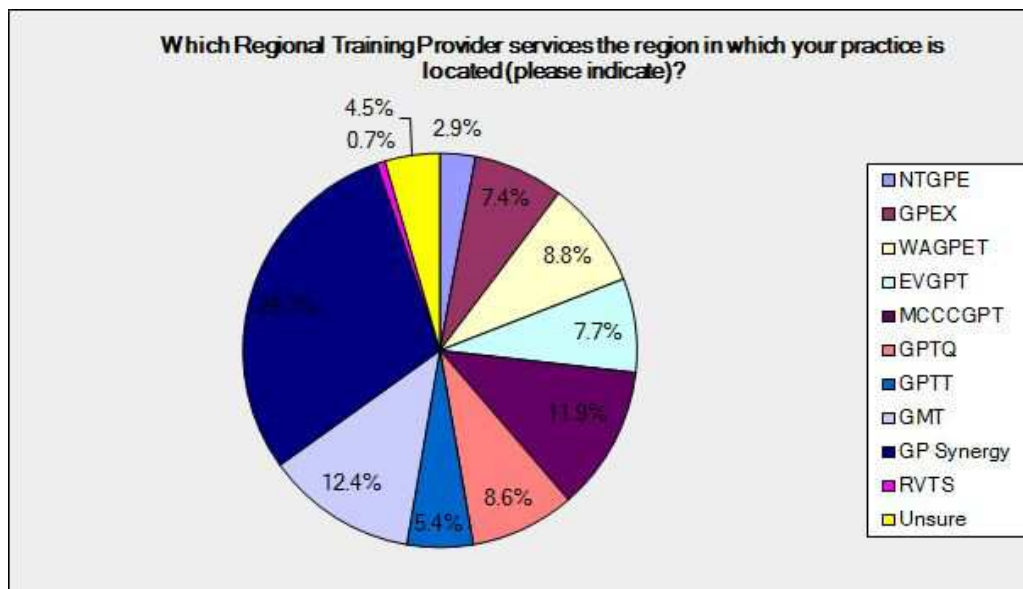
National distribution of respondents

The survey reflected national distribution patterns with the majority of respondents residing in NSW (29.1%), QLD (23.6%) and VIC (22.1%).



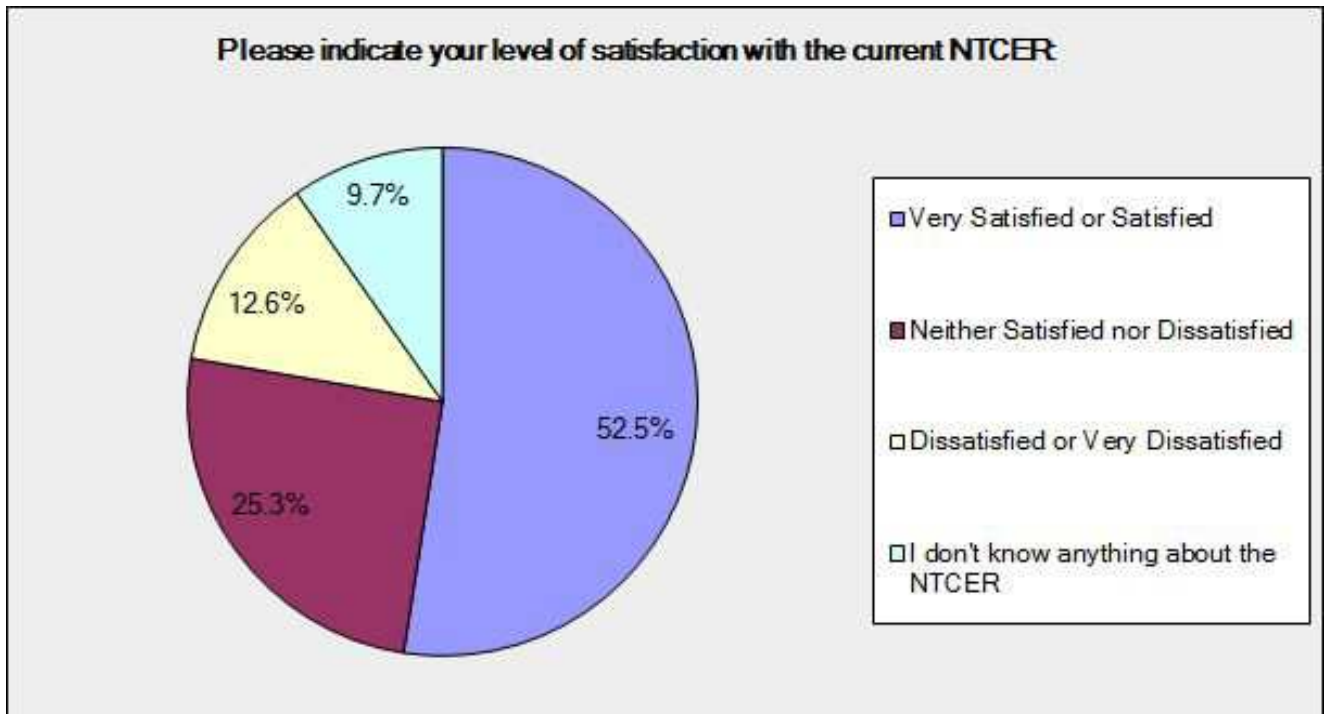
Respondents by Regional Training Organisation region

GP Synergy service the largest proportion of GP Supervisors nationally and this was reflected in the survey sample demography.



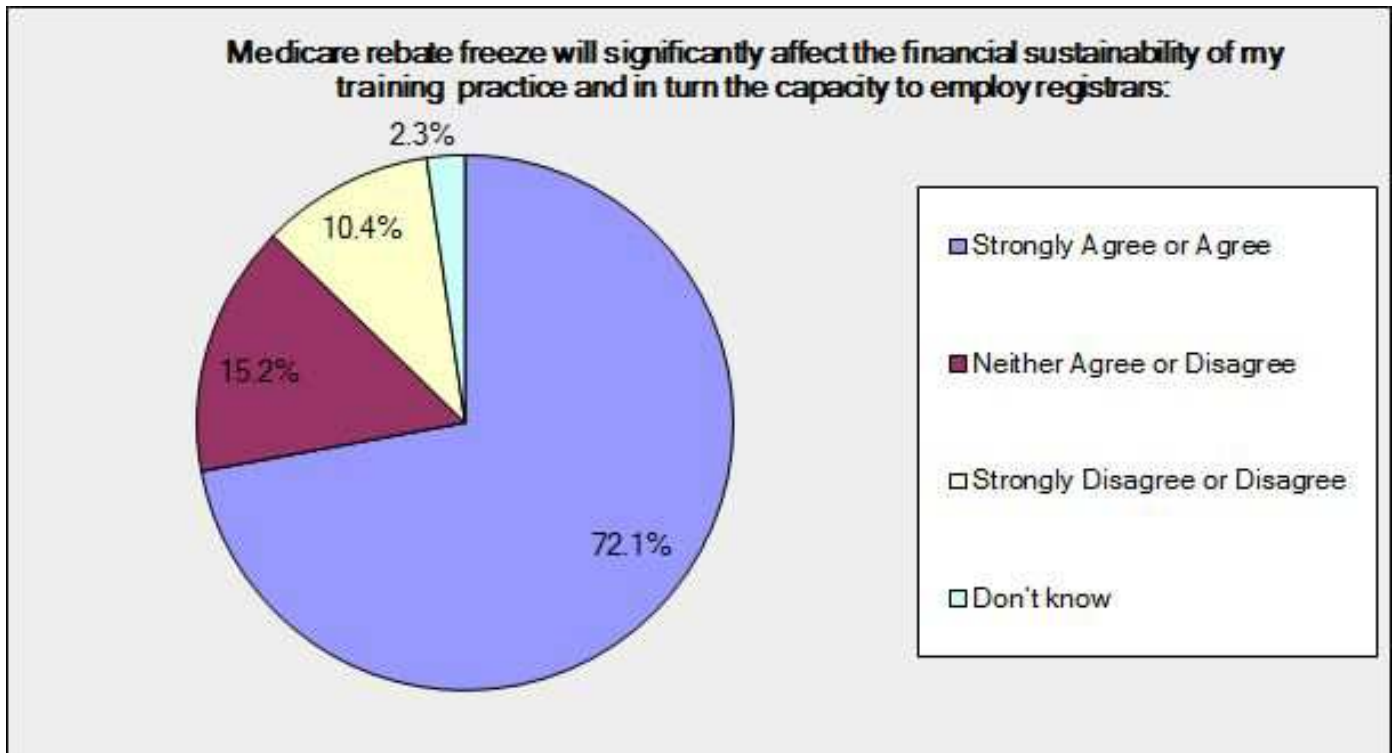
Satisfaction with National Terms and Conditions for the Employment of Registrars

Respondents were asked to indicate their level of satisfaction with the current National Terms and Conditions for the Employment of Registrars. 52.5 % of respondents were either satisfied or very satisfied with the current NTCER. 25.3% of respondents were either dissatisfied or very dissatisfied and a further 12.6% of respondents were neither satisfied nor dissatisfied. 9.7 % identified that they did not know what the National Terms and Conditions for the Employment of Registrars (NTCER) was.



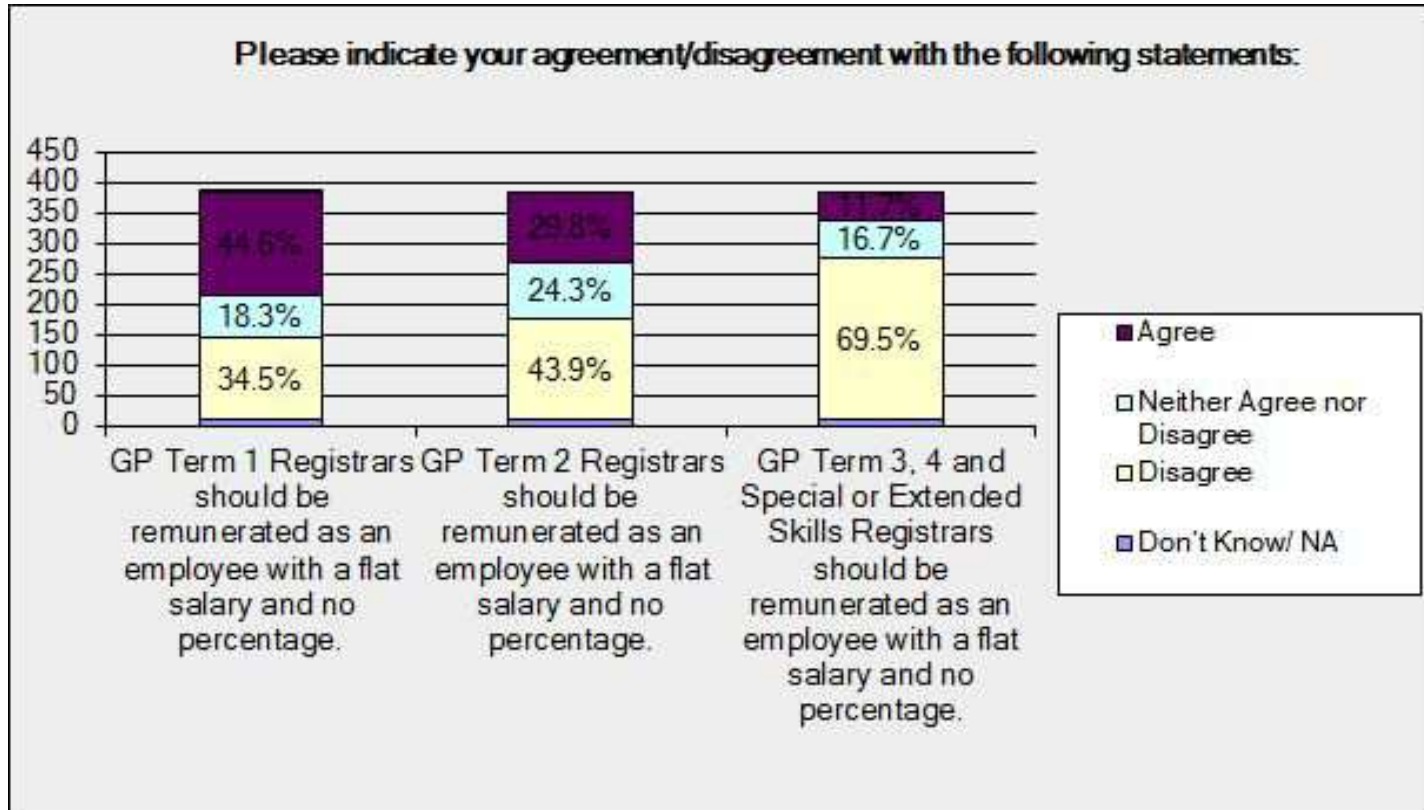
Impact of medicare freeze on practice sustainability and capacity to employ registrars

Respondents were asked if the medicare rebate freeze would significantly affect the financial sustainability of their training practice and in turn their capacity to employ registrars to which 72.1% responded that they either agreed or strongly agreed with this statement. 15.2 % of respondents neither agreed nor disagreed, a further 10.4% of respondents Strongly disagreed or disagreed and 2.3% responded that they did not know.



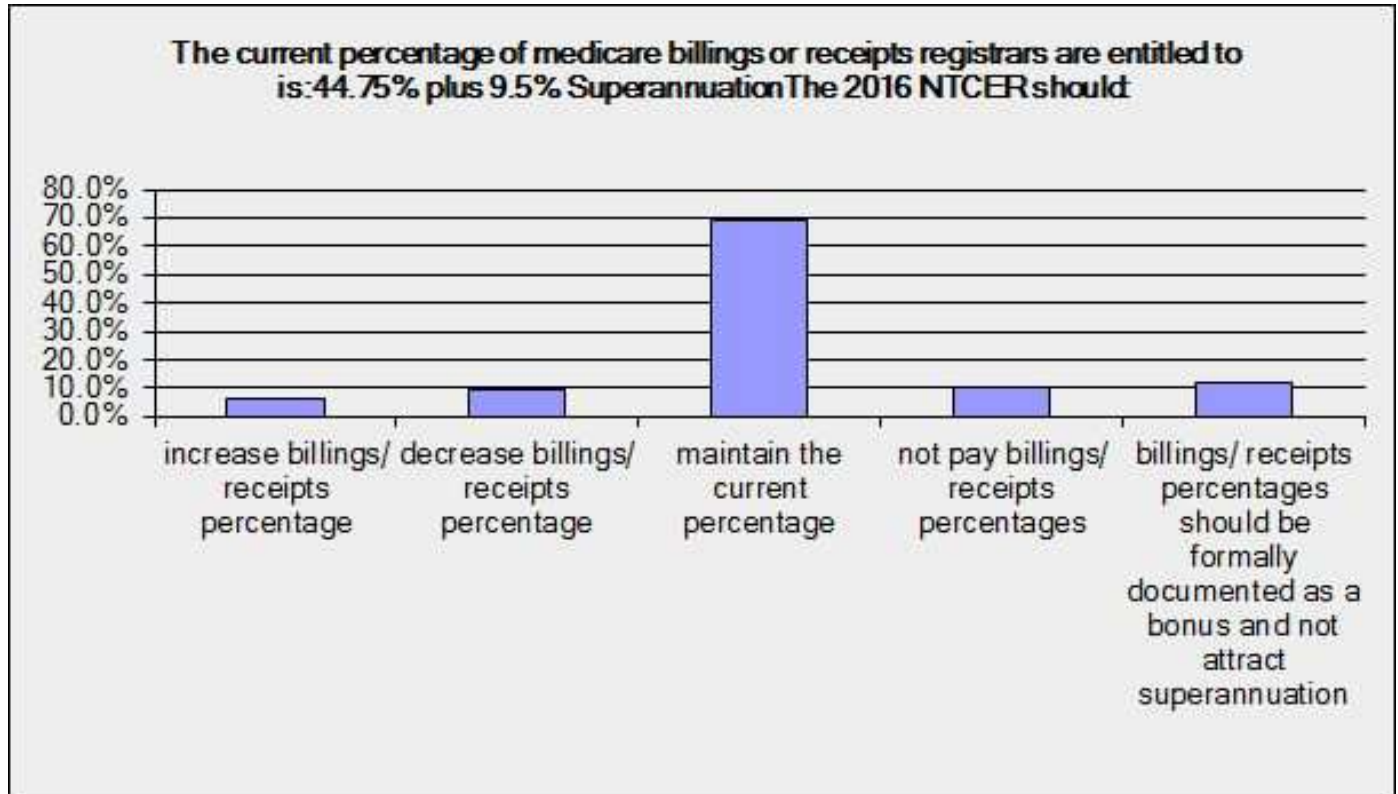
Respondent attitudes with regards to payment of Medicare Percentages to Registrars

Respondents were asked for their opinion about whether GP registrars in their General Practice Term 1, Term 2, Terms 3&4 should be paid a salary with no percentage. Respondents clearly supported both a base salary and percentage in Terms 2, 3 and 4. In contrast a majority (44.6%) of respondents felt that registrars in Term 1 should be paid a base salary only.



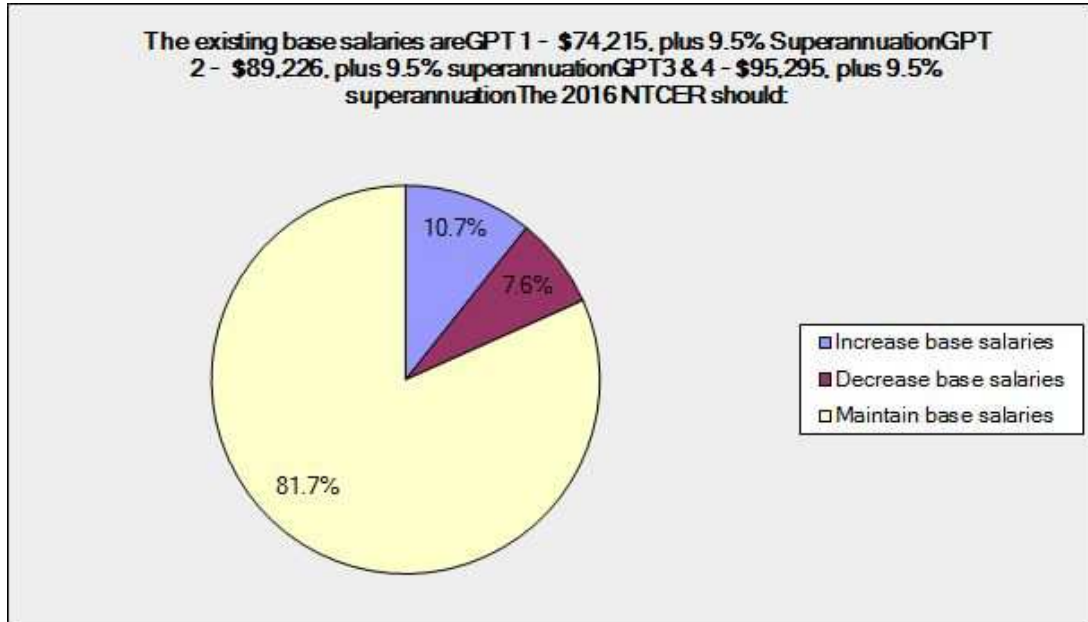
Respondent attitudes towards changing the negotiated percentage rate

70 % of respondents felt that the current percentage of billings or receipts should be maintained at 44.75% plus superannuation.



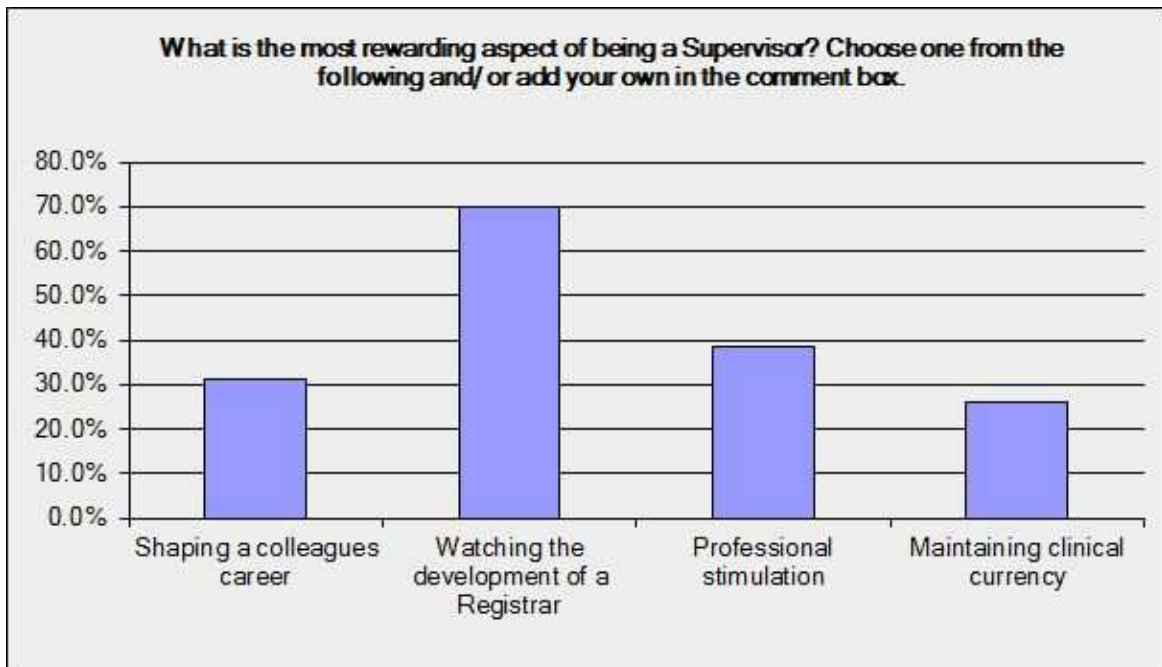
Respondent attitudes towards changing the negotiated base salary

Similarly 81.7% of respondents felt that existing base salaries should remain the same as existing NTCER rates.



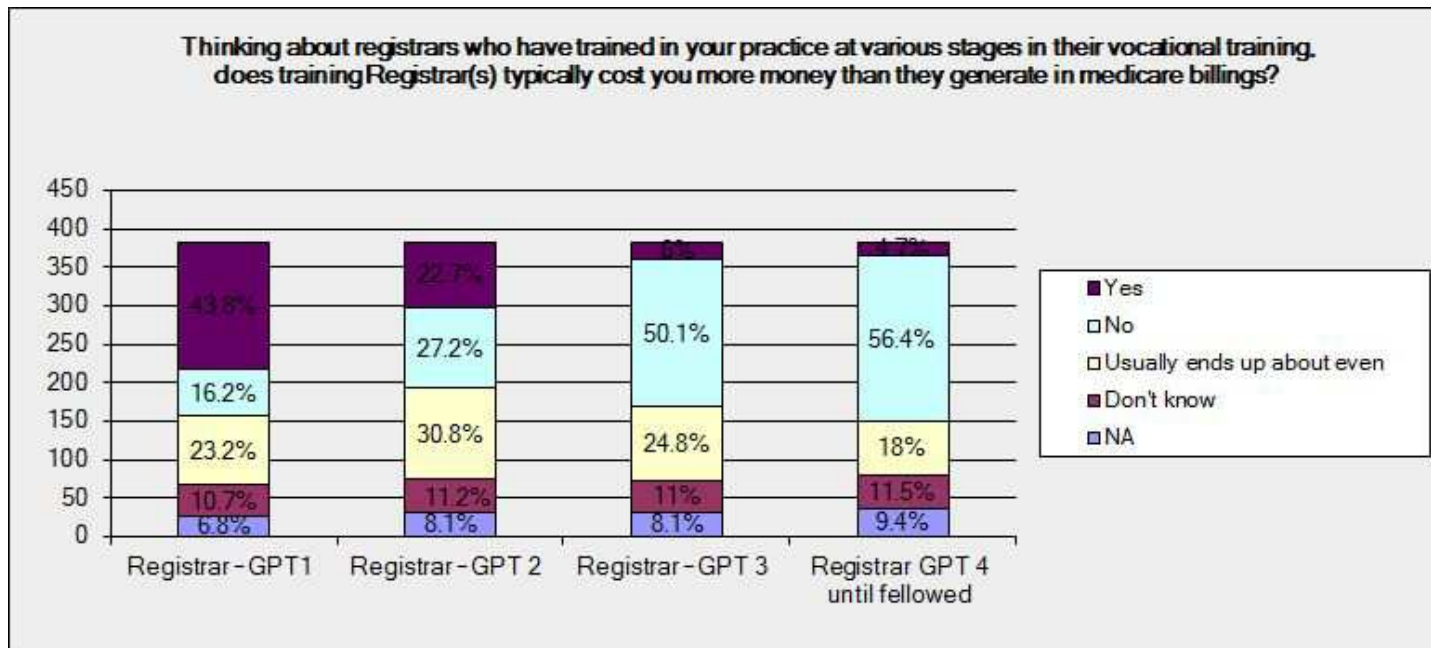
Non financial rewards of supervision

Respondents typically identified more than one non financial reward for supervising a GP registrar the greatest motivator was watching the development of a GP registrar.



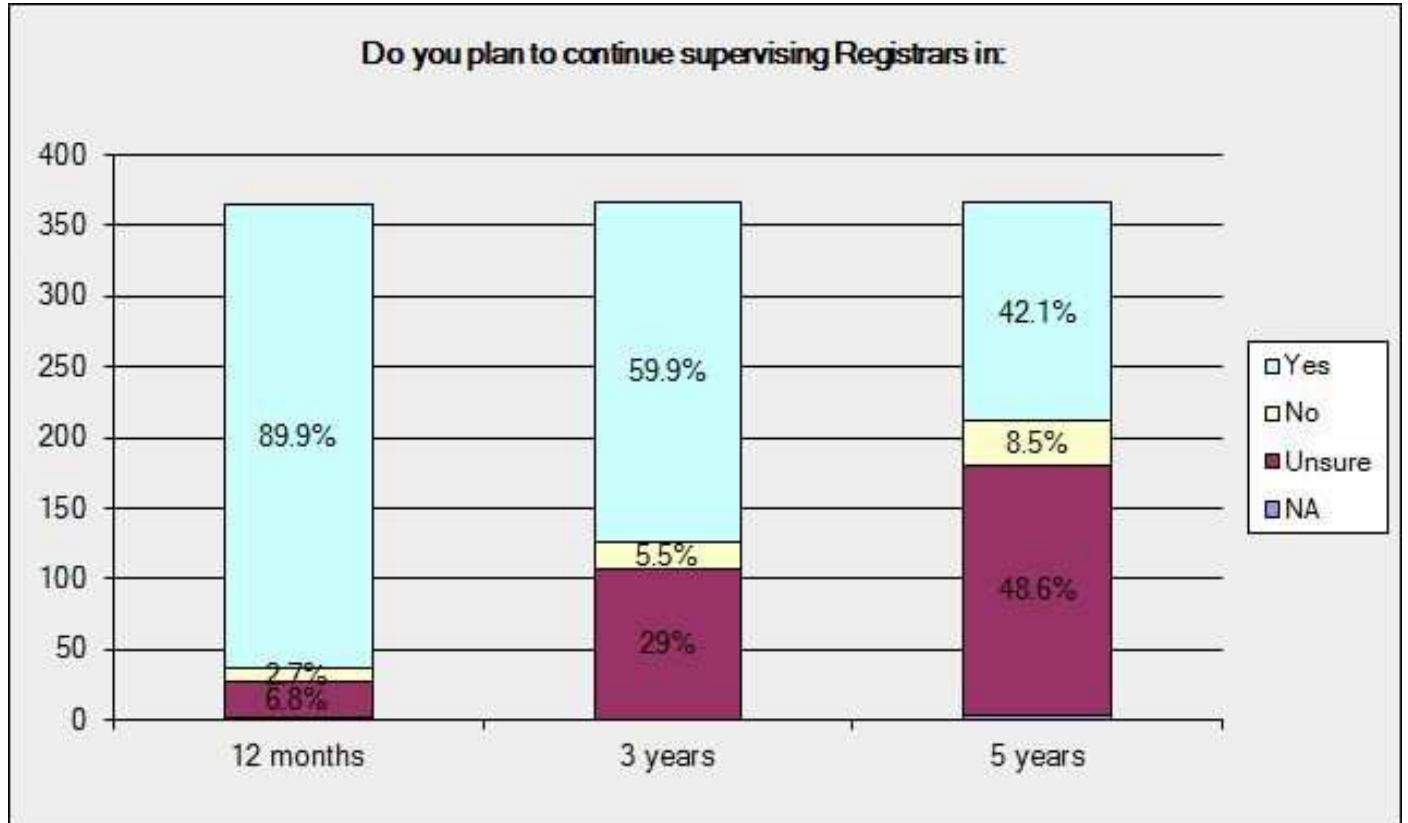
Cost to Revenue ratio for GP registrars at each interval of their training

43.8% of respondents identified that registrars typically cost more than they generated in medicare billings General Practice Term 1. A majority of respondents (30.8) found that by their second term a GP registrar was generally breaking even in terms of costs and revenue to the practice and by GP Term 3 a majority of respondents (50.1%) indicated GP training was revenue positive. In GPT 4 or until vocational registration a majority (56.4%) responded that GP training was cost positive for their practice.



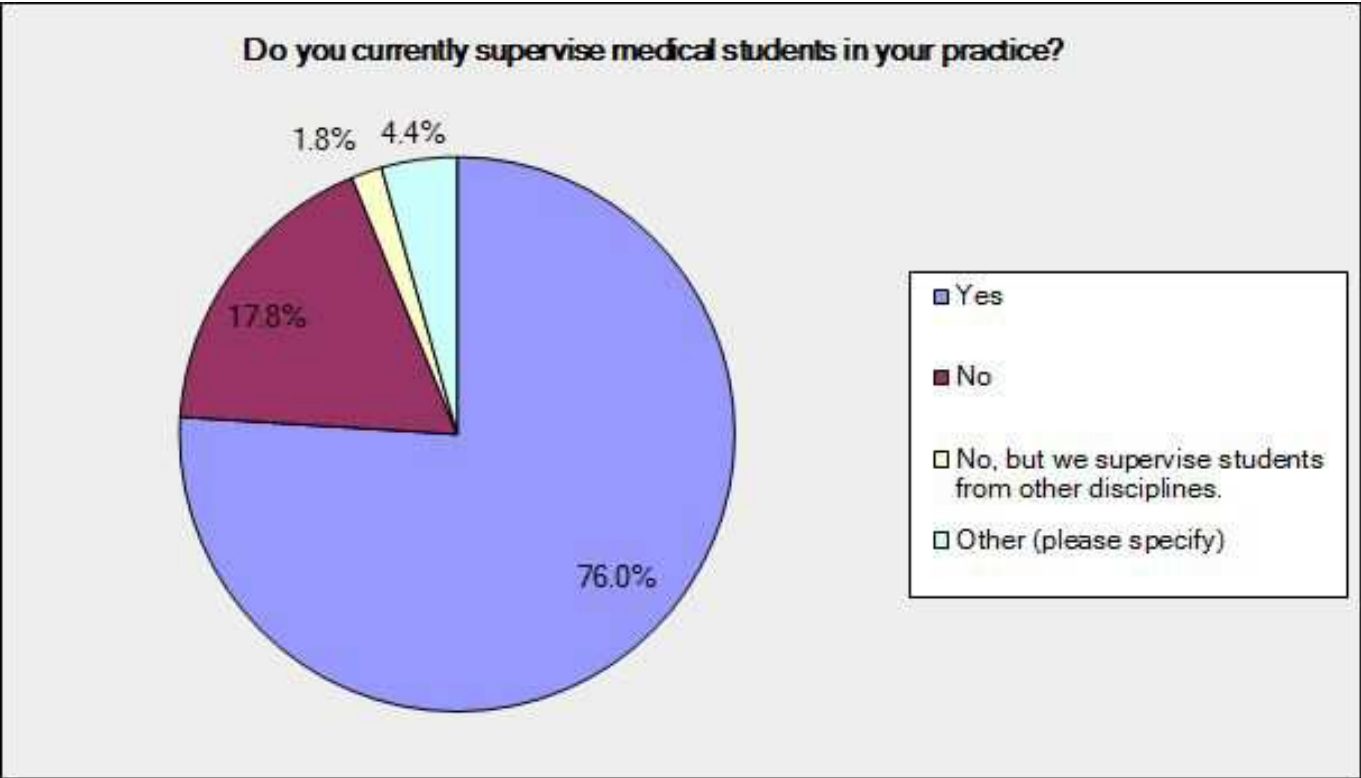
Intention to continue supervising GP registrars

89.9% of respondents identified that they planned to continue supervising in the next 12 months. However the intention to continue supervising declined sharply (to 59.9%) when asked if they would be supervising in 3 years and only 42.1% of respondents were certain they would remain supervising registrars in 5 years.



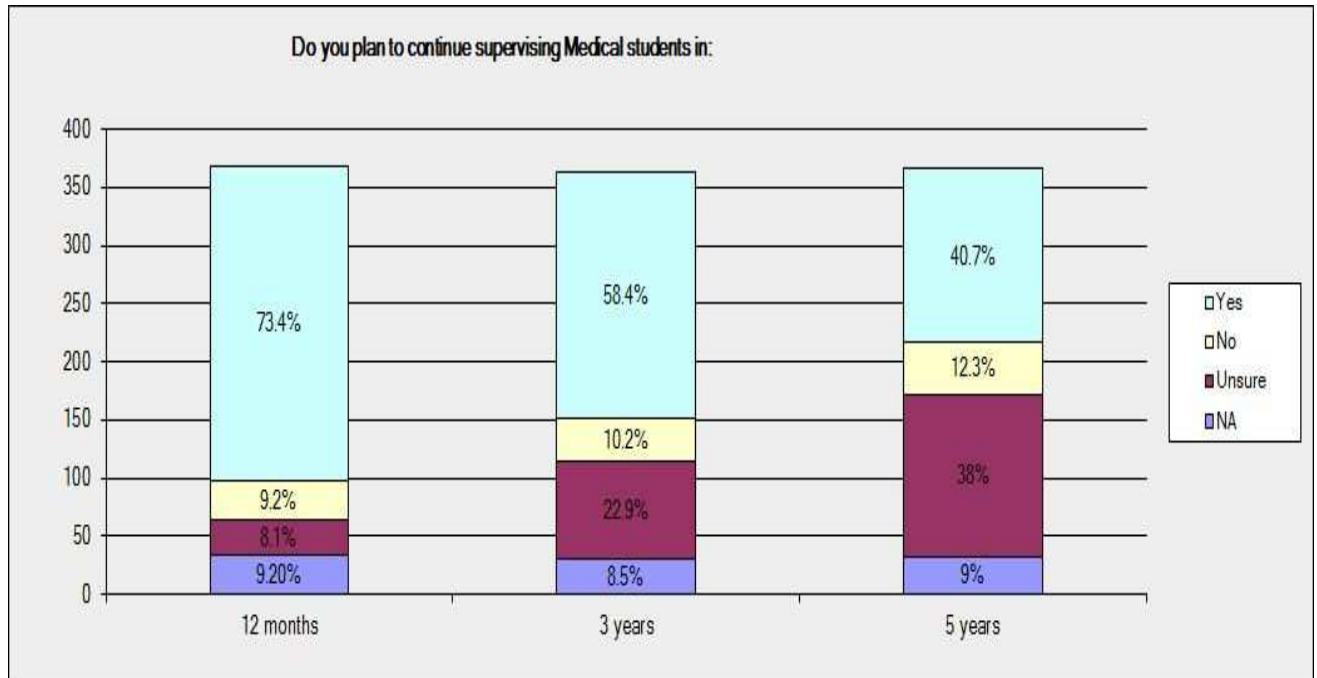
Supervision of Medical Students

Of the sample, 76% of respondents also supervise medical students within their practice.



Intentions to continue Supervising Medical Students

When asked about their intentions to continue supervising medical students 73.4% planned to continue supervising medical students in 12 months. This intention to continue supervising medical students declined in line with the supervisor's intention to continue supervising GP registrars with 58.4 identifying that they would continue supervising medical students in three years time and only 40.7% certain they would continue to supervise medical students in 5 years time.



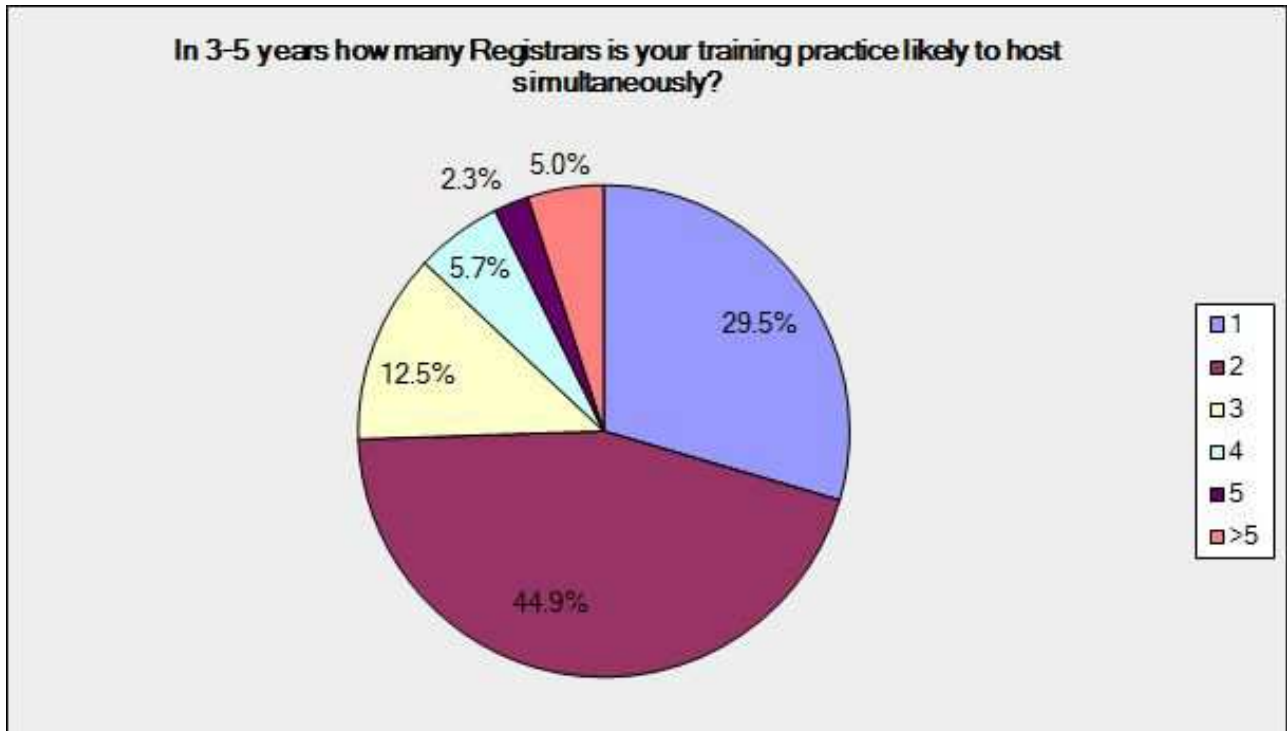
Simultaneous GP registrars currently hosted per respondent

A majority of respondents (34.7%) identified training practices hosted 2 registrars simultaneously. 31.3% of respondents identified that their training practice supervised one registrar at a time. 15.7% of respondents identified that their training practice hosted 3 registrars simultaneously.



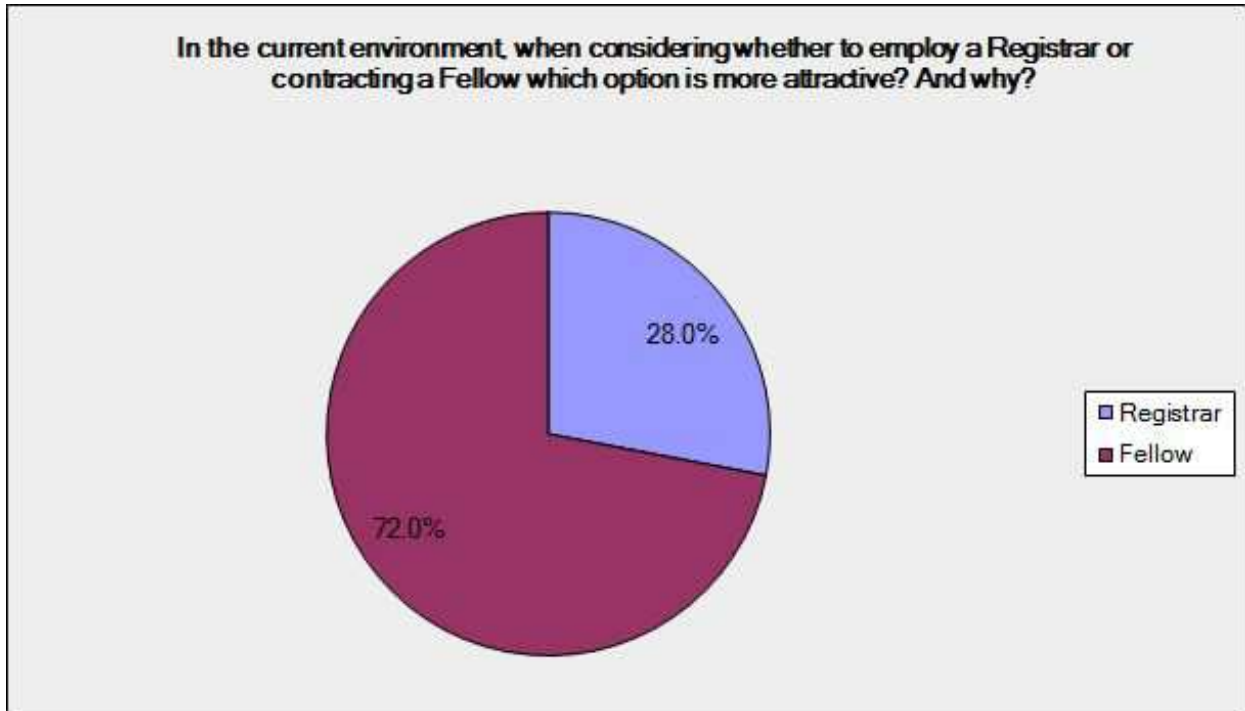
Simultaneous GP registrars likely to be hosted per respondent in 3-5 years

Significantly, respondents indicated a shift in the number of registrars they would host within 3-5 years. Taking on 2 registrars simultaneously is likely to grow by 10.2% to 44.9% and taking on more than 5 registrars simultaneously is likely to grow 1.9% within 3-5 years. It is a concern that most of the anticipated growth to respondents intention to take 2 registrars simultaneously demonstrated practices who traditionally take 3, 4 or 5 registrars at a time will likely decrease the number of registrars that they accept simultaneously.



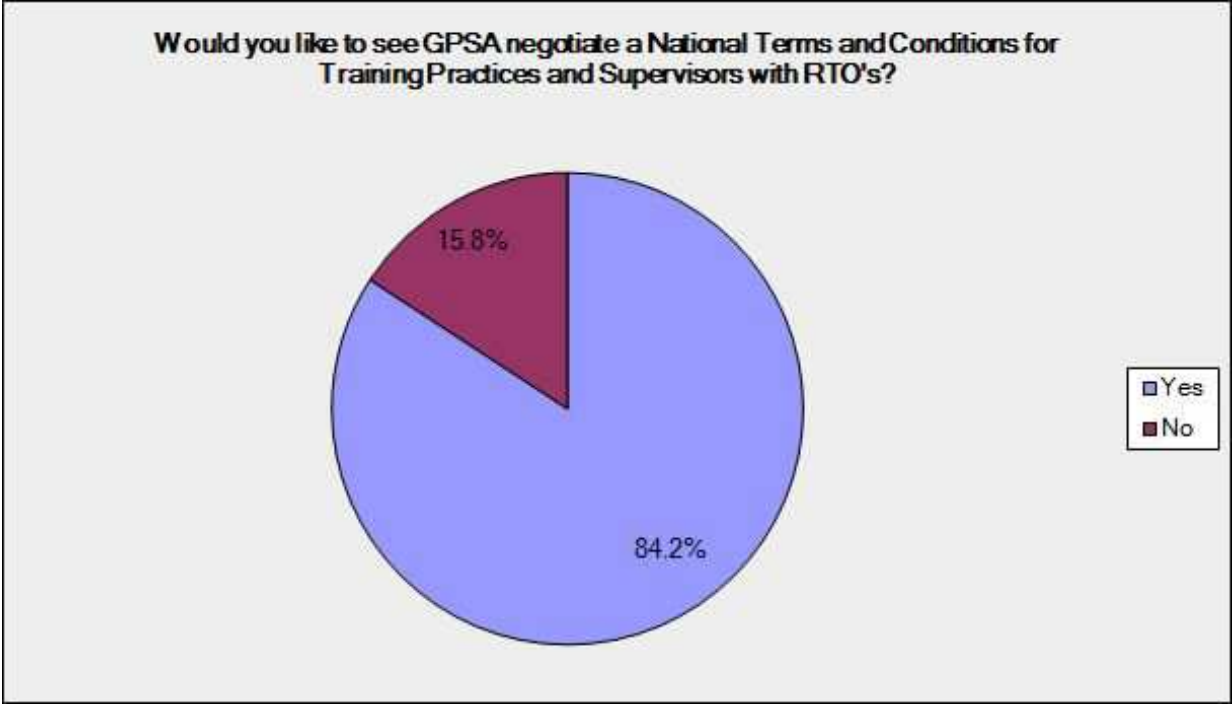
Respondent attitudes towards contracting a Fellow or Employing a Registrar

Respondents were asked in the current environment if they felt employing a registrar or contracting a Fellow was more attractive. Significantly 72% felt it was presently more attractive to contract a Fellow. No other options were offered.



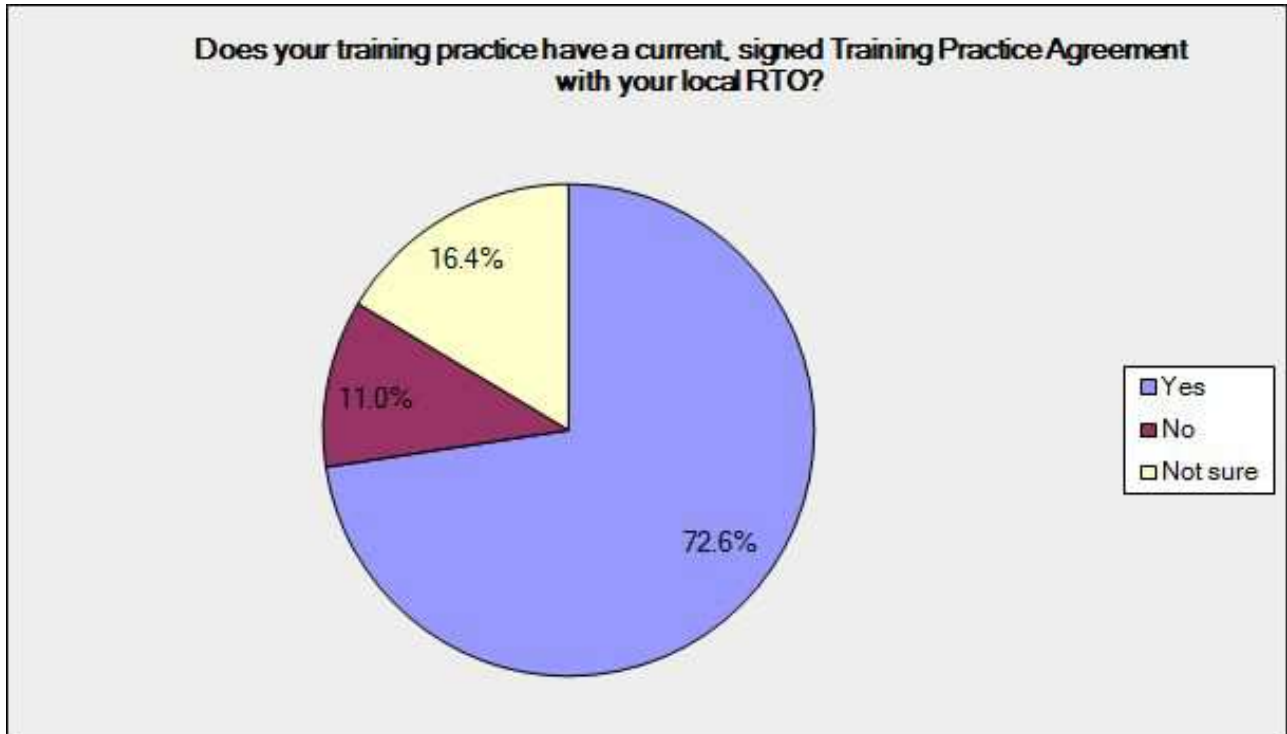
Member Support for GPSA to negotiate a National Terms and Conditions

84% of respondents supported GPSA to negotiate a National Terms and Conditions for Training Practices and Supervisors with RTOs.



Respondents with a current Training Practice Agreement

The majority of respondents said that they had a current signed Training Practice Agreement in place with their RTO. 11% by the end of march still did not have a signed contract in place. 16.4% were unsure if there was a Training Practice Agreement in place.



Training Practice Agreements reviewed by lawyers

69.3% of respondents indicated that their current Training Practice Agreement had never been reviewed by a lawyer. Only 8.6% of respondents indicated that their Training Practice Agreement had been reviewed by a lawyer.



Respondent perception of the 'fair and reasonable' nature of their Training Practice Agreement

Despite the small number of respondents (8.5%) who had sought legal advice on their Training Practice Agreement, 50.4% of respondents considered their existing training practice agreement to be fair and reasonable. 12.1% felt that their Training Practice Agreement was not fair and reasonable and 33.7% of respondents were unsure if their agreement was fair and reasonable.

