

# FAQ

## FREQUENTLY ASKED QUESTIONS



PODCAST WEBINAR

## National Consistent Payments (NCP) and flexible funding for GP training: An update from the Department of Health and Aged Care

### What is the role and responsibilities of the Workforce Planning and Prioritisation (WPPs)?

The key role of the WPPs is to undertake analysis and provide advice to guide the College placement allocation processes and AGPT target setting. The WPPs are not the decision makers in the process of registrar management and selection processes. Registrar management and selection processes is the responsibility of the Colleges. The advice WPPs provide will not compromise GP registrar quality and safety.

WPPs	Colleges	Department
<p><b>Deliverables</b></p> <ul style="list-style-type: none"> <li>Comprehensive, evidence-based advice</li> <li>Consistent and useable information to inform Department and College</li> <li>Participate in continuous improvement</li> </ul> <p><b>Joint localised planning</b></p> <ul style="list-style-type: none"> <li>Building regional and community buy-in</li> <li>Broad consultation to develop and test recommendations</li> <li>Support AGPT planning through regular engagement with Colleges</li> </ul> <p><b>Process</b></p> <ul style="list-style-type: none"> <li>Access and use HeaDS UPP</li> <li>Manage information sharing arrangements</li> </ul>	<p><b>Allocation and selection</b></p> <ul style="list-style-type: none"> <li>Define arrangements for regional training</li> <li>Propose annual allocations for each state and territory, informed by WPP analysis</li> <li>Make selection and placement decisions</li> </ul> <p><b>Distribution targets</b></p> <ul style="list-style-type: none"> <li>Achieve distribution targets</li> <li>Report on improvements to distribution</li> <li>Make decisions about capacity building, informed by WPP analysis</li> </ul> <p><b>Process</b></p> <ul style="list-style-type: none"> <li>Work collaboratively with WPPs</li> <li>Participate in continuous improvement</li> <li>Provide accurate data</li> </ul> <p><b>Registrar management</b></p> <ul style="list-style-type: none"> <li>Career planning, pastoral care, appeals</li> </ul>	<p><b>Set approach</b></p> <ul style="list-style-type: none"> <li>Set KPIs and delivery schedule for WPP work</li> <li>Using WPP advice, set distribution targets</li> <li>Regularly engage with WPPs/ Colleges to clarify approach, roles and responsibilities</li> <li>Connect approach with other reforms, where appropriate</li> </ul> <p><b>Process</b></p> <ul style="list-style-type: none"> <li>Facilitate access to HeaDS UPP, in line with rules of use</li> <li>Facilitate and annual review and continuous improvement process</li> <li>Update existing funding agreement (where required) to support information sharing</li> </ul>

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### What is the National Consistent Payment Framework?

The National Consistent Payment Framework was finalised in December 2021 after extensive consultation and feedback from the sector.

The Framework aims to ensure transparency and clarity on the purpose of payments provided to training participants and provides consistency on the role of practices and supervisors.

The Framework outlines the support payments which will be provided to eligible supervisors, practices and registrars involved in the AGPT program. The framework consists of two key types of payment models: a set funding model and a flexible funding model.

### What will the NCP practice payments look like?

Practice Payments will be a tiered funding model which will incentivise training in rural and remote regions according to geographic remoteness (using the Modified Monash model)

	MM 1-2	MM 3-4	MM 5	MM 6-7
<b>GPT1/CGT1</b>	\$15,000	\$17,000	\$18,000	\$20,000
<b>GPT2/CGT2</b>	\$7,500	\$9,500	\$10,500	\$12,500

Payments will be made quarterly in advance, commencing at the beginning of the training term. The Framework includes a list of activities / conditions that practise are expected to undertake.



### What will the NCP supervisor (teaching) payments look like?

The Supervisor Payments will be made monthly in arrears and validated by the Colleges upon satisfaction of the teaching activity.

	MM 1-2	MM 3-4	MM 5	MM 6-7
<b>GPT1/CGT1</b>	\$11,700	\$13,700	\$14,700	\$15,700
<b>GPT2/CGT2</b>	\$6,750	\$8,750	\$9,750	\$10,750
<b>GPT3/CGT3</b>	\$2,800	\$4,800	\$5,800	\$6,800

The Framework includes a list of activities that supervisors are expected to undertake and seeks to build a minimum standard for supervision activity.

### What is the Flexible Fund Payment Pool?

The Flexible Fund Payment Pool allows the Colleges to provide additional specific support to supervisor CPD training and funding for complex training situations. The eligibility criteria for access to these payments will be developed.

### How will payments work for a practice that has multiple registrars per supervisor?

Payment rates are based on a singular registrar and, therefore, multiple registrars will result in multiple payments according to the training term and FTE rate.

### Is it possible for a practice with 2 supervisors and one registrar to have the teaching payment split between 2 supervisors. How is this done?

The Framework allows for direct payment to two different supervisors. The College placement agreements will define how this would be managed at the practice level. The payment mechanism would be done on a proportionate basis to the teaching payments split across each supervisor.

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### How will payments be made?

Payments will be made through the Services Australia Payment system, PRODA. The Department, together with Services Australia, is working to have all training participants registered for the payment system.

The Colleges will be responsible for the validation of the payment advice to Services Australia and hence will be your port of call where you have concerns regarding the payment rates or timing of payments.

Information on registration has been provided to training participants by the RTOs and communications will continue to ensure all appropriate sign-on and registration is completed prior to the system going live on 1 January 2023.

The Department will continue to communicate through GPSA and other stakeholders including PHNs, AAPM, etc. The communication will include links to registration modules that provide step by step information and the Services Australia Helpdesk contact details.

In most cases, practices will register as the responsible training organisation and disburse payments to the supervisor(s) under their training agreement; however, there is also the option for supervisors to register individually and receive their payments directly.

Once registered, participants will need to provide their banking details (which is staged separately).

### What are the steps to register with PRODA / HPOS?

STEP	GOAL	COMMENTS / NOTES
Step 1	Set up your organisation in <b>PRODA</b>	This is <b>NOT</b> necessary for most practices as you will already be registered as an organisation in PRODA, so don't try to duplicate an existing account. Having all the correct details for your (current) Organisation PRODA account is key to accessing the organisation register.
Step 2	<a href="#">Link</a> your Organisation to <b>HPOS</b>	This is crucial: <b>linking</b> to HPOS allows you to unlock the Organisation Register and get the green Organisation Register tile on the HPOS home screen so you can continue to Step 3.
Step 3	Record details in the <b>Organisation Record</b>	It is only once your organisation is linked that you can record details of your organisation.
Step 4	Record details in the <b>Organisation Site Record</b>	With your Organisation Record complete, you can record the details of the site(s) at which your organisation operates.
Step 5	Enter <b>Bank Account details</b>	Services Australia will release the date for practices to access HPOS and enter their bank account information once ready.

### Is there a "one spot contact" available to help with payment PRODA/HPOS/organisation tile setup?

If you are unable to access support from Services Australia Helpdesk, please email: [agpttransition@health.gov.au](mailto:agpttransition@health.gov.au)



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### How will payments be made?

Supervisors should speak to their practice to work out how payments will be made to you. If payments are being made to your practice and then to you, no action is required from you.

If payments are being made directly to you, you will need to register for an individual PRODA account by completing the following:

**Step 1.** Register for an Individual PRODA account

**Step 2.** Access HPOS as an Individual

Enter your banking details in HPOS when advised to do so, so that payments can be made to you through the payment system from early 2023.

### Final year registrars do a special skills 6 or 12 months placement at our non-accredited clinic. How do I get paid?

The Colleges have the flexibility to support community based advanced skills training through their flexible funds. Further details will be available on the Colleges flexible funds policies when they are released.

### What type of validation of teaching is required by the department? And how will that occur?

The Colleges are working on their validation processes as part of the interface development with Services Australia. The Colleges will communicate how that will work and feed it through as part of the practice agreements.

### Our practice has six supervisors, how will you know which supervisor has done the work?

The practice manager will allocate payments to the supervisor who has completed the work.

### When will new supervisors be able to register and commence training before February 2023?

A new accredited supervisor to the program, depending on your arrangement with your practice, can either have the practice manage the payments process or you can sign up with Services Australia to receive payments directly.

### Given the payments are made in arrears, how does either DOHAC or the Colleges ensure that supervision and teaching requirements are met?

The Colleges will report back on the process. There will be a reconciliation process that will commence next year. The Colleges will undertake the work and feed it through.

### Is the practice able to refuse a registrar they've been allocated by the College?

If a practice accepts a registrar, it is at the discretion of the practice. One of the key components that underpins the success of a placement is collaboration between all parties.

### Will DOHAC eventually employ all registrars rather than the practices in a single employer arrangement?

The Department is piloting initiatives through the local health districts, being the Murrumbidgee model in New South Wales and the River Land in South Australia. The Commonwealth is not looking at being the Single Employer.

The Commonwealth is also looking at a portability of entitlements scheme to ascertain if / how the Commonwealth might support registrars and then potentially fellowed GPs as part of the scheme.

The Department has multiple pilots rolling out in other locations, noting the focus is currently on developing solutions for registrars working across hospitals and private practices in the rural generalist training environment.

### Where do we send practice agreements to and when does it need to be completed?

The practice agreements are with the Colleges. The Colleges will come out with them soon.

### Do registrars still have to be employees or can they be sole traders/contractors?

As reflected in the NTCER, trainee doctors in general practice need to be employees. This requirement for registrars to be employed is the effect of how the ATO sees people under supervision, ie: you can't be a contractor while being supervised.



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### **Can I clarify that the practice manager will be reporting registrar teaching? Or will supervisors self-report if they've registered an individual account?**

This would be dependent on the reporting arrangement with the practice and relevant agreement where the training occurs.

### **Where a practice is already registered with one active supervisor, and this supervisor wants to leave and two others want to train to take their place, how / when can additional new supervisors be accredited for an existing practice?**

Consultation with the College regarding the associated accreditation would be needed in this situation.

If you're self-registering for payments to the supervisor directly, that's where it differs than if it's going via the practice, the practice will then sort out any of those kind of more complex arrangements.

### **In relation to quantity, will there be an emphasis on ensuring registrars are shared around so that no one misses out? And will this happen for 2023 or 2024?**

2023 will be very similar in terms of the RTO boundaries, with the workforce planning and prioritisation work to take effect from 2024. This will be a graduated process as part of the reform. In some in some parts of the country in terms of registrar supply, it can be feast or famine. And then in other instances, it can be challenging to get registrars as well, so the Department is looking at how that piece will kick in from 2024.

For transparency, DOHAC will be providing some publicly available reporting on this as well, to give broad understanding of future decision making.

### **What happens if a registrar takes leave and the practice payments are paid in advance? Does the payment have to be repaid? And if so, how?**

A reconciliation and adjustments process will be undertaken. Deduction of additional payments will be adjusted in future payments depending on the actual activity to manage those situations.

### **If improved employment models for GP registrars are being considered, will that include making their incomes comparable with their state government employed registrar compatriots to not disincentives GP training?**

The Department is keen to test this with the Government, particularly around the year one gap. Some of the other elements that registrars have feedback are in relation to the paid parental leave and the exam support leave.

### **Further information**

2023 Nationally Consistent Payments

<https://gpsupervisorsaustralia.org.au/subsidies-and-allowances/>

<https://www.health.gov.au/resources/publications/national-consistent-payments-framework>

Email: [AGPTTransition@health.gov.au](mailto:AGPTTransition@health.gov.au)