

Flexible Funds

Registrar Support Payments

Supporting registrar training in areas of workforce need

Key points for registrars and training sites



RACGP

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What are Flexible Funds?

To complement the AGPT Grant that funds GP training, the Department of Health and Aged Care (DoHAC) provides a singular pool of payments to 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”.

Flexible funds for registrars are in addition to [Nationally Consistent Payments \(NCP\)](#) and are available when a registrar trains in a placement of a GP catchment that has been identified as a ‘priority workforce need’.

What has informed the areas prioritised for placement incentives?

The RACGP’s methodology primarily looks at areas of workforce need where training is NOT currently occurring. This will become a dynamic mechanism designed to evolve with workforce need.

Areas experiencing GP workforce shortages or where the population’s need for healthcare is not being met are known as ‘areas of workforce need’. DoHAC workforce planning is done at the level of GP Catchments.

The RACGP has reviewed Australia’s 829 GP catchments to identify priority areas of workforce need, based on a combination of data including the MMM, DoHAC data (HeadsUp), and WPPO reports (February 2023).

Why should a registrar consider a placement in a prioritised area?

- 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

Which locations in my state have been prioritised for additional support?

You will find a summary of all locations around Australia that are being incentivised in Term 1 2024 available on the [placement incentives page](#).

What factors were considered when determining locations being incentivised?

- Historical registrar placement data for entire GP catchment, not just individual training sites.
- Evidence that the GP catchment will not attract registrars without funding incentives.
- Availability of accredited training sites and supervisors to allow training to take place.
- Existing barriers to attracting a registrar (rental costs, availability of childcare, safety and wellbeing).
- Other relevant data including: WPP0 ranking, Population of GP catchment, and MMM (remoteness).

How will identified placement locations be incentivised?

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

Financial subsidies will be provided to registrars on top of existing NCP payments in the areas identified on the [placement incentives page](#).

Placements are being incentivised for Term1 2024 according to the four bands outlined in the adjacent table.

Registrars who elect to train in accredited GP training sites that have been incentivised will be able to spend up to the maximum amount within the allocated band.

A list of approved activities is also provided.

Funds will be paid in arrears and can be claimed using the registrars form on the Training Management System (TMS). If a registrar is not training full time these funds will be pro rata. Your Training Coordinators will be able to assist and answer any questions you may have.

Ongoing Review Process

Placement outcomes for 2024.1 will be reviewed and will inform future flexible funding policy development in 2024.2 and 2025.1.

Registrars who wish to remain in a training site that has attracted funding in 2024.1 will be able to do so (provided they have met all training requirements e.g., diversity) and funding will remain in place for subsequent terms.

More Information?

If you need more information, please contact: workforceplanning@racgp.org.au