

GPEX Registrar Placement Policy

Note

This policy supersedes the previous GPEX Registrar Placement Policy and will apply to all registrars training with GPEX under the Australian General Practice Training (AGPT) program from 1 January 2019.

1. Purpose

1.1 To inform registrars and training posts of the placement process during training with GPEX.

2. Scope of this policy

2.1 This policy applies to registrars enrolled in the AGPT program with GPEX.

2.2 Nothing in this policy negates any other obligations placed on a registrar, in particular specific requirements of the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM), requirements of any rural generalist state based program and Section 19AB of the Health Insurance Act 1973 (the 10-year moratorium).

3. Responsibility for implementation, compliance monitoring, measuring and continual improvement

- Director of Medical Education and Training (DMET)
- Chief Executive Officer (CEO)
- Director of Education Operations (DEO)

4. Policy statement - General

4.1 The aim of this policy is to ensure that registrars fulfil Australian General Practice Training (AGPT) program requirements and to ensure there is a balance between registrar choice within the scope of the training program and training post continuity.

4.2 In formulating this policy, GPEX has used the following principles:

- 4.2.1 All placements will occur in GPEX accredited training posts;
- 4.2.2 Training posts preferences are considered throughout the placement process;
- 4.2.3 Registrar preferences are considered throughout the placement process, within the scope of the training program and pathway (rural or general) requirements;
- 4.2.4 Placements must meet registrar training requirements as directed by: GPEX, AGPT program, ACRRM and/or RACGP policies.
- 4.2.5 The GPEX placement process aims to encourage registrars to consider training in areas of workforce shortage, outer metropolitan, rural and remote practices within South Australia.

- 4.2.6 Where possible, placements will be prioritised in Aboriginal Community Controlled Health Services and locations classified as MMM6-7.

5. Definitions

Inner Rural – rural training locations within 140km or less road distance from the centre of Adelaide*

Outer Rural – rural training locations 140km or more road distance from the centre of Adelaide*

*See Appendix

MMM – the Modified Monash Model is a classification system that categorises metropolitan, regional, rural and remote areas according to both geographical remoteness and town size.

- General pathway locations are classified as MMM1;
- Rural pathway locations are classified as MMM2-7;
- For more information on the Modified Monash Model and various location classifications refer to the Department of Health.

6. Supporting procedures

6.1 Placement timetable

The placement of registrars into general practice commences in April/May for Semester 2 and September/October for Semester 1 of the following year. The placement process takes approximately three months.

Training post selection

- 6.1.1 General practice placements for registrars are available in rural, remote, inner and outer metropolitan South Australia.
- 6.1.2 Interview options are allocated taking into consideration the AGPT program training requirements, training post capacity and, within the limits of their training program and pathway requirements, registrar preferences. A registrar may be allocated up to four training posts for interview. Once allocated, registrars are required to interview at all of the allocated training posts on the understanding that they will be placed at one of these training posts in the following semester.
- 6.1.3 Registrars are not able to request an alternative allocation of training posts for interview.
- 6.1.4 Registrars are not able to seek placements outside the GPEX placement process.
- 6.1.5 Registrars are expected to interview in person. Remote/Skype interviews are arranged in exceptional circumstances and at the discretion of the

interviewing training post. There is no requirement for a training post to agree to a Remote/Skype interview.

- 6.1.6 The interview is used to determine the mutual suitability of a placement from both a registrar and training post perspective. General practice is predominately delivered in a small business setting, therefore compatibility and skill mix will be key indicators in a successful placement.
- 6.1.7 Following the completion of the interview process, registrars are required to submit a ranking and feedback on each of the interviewing training posts. Similarly, training posts are required to submit a ranking and provide feedback on all registrars interviewed.
- 6.1.8 Final placement allocations are determined by GPEX, taking into consideration registrar and training post rankings, GPEX program and AGPT program requirements.
- 6.2 All registrars must participate in the biannual placement process, whether by seeking leave or being matched to a training post through the process described in 6.1.
 - 6.2.1. Registrars who do not complete their placement preferences or participate fully in the placement process, risk being without a placement or a significantly reduced choice of training regions and training posts for the following semester.
- 6.3 Registrars risk being placed on Category 2 leave or withdrawn from the AGPT program if they:
 - 6.3.1 Fail to participate in the placement process described in 6.1;
 - 6.3.2 Do not have their training approved for the following semester; or
 - 6.3.3 Are unable to be matched for the following semester and refuse to participate in an interview at an available training post assigned by GPEX.

7. Placement terms

- 7.1 Training semesters are six months in duration. Placements are arranged for one or more semesters. All registrars and training posts are able to review the ongoing placement once each semester.
- 7.2 Where possible, the specific circumstances of an individual registrar will be taken into account in the placement process. However, this will be within the constraints of the requirements of the training program, equity for all registrars and considering the requirements of individual training posts.

- 7.3 Where possible, GPEX will endeavour to take into consideration any restrictive covenant imposed on the registrar by their previous employer (see clause 17 [National Terms and Conditions for the Employment of Registrars](#)).

8. General pathway training location requirements

- 8.1 A registrar on the general pathway is required to undertake 12 calendar months of their training in a prescribed location as per the AGPT Program Training Obligations Policy 2020. The location options available through GPEX are:
- 8.1.1 12 months in an outer metropolitan placement (OMP); or
 - 8.1.2 12 months in an Aboriginal health training post (subject to availability); or
 - 8.1.3 12 months in a rural location, MMM2-7; or
 - 8.1.4 12 months training comprising two of the following locations:
 - 8.1.4.1 Six months in an OMP; or
 - 8.1.4.2 Six months in an Aboriginal health training post (subject to availability); or
 - 8.1.4.3 Six months in a rural location, MMM2-7.
- 8.2 Extended Skills training completed in an OMP or rural location may meet six months of the prescribed location obligation outlined in 8.1.
- 8.3 GPEX will give priority to registrars enrolled in the rural pathway for all placements undertaken in a rural location.
- 8.4 General pathway registrars are required to train in a minimum of two training posts.

9. Rural pathway training location requirements

- 9.1 Registrars on the rural pathway must complete a minimum of eighteen months in rural training posts, MMM2-7. A further six months may be completed in either a rural training post or in an extended skills post (subject to AGPT Program Training Obligations Policy 2020).
- 9.2 During the period of training in general practice, all rural pathway registrars will be required to complete a minimum 12-months general practice training in an Outer Rural location(s). An exemption to this requirement due to extenuating and unforeseen circumstances will only be considered through application as outlined in Section 10.
- 9.3 Extended Skills training completed in an Outer Rural location may meet six months of the prescribed location obligation outlined in 9.2.

- 9.4 Registrars are expected to reside in the communities in which they are placed for training and safety reasons. Housing rental support may be available to registrars undertaking a rural placement as outlined in the GPEX Guidelines for Registrar Financial Assistance.
- 9.5 RACGP Rural pathway registrars are required to train in a minimum of two training posts. In exceptional circumstances a RACGP Rural pathway registrar may be granted permission to extend a placement beyond twelve months at the same practice. An application will need to be submitted to GPEX and will require RACGP approval.

10. Placement exemption process

- 10.1 Provision exists for a registrar to seek an exemption from the Outer Rural training obligation outlined in 9.2 if there are circumstances that could not be reasonably foreseen at the time of accepting a training position to join the AGPT program.
- 10.2 A registrar can lodge an application for exemption in writing addressed to the DMET.
- 10.3 Applications must detail the reasons for the change in circumstances since accepting a training position in the AGPT program.
- 10.4 Reasons such as schooling, the provision of child care facilities, partner's existing employment, the lack of a driver's licence or proximity to an existing primary residence are not regarded as an acceptable justification to grant an exemption.
- 10.5 Applications for exemption must be lodged in writing with the DMET prior to interview allocations.
- 10.6 If a registrar is not satisfied with the decision of the DMET in relation to an application for a placement exemption, the registrar will have recourse to appeal via the GPEX Registrar Grievance Policy.

11. Related documents

This policy should be read in conjunction with the following GPEX and AGPT policies:

- GPEX Appeals Policy
- GPEX Registrar Grievance Policy
- AGPT Program Appeals Policy 2020
- AGPT Program Training Obligations Policy 2020