

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.

1. Purpose

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

2. Scope of this policy

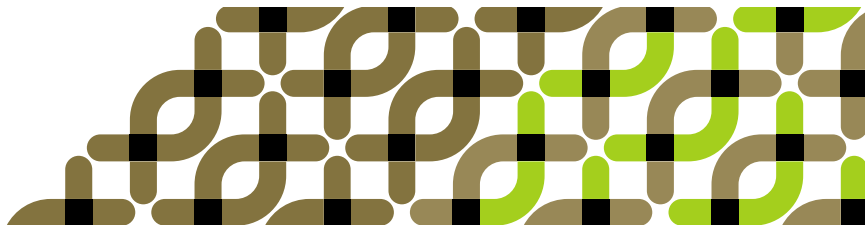
- 3.1 This policy applies to registrars enrolled in the AGPT program with GPEX.
- 3.2 Nothing in this policy negates any other obligations placed on a registrar, in particular specific College requirements, requirements of rural generalist schemes and Section 19AB of the *Health Insurance Act 1973* (the 10-year moratorium).

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

- Director of Medical Education (DOME)
- Chief Executive Officer (CEO)
- Director of Education Operations (DEO)

4. Policy statement

- 5.1 The aim of this policy is to ensure that registrars fulfill Australian General Practice Training (**AGPT**) requirements for enrolment and to ensure there is a balance between registrar choice and training practice continuity.
- 5.2 In formulating this policy, GPEX has used the following principles:
 - 5.2.1 all placements will occur in GPEX accredited teaching posts;
 - 5.2.2 teaching posts preferences are considered throughout the placement process;
 - 5.2.3 registrar preferences are considered throughout the placement process;
 - 5.2.4 placements must meet registrar training requirements as directed by: AGPT program, Australian College of Rural and Remote Medicine (ACRRM) and/or Royal Australian College of General Practitioners (RACGP) policies.



5. Definitions

RA - Australian Statistical Geography Standard-Remoteness Area (ASGS-RA) is a geographical classification which defines locations in terms of remoteness, i.e. the physical distance of a location from the nearest urban centre.

- i. RA 1 – Major cities of Australia
- ii. RA 2 – Inner regional Australia
- iii. RA 3 – Outer regional Australia
- iv. RA 4 – Remote Australia
- v. RA 5 – Very remote Australia

6. Supporting procedures

7.1 Placement timetable

- 7.1.1 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 3 months.

7.2 Practice selection

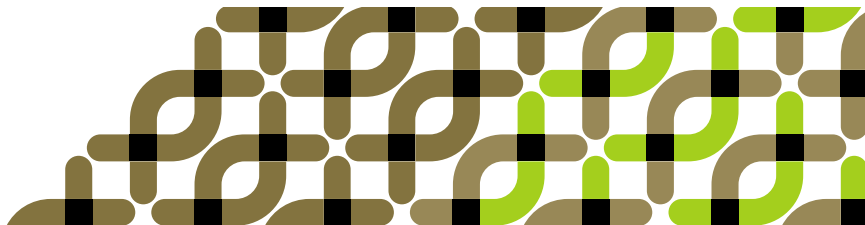
- 7.2.1 General practice placements for registrars enrolled in the AGPT program with GPEx are available in rural, remote and metropolitan South Australia.
- 7.2.2 Interview options are allocated taking into consideration registrar preferences, practice capacity and AGPT training requirements. A registrar may be allocated up to three practices for consideration.
- 7.2.3 Registrars are expected to visit nominated practices for placement interviews.
- 7.2.4 The interview is used to determine the mutual suitability of a placement from both registrar and practice perspective. General practice is predominantly delivered in a small business setting, therefore compatibility and skill mix will be key indicators in a successful placement.
- 7.2.5 Final placement allocations are determined by GPEx taking into consideration registrar and teaching practice preferences GPEx program and AGPT training requirements.

7. Placement terms

- 8.1 Placement terms are offered for a minimum of six months. Providing there is no conflict in the training requirements for the registrar, a term can be extended to twelve months if there is agreement between GPEx, the registrar and the practice.
- 8.2 It is not permissible for general pathway registrars to extend their placement at the same practice location beyond twelve months full time equivalent.
- 8.3 In exceptional circumstances a rural pathway registrar may be granted permission to extend a placement beyond twelve months at the same practice. Consideration for an extension will need to be in writing and will be at the discretion of the DOME.

8. Specific placement conditions

- 9.1 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 attempting to maintain equity for all registrars and considering the requirements of individual general practices.



- 9.2 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 of Employment of Registrars).

9. General pathway training location requirements

- 10.1 A registrar on the general pathway must meet a 12-month training location obligation, as per the AGPT Training Obligations Policy. The location options available through GPEx are:
- 10.2 12 months within an outer metropolitan placement; or
- 10.3 12 months within an Aboriginal health training post (subject to availability); or
- 10.4 six months in an outer metropolitan placement **and** six months in an Aboriginal Health Training Post (subject to availability).
- 10.5 GPEx will give priority to registrars enrolled in the rural pathway for all placements undertaken in RA 2 – RA 5 locations. If a general pathway registrar wishes to undertake a rural placement, then they should discuss this with GPEx prior to the placement process.

10. Rural pathway training location requirements

- 10.6 Registrars enrolled in the rural pathway must complete a minimum of eighteen months in rural teaching practices in a RA 2 -5 locations. A further six months may be completed in either a rural teaching practice or in an extended skills post (subject to AGPT Training Obligations Policy 2017).
- 10.7 During the period of training in general practice, all rural pathway registrars will be required to undertake a minimum of six-month general practice training rotation in an accredited practice in a RA 3 – 5 location.

11. Placement exemption process

- 10.8 Provision exists for a registrar to seek an exemption from a specific placement if there are circumstances that could not be reasonably foreseen at the time of accepting a training position to join the AGPT program.
- 10.9 A registrar can lodge an application for exemption in writing addressed to the DOME. Applications must detail the reasons for the change in circumstances since accepting a training position in the AGPT program.
- 10.10 Reasons such as schooling, the provision of child care facilities, 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.
- 10.11 Applications for exemption must be lodged in writing with the DOME **prior** to placement preference submission.

12. Appeals process

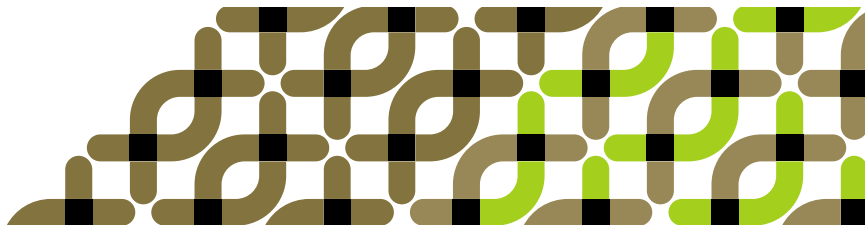
If a registrar is not satisfied with the decision of the DOME in relation to an application for a placement exemption, the registrar will have recourse to appeal via the *GPEx Grievance Policy*.

13. Related documents

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

- GPEx Appeals Policy
- GPEx Grievance Policy
- AGPT Appeals Policy 2017

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- AGPT Training Obligations Policy 2017