



ACRRM

Practice Support Webinar Series

2025.1

Funding, interviewing and NTCER

Dave York (ACRRM Fellowship Manager)

Jen Flakemore (GPSA Practice Management Lead)

ACRRM acknowledges Aboriginal and Torres Strait Islander peoples as the custodians of the lands and waters where our members and staff work and live across Australia. We pay respect to their elders, lores, customs and Dreaming. We recognise these lands and waters have always been a place of teaching, learning, and healing.

Pathway Funding Overview

David York

ACRRM Fellowship Manager



Rural Generalist Training Scheme (RGTS) | Payments principles

- Registrars employed in ACRRM accredited practices
- Practice payments made 3 months in advance
- Practice payments made as per the following:

Term	MMM			
	1&2	3 & 4	5	6 & 7
First six months of registrar training in general practice	\$15,000	\$17,000	\$18,000	\$20,000
Second six months of registrar training in general practice	\$7,500	\$9,500	\$10,500	\$12,500

Rural Generalist Training Scheme (RGTS)

- Supervisor payments made monthly in arrears
- Supervisor payments made as per the following:

Term	MMM			
	1 and 2	3 & 4	5	6 & 7
First six months of registrar training in general practice	\$11,700	\$13,700	\$14,700	\$15,700
Second six months of registrar training in general practice	\$6,750	\$8,750	\$9,750	\$10,750
Third six months of registrar training in general practice	\$2,800	\$4,800	\$5,800	\$6,800
Supervisor Professional Development	\$2,000 made at the end of the financial year			

Australian General Practice Training (AGPT) | Payments principles

- Under the Nationally Consistent Payments framework
- Registrars employed in ACRRM accredited practices
- Practice payments made 3 months in advance
- Practice payments made as per the following:

The same

Term	MMM			
	1 & 2	3 & 4	5	6 & 7
First six months of registrar training in general practice	\$15,000	\$17,000	\$18,000	\$20,000
Second six months of registrar training in general practice	\$7,500	\$9,500	\$10,500	\$12,500

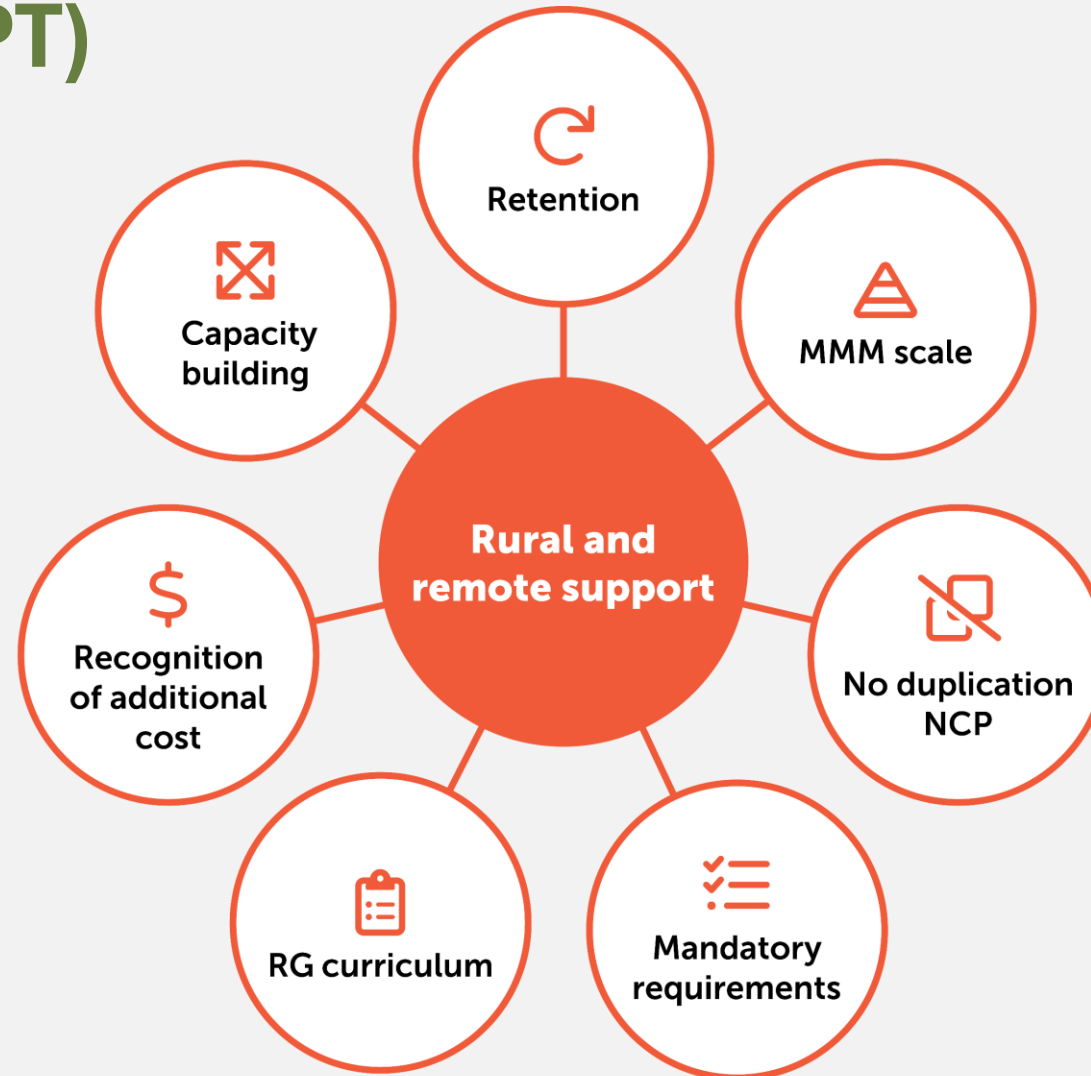
Australian General Practice Training (AGPT)

The same

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Flexible Funds (AGPT) | Principles



*governed within the Nationally Consistent Payments framework

Flexible Funds (AGPT)

- Reflects the MMM location
- Recognises the NCP payment framework
- Reflects areas of shortfall in funding under the NCP framework
- Supports practises and supervisors for better outcomes in training
- Allows payments through ACRRM on application and approval

Flexible Funds (AGPT)

Support type	MMM				Eligibility, Criteria and Scope
	2	3 & 4	5	6 & 7	
Rural Practice Training Support	\$3,000	\$6,000	\$10,000	\$15,000	<p>Including but not limited to:</p> <ul style="list-style-type: none"> • Recruitment • Training and education for staff • Develop training capability and capacity • Infrastructure – linked to registrar <p><i>Application required including supporting documentation (receipts / quotes)</i></p>
Additional Support Allowance	\$3,500	\$5,000	\$6,500	\$8,000	<p>Additional supervision/ teaching/respice for registrars in difficulty.</p> <p><i>Application required including ACRRM Approved Support Plan</i></p>

APPLICATION PROCESS



Download application form and guide form ACRRM website



Applications received and readied for approval process with panel on a monthly basis



Notifications provided in writing to applicants of outcome or further information required



Notifications of funds provided to applicants

What's new in 2025?

Questions



acrrm.org.au



1800 223 226



payments@acrrm.org.au



Interviewing and NTCER

Jen Flakemore DipBusMgt, DipHR, BA, CPM/FAAPM

GPSA Practice Management Lead





GPSA

GENERAL PRACTICE SUPERVISION AUSTRALIA

Registrar Interviewing – Hints and Tips

The NTCER 2025/2026 What's new?



26th March 2025



Acknowledgement of Country

We acknowledge the Traditional Owners of the land in which this meeting is taking place, and pay respects to their Elders past, present and their families.

Finding the right registrar for your practice



The Search

What are you looking for?
What are your core values?



The Profile

Is your profile designed to attract the “right” applicant?
Does your website match your profile?



The Resumé

How will you screen applicants?

What are the selection criteria?



The Connection

What is their connection to rural community?

Will patients and practice enjoy working with them every day?



The Reference Check

Interview Questions - General



What interests you about working in this area and our practice in particular?



What do you like about working in general practice?



Where do you see yourself in 5 years?



When you enjoyed working with a team before, what was it that made it enjoyable?



When you disagreed about something, clinical or admin, how did you go about sorting it out?

Interview Questions - Clinical



How do you get to know a patient?



How do you explain complicated medical information to a patient?



What would you do if you had a patient with symptoms that you couldn't get to a diagnoses?



How would you handle difficult patients who were not compliant with medication or who won't go to an appt with a specialist?



A patient's investigations show a serious medical condition needing urgent treatment but the patient is travelling overseas and not back for another 2 weeks, what do you do?

Registrars interviewing you...



Supervision and teaching

Clinical meetings

Remuneration base rate and percentage

Appointment scheduling

Rostered days and hours

Pay cycle and top up payments

What else do you have to offer?

NTCER

What is it?

How does it help?

Interpreting the NTCER

Employment Agreements

Training Agreement



National Terms
and Conditions for
the Employment of
Registrars (NTCER)

Version 2024-01

VALID FROM SEMESTER 1, 2025

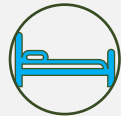
NTCER 2025.1 Key Changes



Billing cycle for top up payments



Base rate increase for GPT1/CGT1



Fatigue management



Employment under fixed term contracts



Leave entitlements



Educational release



Dispute resolution

Base Rate Increase for GPT1/CGT1

Base rate 2025.1 GPT1/CGT1 \$46.46

GPT2/CGT2 \$53.97

GPT3+/CGT3+ \$57.64

MBS indexation from **1st July** for all
base rates (Hourly rate will increase)

Billing Cycle for Top Up Payments

Was 13 weeks maximum

Now at least monthly

Can be less, e.g. fortnightly

Registrar Calculator available



Fatigue Management (Clause 16.2)

10 hours between shifts

Shared responsibility for registrar and patient safety

Registrar has the responsibility to let you know if they have another job

Rostering to consider but not always easy

What is reasonable? What are the patterns – e.g. on call and no call out vs on call and regularly called out.

Includes if they have an education day

10 hour rest period is unpaid



Employment Under Fixed Term Contracts (Clause 5)

Fixed term contracts and the NES

- Each 6-month training semester has a separate fixed term contract aligned with the validity of their Medicare Provider Number (MPN)
- Fixed term contracts are treated differently *Fair Work Act 2009* and have specific requirements for the employer
- In addition to the Fair Work Information Statement, [the Fixed Term Contract Information Statement](#), must be provided to the registrar with their employment documentation.



Leave Entitlements (Clause 6)

Can carry over to next term if continuous employment, however paid at the rate of registrar when leave is taken

Impact on leave entitlements if LWOP taken (accumulation of leave)

Can direct registrar to take leave during periods of practice shutdown – e.g. Christmas – should be noted on your Practice Profile and discussed during interview

What happens if leave entitlements paid in excess of accrual?

Superannuation on leave paid out at end of placement



Educational Release Clarification (Clause 9.2)

Practice is required to pay for mandatory release during ordinary hours at ordinary rate of pay

Full time education is NOT mandatory for part time Registrars (although Colleges do encourage it)

Day off if educational release falls on a day the Registrar doesn't normally work

When you get the education day calendar, update appointment schedule/on call roster



Dispute Resolution (Clause 18 and 19)

New dispute procedures consistent with modern instruments under the national employment system:

- clause 18 relating to employment-specific issues
- clause 19 relating to disputes outside the scope of the NES, e.g. matters involving educational release or other training program intersections with employment responsibilities / obligations



GPSA Community - Sign up to your Community here

Gain access to resources including:

- ✓ Chat with Leonie
- ✓ PM Untangled
- ✓ NTCER
- ✓ Employment Contract
- ✓ Registrar Position Description
- ✓ FAQ Registrar Employment
- ✓ FAQ NTCER 2025-2026
- ✓ Registrar Remuneration Calculator
- ✓ New resources coming your way



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Acknowledgements

GPSA is supported by funding from the Australian Government under the Australian General Practice Training Program.

Questions?

Next session:

Information session for AMS and ACCHO training posts

Wednesday 09 April 2025 at 1:30PM AEST

[Register](#)

Find out more



acrrm.org.au



1800 223 226



practicesupport@acrrm.org.au or your regional team

