

Training Payments Policy

1. Purpose

This policy aims to outline ACRRM's application and scope of training payments made under the Department of Health, Disability and Ageing (DoHDA) Nationally Consistent Payments (NCP) Framework, including through Flexible Funds.

2. Scope

- 2.1. This policy applies to all eligible registrars training on the ACRRM Rural Generalist Fellowship Program funded via Australian General Practice Training (AGPT) and the associated supervisors, and training posts.
- 2.2. This policy includes:
 - 2.2.1. Eligible registrars on the AGPT program who are in an approved ACRRM training placement.
 - 2.2.2. Eligible ACRRM accredited training posts and supervisors who are supporting current AGPT registrars in an ACRRM training placement. Noting that Flexible funds applications can be submitted by ACRRM accredited training posts to attract registrars and / or build capability and capacity.
 - 2.2.3. Salary support payments for Aboriginal and Torres Strait Islander healthcare facilities who are supporting current AGPT registrars in an ACRRM training placement.
 - 2.2.4. Eligible registrars employed through Single Employer Models (SEM).
- 2.3. Exclusions within this policy include:
 - 2.3.1 Registrars on the Independent Pathway (IP) and the Remote Vocational Training Scheme (RVTS).
 - 2.3.2 Supervision and training post payments for training of registrars on the IP and/or the RVTS.
 - 2.3.3 Training placements occurring in federal or state funded health services unless holding an exemption granted by DoHDA.

3. Application

- 3.1 Relevant payments eligibility, amounts, terms, and conditions are governed through the [NCP Framework](#).
- 3.2 Salary support payments' eligibility, amounts, terms, and conditions are governed through the [NCP Framework](#).
- 3.3 Flexible funds payments are governed through the [NCP Framework](#) and the [ACRRM Flexible Funds Policy](#).
- 3.4 IP registrars who are approved for transfer onto the AGPT may be eligible to receive financial support and this will be reviewed on a case-by-case basis.

4. Registrar Training Payments

- 4.1 Registrar training payments are endorsed by the College to be made through Services Australia.
- 4.2 Registrar training payments will be paid once per semester upon confirmation and approval of an approved training placement.
- 4.3 Registrars must meet the requirements under the [Eligibility for Training policy](#) to be eligible to receive training payments.

- 4.4 Core Generalist Training (CGT) payments will be made after the commencement of training in a CGT approved placement as detailed in the [NCP Framework](#).
- 4.5 As per the NCP Framework, payments are pro-rata per the full time employment (FTE) of the registrar and will cover 104 FTE weeks of Core Generalist Training (CGT 1 – 4).
- 4.6 Advanced Specialised Training (AST) payments will be made after the commencement of training in an AST approved placement through Flexible Funds.
- 4.7 Registrar training and Flexible Funds payments will not be payable when a registrar is on leave from training.

5. Supervisor Payments

- 5.1 AGPT supervisor payments are endorsed by the College to be made through Services Australia.
- 5.2 Supervisor payments will be made monthly in arrears from the commencement of an ACRRM approved training placement.
- 5.3 Supervisors are eligible for NCP payments while their registrar is completing their Primary Care Term (PCT) 1 – 3.
- 5.4 Additional supervisor payments may be approved and paid by ACRRM in accordance with the [AGPT Flexible Funds Policy](#) and [Flexible Funds Guidelines](#).

6. Training Post Payments

- 6.1 AGPT training post payments are endorsed by the College to be made through Services Australia.
- 6.2 Training post payments will be made quarterly in advance (twice during the training term) from the commencement of an approved training placement.
- 6.3 Training Posts are eligible for NCP payments while their registrar is completing their Primary Care Term (PCT) 1 – 2.
- 6.4 Additional training post payments may be approved and paid by ACRRM in accordance with the [AGPT Flexible Funds Policy](#).

7. Under and over payments

- 7.1 Any changes to a registrar's training placement occurring during their training (e.g. changes from full time to part time, or to leave or withdrawal from training) will result in appropriate adjustments being made to the registrar, supervisor and training post payments.

8. Flexible Funds Payments

- 8.1 AGPT Flexible Funds payments will be applied for, approved and paid by ACRRM in accordance with:
 - the [NCP Framework](#),
 - the [ACRRM AGPT Flexible Funds Policy](#) and
 - the [ACRRM Flexible Funds Guidelines](#).

9. Salary Incentive

- 9.1 AGPT registrars are eligible to receive salary incentive payments during their Primary Care Term (PCT) 1.
- 9.2 To receive salary incentive payments, registrars must not have been a recipient of Commonwealth or State GP Incentives payments.

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- 9.3 Payments will be made monthly in arrears and are pro-rated per the registrar's FTE.
- 9.4 Withdrawing from the AGPT program may result in a requirement to repay the salary incentive. This will be assessed by DoHDA on a case by case basis.
- 9.5 Additional information is available in the [NCP Framework](#).

10. Study Leave Incentive

- 10.1 AGPT registrars are eligible to receive study leave incentives while completing their Core Generalist Training (CGT 1 - 4) and Advanced Specialist Training (AST).
- 10.2 Eligible registrars will have access to up to 5 days (or 38 hours) of study leave per training year and is based on the registrars' FTE.
- 10.3 Study leave is available to registrars who are unable to access study leave from their employer.
- 10.4 Registrars can apply retrospectively to the College for study leave once at the end of the semester, or at the end of their training year.
- 10.5 Any unused study leave per training year will be forfeited and cannot be carried over.
- 10.6 Additional information is available in the [NCP Framework](#).

11. Parental Leave Incentive

- 11.1 The parental leave incentive is available to registrars who are unable to access paid parental leave from their current employer.
- 11.2 Primary Carers are eligible for up to 20 calendar weeks of paid parental leave
- 11.3 Secondary Carers are eligible for up to 2 calendar weeks of paid parental leave
- 11.4 Payments will be made monthly in arrears and pro-rata to the registrars' FTE at their last placement.
- 11.5 Additional information is available in the [NCP Framework](#).

12. Responsibilities

- 12.1 Registrars are responsible for:
 - 12.1.1 Adhering to all College policies.
 - 12.1.2 Submitting appropriate applications as required.
 - 12.1.3 Maintaining compliance with requirements in the [Eligibility for Training policy](#)
 - 12.1.4 Advising the College if there are any changes to their circumstances during placement.
- 12.2 Supervisors and training posts are responsible for:
 - 12.2.1 Adhering to all College policies.
 - 12.2.2 Maintaining accreditation and College standards.
 - 12.2.3 Adhering to the terms and conditions of the Training Placement agreement.
 - 12.2.4 Submitting appropriate applications as required
- 12.3 The College is responsible for:
 - 12.3.1 Publishing policies, standards, and guidelines.
 - 12.3.2 Providing clear and consistent decision making.
 - 12.3.3 Providing clear application eligibility, process, and guidelines.

- 12.3.4 Assessing and processing applications and payments against policy, guidelines, College budgets and program delivery.
- 12.3.5 Reviewing, updating, and notifying stakeholder of any changes to policies, standards, and guidelines.
- 12.3.6 Managing appeals in accordance with the [ACRRM Reconsideration, Review and Appeals Policy](#).
- 12.3.7 Management of any over or underpayments made to supervisors, training post or registrars aligned with the NCP.

13. Related Documentation

- [AGPT Guidelines](#)
- [DoHAC National Consistent Payments Framework](#)
- [ACRRM Eligibility for Training Policy](#)
- [ACRRM Leave from Training Policy](#)
- [ACRRM AGPT Flexible Funds Policy](#)
- [ACRRM AGPT Flexible Funds Guidelines](#)
- [ACRRM Training Placements Policy](#)
- [ACRRM Training Program Requirements Policy](#)
- [ACRRM Reconsideration, Review and Appeals Policy](#).

14. Definitions

Word/Term	Definition (with examples if required)
Primary Care Training (PCT)	Training completed by the registrars in community based primary care. PCT1, PCT 2 and PCT3.
Core Generalist Training (CGT)	Core training terms of the ACRRM fellowship program (CGT 1 – 4), not including a registrar’s Core Hospital Year or Advanced Specialised Training (AST).
Training Term	A Training Term refers to a defined period of accredited training, equivalent to six months (26 weeks) full-time equivalent (FTE).
Training year	Refers to a 12-month period of approved training within the ACRRM Rural Generalist Fellowship Program, comprising of two semesters of 26 weeks each (total of 52 weeks).
Leave	Collège approved leave from the ACRRM Rural Generalist Fellowship Program not including statutory leave provisions – as detailed in the ACRRM Leave from Training Policy

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.

Primary carer	A <i>Primary Carer</i> is the parent who has the main responsibility for the day-to-day care of a newborn or newly adopted child. Only one parent can be identified as the Primary Carer for a child at any given time.
Secondary Carer	A <i>Secondary Carer</i> is the parent or partner who shares responsibility for the care of a newborn or newly adopted child but is not the Primary Carer.
Full Time Equivalent (FTE)	FTE measures an employee's workload by comparing their hours to a full-time schedule.
GP	General Practice

15. Document Control Information

15.1 Policy Information

Policy Contact and Author	Manager Training Payments and Grants	Approving Body:	CEO
Status:	Approved	Review period:	12 months
Policy No and Version:	T21 V1.1	Next review date:	January 2026
Effective Date:	January 2026	Document Location:	Policy Register
Responsible Officer:	K Moss, GM Ed Services	Policy System Manager:	Policy and Advocacy Manager

15.2 Document History

Version	Date Approved	Author	Description of revision	Internal Distribution	
				Date	Recipient/s
V1.1	Jan 2026	Fellowship Manager	Removal of reference to RGTS Inclusion of ACRRM Rural Generalist Fellowship Program Inclusion of adjustments to payments as a result of changes in registrar placement details Inclusion of Study leave and Parental leave incentives Inclusion of definitions of Training year, Primary Carer, Secondary Carer, Primary Care training, Core Generalist Training, FTE	Jan 2026	GM Education Services

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			Inclusion of reference to registrar transfers from the Independent Pathway Change of owner to Manager Training Payments and Grants		
V1.0	21 Mar 2024	K Moss	New policy	Apr 24	ES team, website

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