

Find passion, community and balance in rural medicine. Become a Rural Generalist with NSW Health

NSW Health is making it easier to for doctors to embark on a Rural Generalist career through the Rural Generalist Single Employer Pathway (RGSEP).

[Applications for the 2026 clinical year are now open](#) for trainees wanting to join the NSW Rural Generalist (Medical) Training Program (RGTP) through the [RGSEP](#). Trainees looking to apply for a [Advanced Skills Training \(AST\)](#) position will be required to complete a [separate application](#).

RGSEP is an employment pathway for doctors seeking a career as a Rural Generalist. Trainees on the pathway are employed for up to four years by a regional Local Health District (LHD), while completing training in both primary care and hospital settings.

Trainees are employed under the NSW Health Medical Officer Award – ensuring they receive the same pay and conditions as their hospital-trained counterparts. This allows trainees to retain, and continue to accrue, their NSW Health award entitlements including sick, study, annual, parental and long service leave.

RGSEP Trainees can work seamlessly across the rural local health districts in NSW (including Far West, Western, Southern, Northern, Murrumbidgee, Illawarra Shoalhaven, Hunter New England and Mid North Coast). In 2026, select RACGP trainees working in Far West will be offered the opportunity to complete some of their training in the Central Coast LHD.

To be eligible for the RGSEP program, applicants must:

- Be enrolled, or in the process of enrolling, in a relevant [vocational general practitioner training program](#)
- Be eligible for selection into [HETI's Rural Generalist \(Medical\) Training Program \(RGTP\)](#)

[Apply now for the 2026 clinical year](#). Applications close on 5 August 2025.

GPs or GP practices who wish to be involved in RGSEP can also [register their interest](#) at our website.

Rural Generalist Single Employer Pathway Recruitment Information

Frequently asked questions for 2026 clinical year

If I apply for RGSEP, do I need to apply for a Senior Resident Medical Officer (SRMO) position?

No. The RGSEP program is a tailored employment model. The RGSEP project team will work with you, your employing Local Health District (LHD) and GP college to place you in an appropriate facility and training post that is matched to your college requirements.

Can I choose what location to work in?

During the application process, you will be required to complete a survey to provide a preference of which LHD you wish to work in.

Can I move across LHDs on RGSEP?

Yes – dependent on position availabilities.

When you apply for an RGSEP position, you are agreeing to work for one LHD. The RGSEP project team will work with you, the LHD, your GP college and the NSW Rural Generalist Medical Training Program (RGTP) to support an employment pathway which suits your training needs and GP college requirements.

The RGSEP team can assist you to rotate to an LHD that is different from which you were originally employed throughout your length of training contract. However, your GP college must allow this and the LHD must have a position available and approve your rotation.

What are the approved GP training programs for RGSEP?

To participate in RGSEP, you must be a member of either the Australian College of Rural and Remote Medicine (ACRRM) or the Royal Australian College of General Practitioners (RACGP), and be enrolled in one of the following vocational general practice training programs:

[ACRRM Independent Pathway](#)

[ACRRM Rural Generalist Training Scheme](#)

[ACRRM Australian General Practice Training Program](#)

[RACGP Australian General Practice Training Program](#)

[RACGP Rural Generalist Fellowship – Rural Generalist](#)

[Remote Vocational Training Scheme](#)

Do I need to be accepted by the college at the time of application?

RGSEP applicants must be a current GP Trainee (enrolled in an approved GP training program) OR eligible for GP training AND in the process of applying.

Can I train in a non-NSW Health funded AST speciality as part of RGSEP?

NSW Health funded Advanced Skills Training posts are coordinated by the Rural Generalist Training Program (RGTP), and include Anaesthetics, Obstetrics, Emergency Medicine, Paediatrics, Palliative Care and Mental Health.

If you wish to undertake an alternate AST, you should discuss this with your college who can provide further advice around options.

What happens if I am applying for RGSEP but are unsuccessful?

If not successful, RGSEP position feedback can be provided as per recruitment guidelines.

You are welcome to contact us:

RGSEP enquiries: MOH-ODS-Regional@health.nsw.gov.au

Can I do my training in an Aboriginal Medical Service (AMS) or Aboriginal Health Community Controlled Organisation (ACCHO) as part of RGSEP?

Yes. The RGSEP team can work with you, your college and the nominated AMS or ACCHO to ensure the placement meets your training needs.

The AMS or ACCHO must be accredited with ACRRM, RACGP or both.

The AMS will need to sign a Practice Agreement with the LHD and then be listed on the Direction for the Section 19(2) exemption under the Health Insurance Act 1973, or be listed on the [Aboriginal community Controlled Health Services 19\(2\) and 19\(5\) direction](#).

If the AMS does not wish to become a 19(2) exemption site, you are still able to work and undergo training there if a practice agreement is signed with the LHD. However, you will be required to take leave without pay from NSW Health for the hours worked at the AMS, and will be paid by the AMS for these hours directly.

The GP practice I want to work in is not listed as a [19\(2\) exemption site](#), can I still do my GP rotation there?

If there is a GP practice you are interested in working with, the GP Practice will need to sign a Practice Agreement with the LHD and then be listed on the Direction for the Section 19(2) exemption under the Health Insurance Act 1973. The Direction is updated each year by the Commonwealth and expressions of interest will be sought from GP practices in October 2025.

If the practice is not interested in becoming a 19(2) exemption site, you are still able to work and undergo training there. However, you will be required to take leave without pay from NSW Health for the hours worked at the practice, and will be paid by the GP practice for these hours directly.

The practice **MUST** be accredited with ACRRM, RACGP or both.

I have already started my GP training; can I still apply to the RGSEP program?

Yes. The RGSEP program is available for trainees who have yet to commence, or are already part way through their GP training. This contract may last up to four years depending on your stage of training.

How many hours of GP training will I be required to do on the RGSEP program?

Doctors recruited to the NSW Rural Generalist Single Employer Pathway are registered trainees with either ACRRM or RACGP working towards Fellowship of the College. The trainee must comply with the relevant colleges training requirements.

Depending on level of training and which College the trainee is training with, the allocation of time dedicated to these hours will vary.

What will I be paid, and how many hours will I work?

Pay and hours of work are set out in the [Public Hospital Medical Officers \(State\) Award](#).

The average hours a full-time trainee will work is 80 hours with 1 ADO every 4 weeks as per the Award. (AGPT leave requirements need to be considered and discussed)

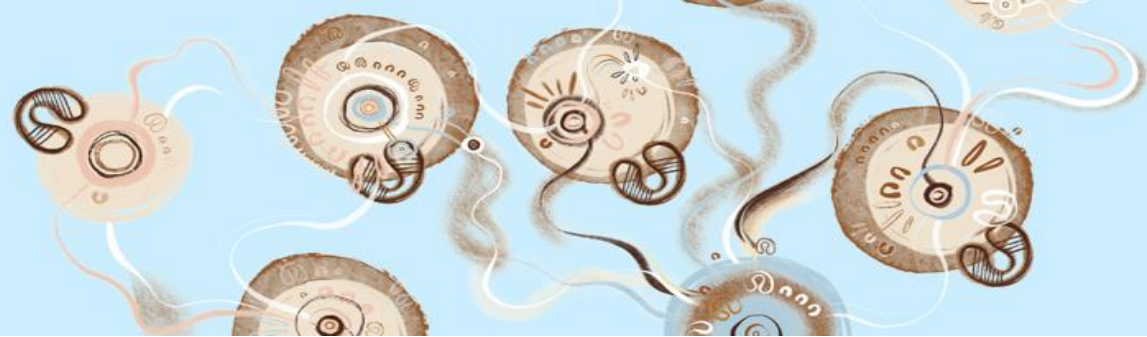
The amount of hours you will work between your GP practice and hospital will be different for each trainee but will be agreed between the practice and the LHD and communicated to you via rosters.

My question wasn't answered here. Who can I speak with about my application?

If you have further questions about the Rural Generalist Single Employer Pathway program, please contact our team at: MOH-ODS-Regional@health.nsw.gov.au

Trainee Comparison

Comparison of the Rural Generalist Single Employer Pathway (RGSEP) program and the National Terms and Conditions for Employment of Registrars (NTCER)



Comparison	Rural Generalist Single Employer Pathway Trainee	National Terms and Conditions for Employment of Registrars
Length of Contract	Up to 4-year contract	Employment contract negotiated between GP Practice and Registrar
Primary Employer	A NSW Health Local Health District (LHD)	Individual GP Practice
Registrar's Remuneration	NSW Health – Public Hospital Medical Officers (State) Award 2023 -base remuneration -employer super contributions -employment allowances and loadings	Determined by individual GP Practice
Salary Calculation	Base Rate + 12% superannuation	Base rate or 44.79% of Medicare billings (whichever is higher) + 12% superannuation
Salary Packaging	-Standard NSW Health salary packaging -Meal and entertainment -Novated leasing -Relocation and remote area housing benefit	N/A
Hours of work	40 hours/week with 1 ADO every 4 weeks	38 hours/week
Payment Arrangements	Paid fortnightly by Local Health District	No less than fortnightly
Medicare Billings	-GP Practice responsible for submitting claims to Medicare on behalf of Registrar -Retained by GP Practice (not able to be offered to Registrar)	Registrar assigns to GP Practice and is assigned percentage of billings if part of employment arrangement
Service Incentive Payments (SIPs) and Practice Incentive Payments (PIPs)	-Retained by GP Practice (not able to be offered to Registrar)	-SIPs – added to gross billings -PIPs – distribution to Registrar by mutual agreement

Registrar Leave Entitlements	<p>In accordance with Health Professional and Medical Salaries State Award 2023 and NSW Health Policies</p> <p>Retention and accrual of leave entitlements including;</p> <ul style="list-style-type: none"> -study leave -sick leave / personal / carers leave -study leave -annual leave -maternity, adoption, and parental leave -FACs leave -Long Service Leave 	<p>In accordance with National Terms and Conditions for Employment of Registrars Agreement including:</p> <ul style="list-style-type: none"> -annual leave -personal / carers leave
Placement Planning	<ul style="list-style-type: none"> -Individualised one-to-one support for trainees by RGSEP project team to meet training requirements -Link trainee with LHD contacts -Placement planning, and facilitation –between GP training college, and GP practice 	
Management of Rostering while in GP Practice	<ul style="list-style-type: none"> - GP Practice responsible for rostering - Rostered and un-rostered overtime needs to be compliant with Policy Directive 2019_027 	Individual GP Practice policy
Professional Indemnity	<ul style="list-style-type: none"> - Covered by Treasury Managed Fund -Trainees are also expected to maintain their own professional indemnity insurance (PII) 	Registrar required to purchase policy
Termination of the Agreement	By one party giving one (1) month notice in writing to the other	Should not occur before the completion of the term, other than in exceptional circumstances

APPENDICES

1. Health Professional and Medical Salaries State Award 2024

Classification	Base Hourly Rate	Annual Rate (based on full-time 40 hours/week)
Registrar Year 1	\$55.97	\$110,986
Registrar Year 2	\$60.77	\$120,489
Registrar Year 3	\$65.59	\$130,027
Registrar Year 4	\$70.20	\$139,187

**Rates not inclusive of superannuation*

2. NTCER Agreement 2024

The Registrar will be paid the base rate of pay fortnightly, with the difference between the base rate of pay and the percentage (if applicable) paid at no longer than monthly intervals. By mutual agreement, registrars and employers are free to negotiate higher base rates or percentages, or shorter billing cycles.

GPT1/CGT1

- a) The base rate of pay for a full-time registrar is \$91,804.96 /annum (\$1,765.48 /week).
- b) 44.79% of in-hours, after hours and on-call gross billings or receipts ('the percentage').

GPT2/CGT2

- a) The base rate of pay for a full-time registrar is \$106,644.72 (\$2,050.86 /week).
- b) 44.79% of in-hours after hours and on-call gross billings or receipts ('the percentage').

GPT3/CGT3 and above

- a) The base rate of pay for a full-time registrar is \$113,896.64 (\$2,190.32 /week).
- b) 44.79% of in-hours, after-hours and on-call gross billings or receipts ('the percentage').

Superannuation

In addition to the remuneration, the registrar will also be paid superannuation on:

- a) their base rate of pay; or
- b) the percentage billing (where this exceeds the base rate of pay), at the statutory minimum superannuation charge rate (currently 12%)

Minimum Rates based on Full-time (38 hours/week)

Classification	Base Hourly Rate	Base Annual Rate
GPT1/CGT1	\$46.46	\$91,804.96
GPT2/CGT2	\$53.97	\$106,644.72
GPT3/CGT3 and above	\$57.64	\$113,896.64