

**The AMA Single Employer Model for General Practitioners in Training (GPiTs) Planning Day** was held on Sunday 6 December 2020. More than 30 representatives attended, including GPiTs, GP supervisors, and advocacy, education, and training organisations to discuss how to achieve an improved employment model for GPiTs in Australia. Attendees considered two options for who the single employer could be – State/Territory-based and Commonwealth – and discussed the practical aspects of how each model would work in practice.

Attendees agreed on the issues affecting general practice training<sup>1</sup> and that the National Terms and Conditions for the Employment of Registrars (NCTER) has outlived its purpose as an employment tool. There was agreement that the objective of a new GPiT employment model should be to create:

- A fairer model for the employment of GPiTs in Australia that delivers pay and conditions comparable to non-GPiTs, which improve the standards of employment for GPiTs and promotes General Practice as an attractive vocational pathway for prevocational doctors.
- An employment model that allows GPiTs and supervisors to focus on the learning experience rather than being influenced by service delivery and business arrangements.

There was also strong agreement that in any reform to GP Registrar employment arrangements, that the role of GP Supervisors and training practices needed to be appropriately supported and properly funded.

The two options for a a single employer model for GPiTs, including rural generalists, were considered as an alternative to current NCTER fee for service arrangements, with the aim of delivering GPiTs equitable remuneration and employment conditions compared to their non-GPiT colleagues while meeting the needs of supervising practices.

Through two workshop-style sessions, attendees discussed the benefits, challenges, points of contention, and possible unintended consequences of the two models from the perspective of all stakeholders and identified workable solutions to enable the goals of a new GPiT employment model to be met.

Attendees agreed that a State-based SEM could leverage off existing employment arrangements for doctors to provide GPiTs with equal treatment, remuneration and conditions to public hospital registrars, but would not offer national consistency.

The Commonwealth model would see the Commonwealth put in place national employment arrangements for GPiTs, with a Commonwealth agency or one or more bodies funded by the Commonwealth being the employing entity. GPiTs would have access to more equitable treatment, remuneration and conditions, noting that a first- round collective agreement(s) would have to be developed. It was also noted that the Commonwealth has little experience in employing for direct service delivery.

In closing, attendees felt there were still too many undefined variables to allow for a consensus on a preferred model at this time. However, there was general agreement that a single employer model

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<sup>1</sup> This includes low remuneration compared to hospital colleagues, loss, and no portability, of entitlements, an inherent power imbalance in the employment relationship and an absence of effective dispute resolution mechanisms.

was achievable. Of critical importance was to ensure that the process is profession-led and adequately funded.

The AMA will use the ideas and views expressed on the day to inform the AMAs submission to the Department of Health General Practitioners in Trainee Advisory Committee on an employment model for GPiTs. and further AMA advocacy in this area.

**The AMA would like to thank the following organisations who attended the planning day:**

1. Australian College of Rural and Remote Medicine (ACCRM)
2. ACCRM Registrar Committee
3. AMA Council of General Practice (CGP)
4. AMA Council of Doctors in Training (CDT)
5. AMACDT General Practitioners in Training Advisory Committee (GTAC)
6. AMA Industrial Relations Representatives
7. Australian Medical Students Association (AMSA)
8. Australian Salaried Medical Officers Federation (ASMOF)
9. General Practice Registrars Australia (GPRA)
10. General Practice Supervisors Australia (GPSA)
11. Royal Australian College of General Practitioners (RACGP)
12. RACGP General Practitioners in Training National Faculty
13. Rural Doctors Association of Australia (RDAA)
14. Regional Training Organisations Network (RTON)
15. Federal Australian Medical Association

**Comments on the Paper can be directed to:**

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