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A new way to boost the number of rural generalists working in rural and regional Victoria.

INTRODUCTION

Under a SEM, rural generalist (RG) trainees are employed by health services while undertaking primary care training in rural and regional Victoria

- A two-year trial, starting Feb 2025
- Up to 15 full-time equivalent RG trainees employed by Bairnsdale Regional Health Service, Mildura Base Public Hospital or Grampians Health
- Trainees receive a health service contract and salary under the Doctors in Training EBA
- Accommodation, travel and relocation support is provided as per the EBA

BENEFITS TO VICTORIA

- ✓ Attract more doctors into RG training
- ✓ More RGs for communities in need
- ✓ Longer contracts enable trainees to put down roots

BENEFITS TO RG TRAINEES

- ✓ Retention of entitlements (e.g. leave)
- ✓ Certainty of employment and income
- ✓ More seamless transition between hospital and primary care placements

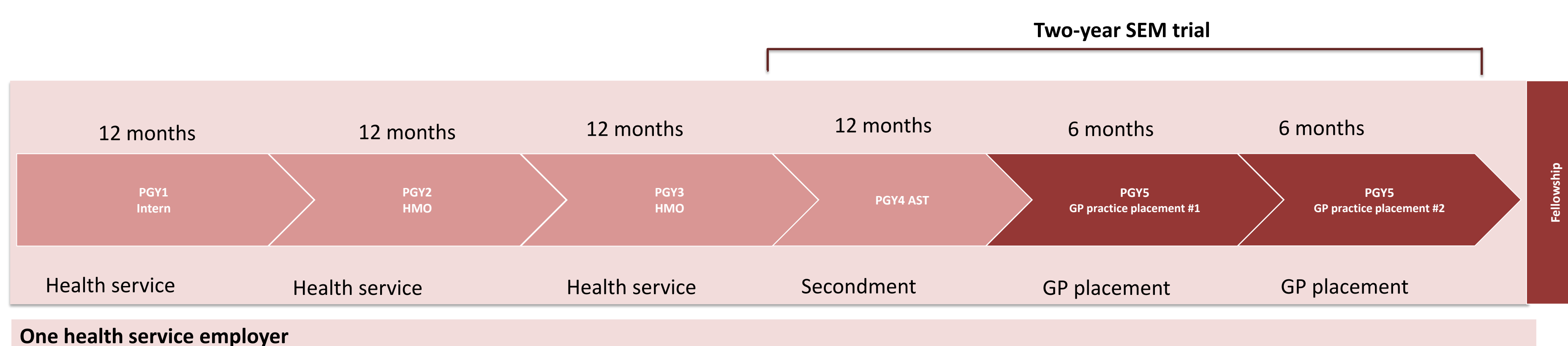


Fig 1. Example training pathway for an RG trainee

DESIGN APPROACH

- Interviews with other jurisdictions and the Commonwealth
- Victorian health sector workshops
 - ✓ Design principles
 - ✓ Endorsement of design
- Individual consultation
 - ✓ Technical input
 - ✓ Testing early iterations
- Interviews with RG trainees
- Consultation with GP practices on Placement Agreement
- Progress meetings with trial sites

BUSINESS MODEL

Primary care provider retainer per ½ day session	First \$100
Remaining split of gross billings to GP practice	50%
Remaining split of gross billings to Health Service	50%
Billings retained by Registrar	Nil

- No financial disadvantage to participants in the trial.
- Trainees excluded from payroll tax.
- NCP payments continue unchanged.
- Practices participate voluntarily and can exit.

EVALUATION

- How appropriate is SEM as a mechanism to improve the attractiveness of GP/RG training and build a sustainable workforce in regional, rural and remote locations?
- How well have the trials been delivered?
- How effective were the trials in achieving the intended outcomes?
- What are the key learnings from the trials and future opportunities for SEM?

SECTOR ADVISORY GROUP

- Rural/regional health services
- RACGP
- ACRRM
- RDAV
- RWAC
- PMCV
- GPRA
- GPSA
- VACCHO
- AMA
- Primary Health Networks
- Victorian Regional Training Hubs Alliance
- Community Health Services



NEXT STEPS

- SEM trials are time-limited by the Commonwealth until 31 December 2028, with a nationwide evaluation informing expansion beyond 2028.
- Victoria's evaluation findings will inform decisions to extend and expand to 31 December 2028.
- As part of evaluation, Victoria will be investigating potential options for a sustainable funding source.

More information

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