

Australian General Practice Training

Workforce Planning and Prioritisation program.

Frequently Asked Questions

Who is undertaking the Australian General Practice Training Workforce Planning and Prioritisation (GP WPP) program in Queensland?

Brisbane North PHN successfully led a Consortium grant submission on behalf of all seven Queensland PHNs to conduct the Australian General Practice Training Workforce Planning and Prioritisation (GP WPP) program activity in Queensland.

The seven Queensland PHN Consortium members are:

- Brisbane North PHN (Lead Agency)
- Brisbane South PHN
- Country to Coast, Queensland - Central Queensland, Wide Bay, Sunshine Coast PHN
- Darling Downs and West Moreton PHN
- Gold Coast PHN
- Northern Queensland PHN
- Western Queensland PHN

What is the aim of the GP WPP program?

The aim of the GP WPP program is to support the transition to college-led General Practice training, effective from 1 February 2023, by providing robust, independent, evidence-based advice to the Australian Government Department of Health and Aged Care (the Department) and GP colleges to inform the distribution and placement of registrars training on the program.

It will also provide advice on GP training capacity and pathways to support and encourage registrars to establish a home in a region, settle there and complete training within that region.

What is our role?

- **The Queensland PHN Consortium of the GP WPP program will work within all seven specified Primary Health Network (PHN) boundaries in Queensland to deliver activities to:**
 - Provide analysis on current and future GP workforce needs, which will inform the distribution targets to be met by the GP colleges.
 - Provide advice and analysis on the training capacity in each PHN region, which will assist the GP colleges to match registrars to suitable training placements and inform training capacity building activities.
 - Document training pathways in each PHN region, which will assist GP colleges to support registrars with suitable training options.
- The Queensland GP WPP Consortium will also provide advice to the Department on the GP Catchments in greatest need of general practitioner services, to inform the distribution of registrars, utilising agreed prioritisation methodology.
- This work will culminate in the delivery of Workforce Needs and Training Capacity Reports at set intervals through to the end of the grant in December 2025, as advised by the Department.



What activities are NOT in scope for the GP WPP Organisations through this grant program activity?

- Setting distribution targets for delivery of the Australian General Practice Training program
- Making training allocation and placement decisions
- Managing training placements
- Commenting on or analysing specific placement decisions
- Delivering the AGPT program
- Direct engagement with registrars including their career planning/specific training needs or interests and pastoral care needs
- Accrediting practices or supervisors

Will the GP WPP program activity be specifying the GP Catchments where a registrar must be placed?

- The GP WPP program activity is providing advice to inform future allocation and distribution of registrar placements. It is not mandating where placements must occur.
- There will be no requirements of the GP colleges to immediately place registrars in every GP Catchment that is found to be in need of services.
- A core principle of the GP WPP program is that implementation of distribution targets must not compromise a safe and positive registrar experience.
- Distribution targets will require the GP colleges to increase overall registrar training activity across GP Catchments that are categorised as most in need. There is also an expectation that the GP colleges will make plans to build or improve training capacity in high priority catchments where registrars have not been placed. This approach will give the GP colleges flexibility in how they meet the distribution targets.

Will registrars be required to train within a single GP Catchment or a single PHN region?

- There is no compulsion for registrars to work in a single GP Catchment or PHN region for training duration.
- GP WPP program advice to support registrars to train within a region is not intended to prevent training in other locations due to registrar preference or training requirements, nor does it preclude post-fellowship changes to practice location for personal or professional reasons (unless subject to location restrictions).

How will the Queensland PHNs engage with stakeholders?

- One of the primary objectives of the GP WPP program activity is to foster collaboration with key stakeholders in the PHN regions to integrate their data, insights and expertise into the formulation of advice, via several consultation methods e.g., meetings, events, focus groups and forums.
- The Lead Agency will be predominantly engaging with the relevant national and state peak bodies. Each of the seven Queensland PHN Consortium members, i.e., the Local Teams will be engaging with their regional bodies.
- Queensland PHNs will be facilitating a range of formal and informal ways through which stakeholders can inform and shape our work.
- We will draw upon stakeholders' distinct expertise and build strong networks with local organisations and individuals to facilitate a strong platform for joint local planning. This is especially important for the Consortium members who have strong links into regional, rural and remote communities.
- We will engage often to ensure we grow stakeholder confidence that GP WPP program activities provide the robust analysis to guide distribution of registrars to the communities where they are most needed.

Why stakeholders should be involved and why your views matter?

- The intended outcomes of the GP WPP program are 1) greater visibility of GP training opportunities to support GP registrars to complete their training in a single region as they progress through the medical pathway, and 2) a well distributed GP workforce to service all Australian communities now and in the future.
- The transition to a college-led model will streamline pathways for GP registrars to deliver a general practice workforce that meets current and future community needs. This work will make a vital contribution to the future of GP training.
- Strong local and regional engagement provides a platform for joint local planning, aims to foster regional community buy-in and will ensure your local insights are reflected in GP WPP program advice.
- Building a strong and sustainable GP workforce requires the ongoing support and engagement of many stakeholders. This is your chance to contribute your knowledge and expertise to inform the recommendations.

How can I contribute to the GP WPP program activity?

- Key stakeholders are representing their peak bodies or organisations as members of the GP WPP program Steering Committee – Queensland. Members provide strategic advice that informs the key project deliverables.
- **Further, there are several ways organisations and individuals can contribute:**
 - Stakeholder Forums – GP WPP program activity requires each Queensland PHN to conduct Stakeholder Forums to test their analysis, assumptions and recommendations about the GP Catchments in greatest need of GP services. These will occur at set times in the lead up to the delivery of Workforce Needs and Training Capacity Reports.

- Via stakeholder engagement with state and national peak bodies.
- As a member of your local PHNs Clinical Council, Community Advisory Committee or Clinicians Advisory Group.
- Through formal and informal consultation mechanisms organised by your local PHN e.g., meetings, events, focus groups, forums.

Who do I contact if I would like to contribute to the GP WPP program activity?

- Each Queensland PHN has a dedicated role to undertake stakeholder engagement and liaison to inform program activity.
- Depending on your location in Queensland, you can contact your local PHN for information about opportunities to contribute.
- Alternatively, contact the Manager for Workforce Planning and Prioritisation, Brisbane North PHN (Lead Agency) at debbie.croyden@brisbanenorthphn.org.au