

**REGISTRAR SELECTION POLICY**

This version issued: February 2007

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This policy was approved by the GPlogic Board by Resolution BD 07/22 on 2 February 2007.

**A. PURPOSE** (*What we are doing*)

This policy provides a statement of principles followed by GPlogic in its selection of registrars for the training program. The policy focuses attention on the availability and accessibility of the training program to all qualified registrars.

**B. RATIONALE** (*Why we are doing it*)

GPlogic seeks to recruit registrars to the central west and western regions in numbers consistent with GPET allocations and our capacity to provide quality training. GPlogic will provide information on the selection and placement processes so that informed choices can be made by prospective registrars. Accurate information regarding some of the consequences of rural medical practice will allow registrars to commit to GPlogic for training fully aware of the personal and professional advantages and challenges of rural practice.

**C. CONTEXT** (*The way we operate*)

Selection to the GPlogic program provides for approved post graduate training for registrars within a wide area of rural NSW. The selection process includes initial advertising of vacancies, review of applicant documentation, referee reports and formal interview. Successful candidates will be placed with GP supervisors in a practice which may be located in regional centres throughout the region. Medical practice in the region is supported by a wide variety of base hospitals, community hospitals, rural medical centres and sole practice GPs.

**D. MANDATORY** (*What we will always do*)*Advertising of vacancies*

1. The number of vacancies in the GPlogic program are determined by GPET and are shown on the AGPT web site: [www.gpet.com.au](http://www.gpet.com.au)
2. At the time of the annual application round, GPlogic will be in apposition to provide general information through our web site on the location of potential training posts. [www.gplogic.com.au](http://www.gplogic.com.au)

*Selection criteria*

3. The essential criteria for selection to the GPlogic training program are the 'Enrolment/Re-enrolment' requirements of GPET as outlined in the Australian General Practice Training Program. Essential requirements for enrolment are:
  - unrestricted qualification for Registration by the NSW Medical Board.
  - hold Australian citizenship or permanent resident status;
  - agreement to undertake the GP terms offered by the GPlogic program

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4. All candidates will be required to demonstrate an appropriate level of verbal and written English.
5. GPlogic may apply specific criteria relevant to its region (see Discretionary 3 below) and as set out in *REG02 Registrar Placement Policy*.

*Selection Process*

6. Eligibility criteria, procedures and administrative processes will be applied fairly and consistently to all candidates
7. GPlogic will provide applicants with supporting documentation detailing eligibility criteria, application procedures and administrative processes of selection.
8. The selection process undertaken by GPlogic will include but not necessarily be limited to a review and confirmation of all submitted documents; a structured interview(s) and referee reports.
9. Registrars unsuccessful in gaining selection to the GPlogic training program will be invited to discuss their strengths and areas for development with the Chief Executive Officer or Director of Medical Education.

*Interview*

10. Registrar interviews will be conducted in accordance with annual guidelines provided by GPET.
11. Personnel involved in the selection process, including contracted staff will be trained by GPlogic to ensure consistency in selection across all candidates and intakes.

*Conditions of appointment*

12. Registrars are expected to commit to the completion of the level of training agreed to with GPlogic and the criteria applying under *REG02 Registrar Placement Policy*.
13. Registrars are to attend a compulsory Orientation Workshop provided by GPlogic prior to commencement of training.
14. All registrars will be expected to undertake at least one six month term in a district or smaller town such as a RRMA 5,6 or 7.
15. Registrar terms will be spread over at least two GP practices in locations of various sizes likely to provide the widest possible experience.
16. Selection to the GPlogic training program carries a concomitant undertaking for registrars to take up residence within the town or community associated with their term placement.

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17. A condition of participation in the GPlogic training program is the understanding that daily commuting to Sydney or its defined suburbs will not occur.
18. Prior to commencement in the training program the registrar's name may be submitted for Child Protection Legislation Screening.

*Appeals*

19. GPlogic will consider under its *Appeals Policy* a written appeal against the outcome of the selection process should there be relevant additional information not reasonably available at the time of original submission. Appeals will be considered by the CEO or nominee for a period of up to one calendar month from notification of the selection decision.

**E. DISCRETIONARY** (*What we may consider doing*)

1. GPlogic may provide practical and financial support to registrars seeking to find suitable accommodation while serving in outlying districts and towns.
2. Preference in selection may be given from time to time to candidates who meet particular criteria endorsed by the GPlogic Board. Current residential location in the GPlogic region and evidence of longer term professional commitment to rural practice are legitimate criteria for selection.

**F. ASSOCIATED POLICY**

Registrar Term Placement Policy.  
Registrar Transfer Policy.  
Privacy Statement.