

REGISTRAR SUBSIDIES

This version issued: August 2008

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This policy was approved by resolution BD 06/123 on 1 December 2006 and was amended by resolution BD 07/103 on 7 December 2007 and clarifications added by the Chief Executive Officer in August 2008.

Principles

GPLogic provides its registrars with a number of subsidies that are designed to assist them to meet their responsibilities and to complete their educational requirements in achieving professional recognition. These include contributions towards the costs of:

- attending selection interviews;
- attending placement interviews;
- initial relocation to the region;
- further relocations within the region;
- communication with GPLogic;
- accommodation;
- meeting the requirements of the educational program.

The subsidies are based on the following principles:

- the subsidies should be consistent with and reinforce policies designed to encourage registrars to live and train in the region and to seek employment in the region after completion of training;
- within these policies, payment of subsidies should be as equitable as possible to registrars wherever they might be living or placed within the region;
- subsidies should only be paid for expenses incurred as a direct result of the registrar's participation in the AGPT; and
- where expenditure can be incurred at the discretion of the registrar, the payment of a subsidy may require a contribution from the registrar.

Selection Interviews

GPLogic will usually hold its selection interviews in a location close to Sydney in order to minimise the costs to applicants seeking to enter the AGPT program. GPLogic will, however, meet the actual costs of applicants invited to attend selection interviews that are held in the central and western sectors of its region. In such cases GPLogic will usually arrange the applicant's travel and accommodation and the Chief Executive Officer will consider providing funding to enable a member of the applicant's immediate family to accompany the applicant to acquaint themselves with the region. Applicants seeking such support should gain approval before undertaking the travel.

The Chief Executive Officer will also consider applications for funding support from applicants with a particular and demonstrable interest in moving to the region to enable them to attend a selection interview.

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Placement Interviews

GPlogic will contribute to the costs of applicants attending placement interviews as follows.

GPlogic will provide:

- the actual costs of the registrar attending any interview in the western sector from outside the sector;
- the actual costs of the registrar attending his or her first interview for each placement in the central and eastern sectors less a contribution of \$100 from the registrar; and
- half the actual costs of the registrar attending any subsequent interview in the central and eastern sectors less a contribution of \$50 from the registrar.

Travel and any accommodation costs will need to be approved in advance. On prior application, the Chief Executive Officer will also consider contributing to the costs of any immediate family who wish to acquaint themselves with a new community.

Relocation to the region

GPlogic will meet the actual costs of a single relocation of a registrar and his or her family to any location within the GPlogic region on presentation of an account or receipts though commitment of expenditure of \$2,000 or more will require prior presentation of three quotations and prior approval of the Chief Executive Officer. Items that can be included in such a claim are the cost of removalists, the connection of utilities such as electricity, gas and telephone and the travel of the registrar and his or her immediate family. In certain circumstances a registrar may seek to include the cartage of motor vehicles.

Relocations within the region

GPlogic will meet the actual costs of relocating a registrar who has already made his or her family home in the region to another town within the region. The Chief Executive Officer will also consider requests from registrars for reimbursement of the costs of relocating his or her family within the region in situations where a registrar secures a placement that would require the registrar to live beyond a reasonable commuting distance from his or her family.

GPlogic will not meet the costs of relocating registrars whose immediate families are living outside the region.

Family reunion subsidies

Registrars who undertake placements in the western or central sectors of GPlogic's region and are separated from their immediate family may apply for a family reunion subsidy in order to enable them to visit their immediate families or family members to visit them during the placement. These subsidies will normally cover six return trips to the western sector and four to the central sector and will be paid in the form of travel arranged and paid for by GPlogic.

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Relocation on completion of training

GPlogic will meet the costs of relocating any registrar and his or her family who are taking up employment within the region on completion of training. Commitment or expenditure of \$2,000 or more will require prior presentation of three quotations and the prior approval of the Chief Executive Officer.

Communication subsidy

GPlogic will provide registrars with \$250.00 per term to enable them to establish and maintain internet communication with the company. GPlogic will also provide each registrar with a personal email address.

Accommodation subsidy

GPlogic will provide all registrars with a contribution towards accommodation and other living expenses of \$2,000 per term.

Workshop attendance

GPlogic will meet the actual costs of travel, accommodation and meals associated with registrars' attendance at official GPlogic workshops or other official events. This travel and accommodation will usually be arranged by GPlogic but the registrar will be responsible for any charges that might be imposed for bookings not taken up.

Other education costs

The Chief Executive Officer will consider applications from registrars who are seeking to undertake any course, including those available on-line, that she or he considers will meet the priorities of their learning plan. Applications must be accompanied by the registrar's learning plan and will need the support of the registrar's supervisor or medical educator and the Director of Medical Education.

If approved in advance by the Chief Executive Officer, GPlogic will reimburse the actual costs of the course on presentation of a certificate of successful completion. GPlogic will also meet the costs of travel and accommodation less a contribution from the registrar of \$350 on each occasion. On the recommendation of the Director of Medical Education this contribution might be waived by the Chief Executive Officer if attendance at the course is judged to be essential for patient safety or the registrar's remediation.

Examination costs

With the prior approval of the Chief Executive Officer, GPlogic will reimburse actual costs of travel and accommodation incurred by a registrar who needs to travel to sit an official college fellowship examination less a contribution of \$100 from the registrar. GPlogic will not reimburse the cost of any examination fee.