

Workforce Planning and Prioritisation

Australian General Practice Training Program

GP Workforce Planning and Prioritisation (GP WPP) consortiums were established by the Department of Health and Aged Care (the Department), to provide advice and analysis on workforce need and training capacity across the country. Capital Health Network (CHN), ACT's Primary Health Network (PHN), is leading the NSW and ACT GP WPP consortium.

The GP WPP consortiums provide robust, independent, evidence-based recommendations to inform the geographic distribution and placement of registrars to meet the community's current and future GP workforce needs. This advice, provided to the Department, will guide the two GP training colleges, RACGP and ACRRM, in their selection and placement allocation processes.



Collaboration and consultation

Each NSW and ACT PHN will undertake local stakeholder engagement to gather information and test assumptions about locations in greatest need of GP services.

Consultation with Aboriginal Medical Services and Aboriginal Community Controlled Health Organisations in NSW and the ACT is essential to inform the Aboriginal and Torres Strait Islander needs within the prioritisation analysis.



Deliverables

The GP WPP activity is supporting college-led general practice training by providing independent, regionally-based data and analysis to inform the distribution and placement of registrars training on the AGPT Program.

The GP WPP activity will:

- > Provide analysis on current and future community needs for general practice services, which will inform the AGPT distribution targets to be met by the training colleges.
- > Provide advice and analysis on the training capacity in each PHN region, which will assist the training colleges match registrars to suitable training placements and inform training capacity building activities.
- > Map training pathways in each PHN region, to assist training colleges support registrars with suitable training options.



Frequently Asked Questions

How is the GP WPP activity impacting on the location of GP registrar placements?

The GP WPP activity is providing advice to inform future allocation and distribution of registrar placements. It is not mandating where placements must or will occur.

There will be no requirement to immediately place registrars in every GP catchment that is found to be in need of services.

How does the GP WPP activity work towards meeting community needs if it is not specifying where GP registrars must be placed?

The Department is working with the GP training colleges on the approach for translating GP WPP organisations' advice into implementable and measurable distribution targets that achieve the Government's distribution objectives, without compromising a positive and safe registrar experience.

Distribution targets will require the GP training colleges to increase overall registrar training activity across GP catchments that are categorised as most in need. There is an expectation that the GP training colleges will make plans to build or improve training capacity in high priority catchments where registrars have not been placed.

Have the GP training colleges implemented any changes in NSW and/or ACT as a result of 2023 WPP reports?

RACGP has used 2023 WPP reports as a data source to inform their flexible fund incentivised placements for Semester 1, 2024. RACGP has also adjusted location groupings making them options where regional training requirements can be completed. For example, by including Quirindi in Group A in the New England/Northern Region, and Lithgow as a general pathway or composite pathway location in the Nepean, Western and Northern Sydney Region moving it to Western NSW in 2025. Lithgow has experienced increased registrar applications and has secured a record number of registrars for Semester 1, 2024. RACGP will be looking to increase training and supervision capacity in prioritised locations where needed.

ACRRM has utilised 2023 WPP reports to inform and guide future placement decisions and enhance training capacity through accreditation in prioritised regional, rural and remote areas. ACRRM has found high alignment with current ACRRM registrar placements and WPP prioritised locations. ACRRM is using WPP reports as an additional information source to continue development and implementation of remote supervision models in rural and remote locations. For example, a remote supervision arrangement has now been developed in Lightning Ridge.

How can I, or my organisation, be involved?

Strong local and regional engagement provides a platform for joint local planning, fosters regional community buy-in and ensures local insights are reflected in GP WPP advice. For information on how you can contribute, contact CHN, the GP WPP Consortium Lead in NSW and ACT via phone 02 6287 8099 or email nswact.wpp@chnact.org.au