

# Workforce Planning and Prioritisation

## Frequently Asked Questions

Who are the GP WPP consortiums and what is their role?

- > GP WPP consortiums were established to provide advice and analysis on workforce need and training capacity across the country.
- > There are a total of six GP WPP consortiums performing this activity. Each consortium is overseen by a GP WPP lead organisation.
- > The key role of the GP WPP consortiums is to undertake analysis and provide advice to help guide the training colleges' selection and placement allocation processes. This involves data analysis and stakeholder engagement at the jurisdictional and regional level to gain intelligence and test assumptions.
- > The GP WPP consortiums also provide advice to the Department of Health and Aged Care (the Department) on the GP catchments in greatest need of general practitioner services, to inform the distribution of Australian General Practice Training (AGPT) Program registrars.
- > Led by Capital Health Network (ACT's PHN), the NSW and ACT WPP Consortium consists of the NSW and ACT PHNs.

What are the aims of the GP WPP activity?

- > 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 to support registrars with suitable training options.

What is the prioritisation framework and how will it inform the GP WPP activity?

- > A nationally consistent Data Framework has been developed which underpins the provision of advice to the Department and GP training colleges. The Data Framework incorporates both quantitative and qualitative indicators and data sources influencing workforce need and training capacity. The NSW and ACT GP WPP Consortium will work towards a nationally consistent approach utilising an agreed prioritisation methodology while ensuring appropriate localisation. A prioritisation framework has been developed to support the GP WPP consortiums to consider consistent factors when preparing their analysis and advice. The framework will:
  - Underpin the development of advice to the Department and training colleges
  - Guide WPP organisations in prioritising GP catchments into priority groupings for each jurisdiction, ranging from catchments most in need of services to catchments that have higher service supply
  - Ensure national consistency, while being able to incorporate localised considerations.
- > The prioritisation framework incorporates quantitative and qualitative factors influencing workforce need and training capacity. It is a living document and will be updated and improved as new data sources become available.

How will GP WPP consortiums engage with stakeholders?

- > The NSW and ACT WPP Consortium is responsible for operationalising the GP WPP program activity, governed by the Steering Committee which includes key membership from core stakeholders who have direct influence on the intended outcomes of the program.
- > Stakeholder engagement is a key expectation of the NSW and ACT GP WPP Consortium. The WPP team will ensure early and frequent engagement with stakeholders to build a strong platform for joint local planning, fostering community buy-in and ensuring local insights are reflected in GP WPP advice. This will grow stakeholder confidence that GP WPP activities will provide the robust analysis to guide distribution of registrars to the communities where they are most needed. We will draw upon stakeholders' distinct expertise and build strong networks with local bodies, in particular to draw upon regional and remote experiences.
- > The NSW and ACT WPP Consortium will engage and consult with stakeholders to collect data, gain insights, assist in the development of recommendations, test recommendations and refine Workforce Needs and Training Capacity Reports at the required timeframes.

How will the GP WPP activity impact Aboriginal Controlled Community Health Organisations (ACCHOs)?

- > The GP WPP activity will be important for guiding the Aboriginal and Torres Strait Islander health components of the AGPT Program. The First Nations General Practice Training Committee will be established to provide advice on this component of the program.
- > Around \$36 million per year is provided through the AGPT program to support the Aboriginal and Torres Strait Islander health components. This includes \$27m per year allocated to the Salary Support Program, which provides a subsidy to Aboriginal and Torres Strait Islander health settings to offset the cost of the registrar's salary.
- > It is important that the GP WPP activity supports these aspects of the AGPT program. This includes stakeholder consultation on the Aboriginal and Torres Strait Islander aspects of the prioritisation analysis, which will require further development as this work evolves.

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

- > There are distinct intended outcomes of the GP WPP program, which are to provide 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 a well distributed GP workforce to service all Australian communities now and into the future.

Now that RTOs have ceased management of the AGPT training program, will GP catchments or PHN regions become new training boundaries?

- > For 2023, the training regions remained the Regional Training Organisation (RTO) regions. From 2024, the training colleges will define their own regional training boundaries.
- > The Department's use of PHN regions and GP catchments for the purposes of data analysis is not intended to create new proxy training boundaries.
- > Training placements for registrars each semester will consider the priority of need within the training region, as well as supervisor and facility capacity in the GP catchments.

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

- > 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.
- > A core principle of the GP WPP activity is that placement location must not compromise a safe and positive registrar experience.

How will the GP WPP activity work towards meeting community needs if it is not specifying where 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.
- > This approach will give the GP training colleges flexibility in how they meet distribution targets.

How can I contribute to the GP WPP activity?

- > The WPP team will work with a range of stakeholders at a jurisdictional and regional level to undertake analysis and provide advice that will guide training college selection and placement allocation processes to the Department.
- > 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 ACCHOs in the NSW and ACT is essential to inform the Aboriginal and Torres Strait Islander needs within the prioritisation analysis.
- > Strong local and regional engagement provides a platform for joint local planning, aims to foster regional community buy-in and ensures local insights are reflected in GP WPP advice.
- > Contact CHN, the GP WPP Consortium Lead for NSW and ACT, for more information about opportunities to contribute via phone 02 6287 8099 or email [nswact.wpp@chnact.org.au](mailto:nswact.wpp@chnact.org.au)

When will the GP WPP consortiums release reports publicly?

- > The Department and GP WPPOs are working together on a plan to publish information relating to the GP WPP activity in the first half of 2024.
- > There is no intent to release reports that are provided to the Department as they are provided in a format not suitable for public release and there are privacy considerations. It is likely that information relating to the key findings and recommendations in each GP WPP region will be provided.