

Supervisor professional development (AGPT)

Introduction

The RACGP recognises and supports the professional development and networking of supervisors as critical to the delivery of quality general practice training. This document outlines supervisor professional development in the AGPT program from January 2024 and payments under the [flexible fund policy](#).

Relationship between supervisor professional development (SPD) and continuing professional development (CPD)

General practitioners, like all doctors, have an annual continuing professional development (CPD) requirement of 50 hours across different activity types (educational activities, reviewing performance, measuring outcomes).

When supervising and teaching, a general practitioner advances their core general practice knowledge and skills. This is because supervising and teaching involve reflection-on-action through interacting with a colleague, deconstructing clinical decisions, and sharing and testing ideas and skills. Accordingly, the RACGP automatically credits 30 hours of CPD for all accredited designated supervisors and 20 hours for other supervisors of a GPT1-3 registrar, remediation or extension assessment terms. Further details are available on [CPD for General Practice Supervisors](#).

Being a GP supervisor is a specific interest for a GP just as women's health or palliative care can be a specific interest. As with other specific interests, GP supervisors have a professional development requirement to retain their standing within their specific interest. Supervisor professional development (SPD) is the term given to activities that develop the knowledge, skills and attitudes needed to teach and supervise registrars. Any SPD hours spent on developing the specific interest of being a GP supervisor are also accepted as CPD hours in addition to the automatically credited hours.

In summary, a GP supervisor undertakes both CPD and SPD. CPD requirements are 50 hours per annum. Supervisors will automatically receive 20-30 CPD hours for their work as a supervisor because working as a supervisor improves their general practice knowledge and skills. Supervisors additionally receive CPD hours for SPD activities they complete.

Supervisor Professional Development

Existing accredited supervisors with a registrar

It is expected that all general practice training sites with a registrar in any term other than extension awaiting fellowship will undertake SPD. The RACGP estimates that the number of SPD hours supervisors complete will vary according to the number of registrars in the practice. This estimate of the number of SPD hours is the basis of the SPD stipend payment to the training site.

The total number of SPD hours estimated to be completed by supervisors in the training site is 3 hours per registrar, per semester, capped at 4 registrars (maximum 12 hours). How each of the individual accredited supervisors within the training site contribute to the total number of hours each year is at the discretion of the training site but should reflect the learning needs of the supervisors.

The RACGP will provide a stipend to the training site each semester in keeping with the estimated SPD hours. Training sites with a registrar in any term other than extension awaiting fellowship will receive \$500 per registrar per semester, capped at 4 registrars (maximum 12 hours). Payment will occur automatically midway through each semester. Payment will be made into the account recorded in the financial details section of the practice profile in the Training Management System (TMS). It is the training site's responsibility to ensure account details are correct.

Although stipends are paid to the training site, it is expected that the training site will distribute the stipend in full to supervisors proportional to their involvement in SPD.

Activities eligible to contribute towards the SPD stipend are determined by regional SPD teams. In general, eligible activities are those that involve active supervisor participation. Attendance at eligible SPD events will be recorded by RACGP staff in the professional development tab of the supervisor portfolio in the TMS. This will enable the RACGP to track whether the training site as a whole is meeting the estimated SPD hours.

If the estimated SPD hours have not been completed by supervisors, the training site will be notified, and payment of the stipend will be paused and will resume once the hours are completed. Please note that although the estimation is listed as a 6-month estimation, the reconciliation will only occur yearly. This allows training practices to carry over used or unused SPD hours from the first semester into the second semester.

It should be noted that the SPD hours supported by the stipend is **not a requirement for accreditation** nor do the estimated SPD hours represent a minimum number of hours for a practice to complete. The requirement for accreditation is that over the three-year accreditation cycle all supervisors in the practice will undertake SPD. The only impact of the practice not completing the estimated SPD hours is that the stipend will be paused.

Number of eligible registrars at the training site	Estimated supervisor professional development hours per semester (total for all supervisors at the site)	Supervisor professional development stipend payment to the training site per semester
1	3	\$500
2	6	\$1000
3	9	\$1500
4 or more	12	\$2000

Supervisors in MMM3-7 locations will be able to apply for reimbursement of their travel expenses for attending face to face supervisor workshops.

Existing accredited supervisors without a registrar in an incentivised location

The RACGP has identified training sites in priority areas of workforce need that have difficulty in obtaining a registrar. Supervisors in these training sites, called 'incentivised placement practices', are eligible for payment for attendance, travel and accommodation costs for RACGP approved SPD events even when their practice does not have a registrar. The list of incentivised placements are available at racgp.org.au/education/gp-training/gps-in-training/placement-incentives. Payment will be made to the practice after a supervisor from the practice attends a SPD event.

New supervisors

New supervisors in the AGPT program are required to complete the Foundations of GP Supervision Program modules. These will be delivered by a combination of online learning, webinar, or workshop attendance. The first 7 modules are completed prior to full accreditation. Module 8 is an optional module that will allow AGPT supervisors to further develop skills learned in modules 1-7.

Upon receipt of an application to become a new supervisor, RACGP regional teams will organise enrolment in the Foundations program. As there are regional differences in how the Foundations program is delivered, supervisors should not commence any of the modules on gplearning until they have been advised by the RACGP regional team to do so. Payment for completion of the modules (up to 12 hours at \$150) will be made directly to the supervisor.