Rural Generalist Pathway Project

# The National Rural Generalist Training Pathway

The training pathway supports junior medical officers with targeted training and development to become a Rural Generalist. It is a selective and flexible pathway that offers medical officers the opportunity to explore a wide variety of clinical training and develop the advanced skill set required to support the health needs of rural communities.

Implementing a robust Rural Generalist training pathway will enable the NT to grow its own rural generalist workforce.

Aligning the current NT Industrial Pathway to the National Rural Generalist Training Pathway will assist in attracting prospective candidates to the training program in the NT.

# The proposal

In order to align the current NT industrial pathway to the National Rural Generalist Training Pathway it is proposed to expand the classification levels as follows:

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| **CLASSIFICATION AND LEVEL** | **SALARY RATES AS AT 07/01/21** |
| **\*Pre-vocational Rural Generalist Trainee** | |
| Intern – MO1 | $78,757 |
| MO2 | $91,319 |
| MO3 | $97,432 |
| MO4 | $103,336 |
| MO5 | $108,630 |
| \*RMP living payments and allowances will not apply to pre-vocational RGT’s.  MO4/MO5 additional levels added to RGT program based on existing MOEA classification levels. | |
| **Vocational Rural Generalist Trainee** | |
| RGT1 | $108,630 |
| RGT2 | $122,257 |
| RGT3 | $136,112 |
| RGT4 | $141,556 |
| SRGT1 | $148,037 |
| SRGT2 | $161,831 |
| RGT3 based on SRR 2.1 and SRGT1/2 based on Senior Registrar | |
| **Rural Generalist** | |
| RG1 | $189,585 |
| RG2 | $198,065 |
| RG3 | $206,545 |
| \*\*RG4 | $215,025 |
| \*\*RG4 is a new level based on SRMP 4.1 | |
| **Senior Rural Generalist** | |
| SRG1 | $223,503 |
| SRG2 | $231,984 |
| SRG3 | $239,920 |
| Blue: newly introduced increments | |

Introducing RGT4, SRGT1 and SRGT2 will allow for Rural Generalist Vocational Trainees (enrolled on Medical College program) to progress through the National Rural Generalist Training Pathway, while recognising the skills and experience gained through the industrial pathway. Introducing these classifications will also give flexibility and recognition of prior learning where individuals choose to enter the training pathway at a later stage in their medical career.

Currently there is a yearly progression from RGT1 - RGT3, subject to the Medical Colleges, Registered Training Organisation and Director of Medical Services satisfactory assessment of skills against the curriculum. The same credentialing principle is anticipated to be applied for progression to SRGT2 upon implementation of the National Rural Generalist Pathway.

Where trainees complete the College Training Program and become a Fellow, they will be eligible to be classed at the RG1 classification where a vacancy arises and provided they are credentialed by the Health Service.

Being classed in SRGT1 and SRGT2 will depend on supervisor assessment on the percentage of completion of the College Program and will only occur when the individual is near Fellowship or is a newly fellowed practitioner, until a RG vacancy occurs.

In the NT all health practitioners in defined roles, in the case the Rural Generalist, who undertake independent decision making, can only provide clinical care after they have been credentialed and their scope of clinical practice approved. Approval of health practitioners' credentials and scope of clinical practice is in accordance with their level of skill and experience, and the requirements and capability of the facility or service in which they work. Top End Health Service and Central Australia Health Service undertake this role through their Credentialing Committee.

The introduction of RG4 will allow for flexibility from the employer's perspective to employ qualified Rural Generalist from outside the NTG system following a credentialing process. This will also provide the benefit to reserve the SRG classification for seasoned practitioners.

There is an automatic yearly progression from RG1 to RG3, which is proposed for RG4 as well. A performance review takes place before progressing to the SRG classification, after which there is an automatic progression after 2 years.