



## **AGPT ACADEMIC POST POLICY 2020**

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<b>Approved by:</b>	Assistant Secretary, Health Training Branch, Department of Health
<b>Custodian and e-mail address:</b>	Department of Health <a href="mailto:AGPTManagement@health.gov.au">AGPTManagement@health.gov.au</a>
<b>Supporting documents, procedures and forms:</b>	Nil
<b>Audience:</b>	Registrars enrolled on the AGPT Program Regional Training Organisations Stakeholders

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## 1 Purpose of Policy

- 1.1 The purpose of this Policy is to set out the circumstances under which registrars may apply for an Academic Post term as part of the Australian General Practice Training (AGPT) Program.

## 2 Definitions

Word/Term	Definition (with examples if required)
Academic Post	The Academic Post is an AGPT Program training term in which registrars have the opportunity to learn academic skills identified through individualised learning plans. An Academic Post provides exposure to research and teaching in the academic environment, and supports registrars to incorporate academic work into their everyday practice.
ACRRM	Australian College of Rural and Remote Medicine.
AIDA	Australian Indigenous Doctors' Association.
AJGP	Australian Journal of General Practice – the Royal Australian College of General Practitioners' journal.
ARST	Advanced Rural Skills Training.
AST	Advanced Specialised Training.
Core Vocational Training	Core Vocational Training refers to GPT1, GPT2, GPT3 and Extended Skills Training for FRACGP registrars and Core Generalist Training (with the exception of first hospital year for PGY 2 registrars) and Advanced Specialised Training for FACRRM registrars.
Extension to undertake an approved Academic Post	This is an extension of training time term available only to registrars undertaking an approved Academic Post. It is restricted to six Fulltime Equivalent (FTE) months.
FACRRM	Fellowship of Australian College of Rural and Remote Medicine.
FARGP	Fellowship in Advanced Rural General Practice through the RACGP. Registrars must be enrolled in FARGP to undertake Advanced Rural Skills Training.
First year applications	This applies to registrars that have obtained their first approval for their Application for AGPT Academic Post.
FRACGP	Fellowship of Royal Australian College of General Practitioners.
RACGP	The Royal Australian College of General Practitioners.
Relevant College	The GP College with which the registrar is enrolled – RACGP, ACRRM or both.
RIDE	Registrar Information Data Exchange – the information management system used to record the training and education of registrars on the AGPT Program.
Second year applications	This applies to registrars seeking their second approval for their Application for AGPT Academic Post form. Registrars must have training time available in accordance with the AGPT Policies to undertake a second year Academic Post.

### 3 Application and Scope

- 3.1 This Policy applies to all registrars enrolled on the AGPT Program.
- 3.2 This Policy supersedes the previous *AGPT Academic Post Policy 2019* and will come into effect as of 31 March 2020.

### 4 Policy Principles

- 4.1 This Policy is intended to outline:
  - 4.1.1 The eligibility criteria for submitting an application for an Academic Post;
  - 4.1.2 The requirements for submitting an application for an Academic Post; and
  - 4.1.3 The preferencing system for selection for an Academic Post.
- 4.2 Up to 25 Academic Posts are funded annually across both GP Colleges.

### 5 Eligibility

- 5.1 The eligibility requirements for registrars seeking fellowship of RACGP include:
  - 5.1.1 Registrars are eligible to apply to undertake an Academic Post at any time throughout their AGPT training.
  - 5.1.2 Registrars are eligible to commence an Academic Post once they have successfully completed their GPT1 training term. This ensures that the registrar has the necessary general practice context to undertake their research.
  - 5.1.3 Registrars undertaking an Academic Post must be training full time with 0.5 Full Time Equivalent (FTE) being the academic component and 0.5 FTE being the clinical component. Both components must be undertaken concurrently.
    - 5.1.3.1 Registrars must undertake any required clinical practice in conjunction with the Academic Post term to fulfil the training requirements of RACGP and/or the terms of appointment to the Academic Post.
      - 5.1.3.1.1 If at any time after acceptance into an Academic Post under the AGPT Program a registrar is unable to undertake the academic and clinical components concurrently in line with this Policy, they may apply to the RACGP to reduce or defer the completion of their clinical training requirement. This will be granted at the RACGP's discretion.
  - 5.1.4 Academic Posts can either be undertaken as a part of:
    - 5.1.4.1 RACGP Core Vocational Training (as a GPT2, GPT3 or Extended Skill term).
    - 5.1.4.2 FARGP (for registrars enrolled in FARGP) as an ARST post (which must first be submitted to and accepted by the RACGP National Rural Faculty prior to the commencement of the registrar's clinical placement).
- 5.2 The eligibility requirements for registrars seeking fellowship of ACRRM include:
  - 5.2.1 Registrars are eligible to apply to undertake an Academic Post at any time throughout their AGPT training.
  - 5.2.2 Academic Posts can be undertaken on a part-time basis in line with the minimum part-time requirements specified by ACRRM where approved prospectively by the RTO.
  - 5.2.3 Academic Posts can either be undertaken as a part of:
    - 5.2.3.1 Advanced Specialised Training (AST) in Academic Practice, Population Health, Remote Medicine, or Aboriginal and Torres Strait Islander Health.
      - 5.2.3.1.1 Eligibility and pre-requisites are documented in the Fellowship Training Handbook.

5.2.3.1.2 Registrars will generally complete the 6 months FTE clinical training concurrently with the Academic Post, but the two components may be undertaken non-concurrently subject to prior approval from the RTO.

5.2.3.2 Core generalist Training in exceptional circumstances (where approved prospectively by ACRRM).

- 5.3 Registrars must remain enrolled on the AGPT Program for the duration of their Academic Post term and must not fellow prior to the completion of their Academic Post.
- 5.4 An extension to undertake an approved Academic Post will only be granted if a registrar has six FTE months of Core Vocational Training time remaining.
- 5.5 Registrars are required to apply to the Relevant College for funding approval to undertake an Academic Post following support and approval by the registrar's RTO and proposed Academic Post university supervisor.

## 6 Application Requirements

- 6.1 Applications for an Academic Post must be made using the AGPT Academic Post application form. These are available from the Relevant College.
- 6.2 Applicants will determine their preferred topic and placement in conjunction with their RTO and academic institution. The registrar's supervisory team must be led by or have oversight from a GP academic.
- 6.3 Applications must be supported by:
  - 6.3.1 The registrar's RTO senior medical educator;
  - 6.3.2 The proposed Academic Post university supervisor;
  - 6.3.3 A learning plan developed by the registrar in collaboration with their academic supervisor, their medical educator and their RTO; and
  - 6.3.4 The Relevant College censor and/or College faculty, where College Standards require prior approval.

## 7 Assessment of Applications

- 7.1 The two GP Colleges will align their application processes for registrars seeking to undertake an Academic Post as part of their training on the AGPT Program.
- 7.2 Each College Assessment Panel will assess applications from registrars seeking to undertake an Academic Post. Each College Assessment Panel will assess applications and operate under the Terms of Reference for each Assessment Panel.
- 7.3 Each Assessment Panel will assess applications against the criteria specified in clauses 7.3.1 to 7.3.5.
  - 7.3.1 Demonstrated benefit to the registrar's learning and career plans;
    - 7.3.1.1 The proposal clearly demonstrates that the Academic Post is embedded within the registrar's learning plan.
  - 7.3.2 Impact of research;
    - 7.3.2.1 Research may focus on clinical care, general practice education, policy, service delivery, or any other topic relevant to Australian general practice.
    - 7.3.2.2 Research that has the potential to produce answers of value to the Australian community;
    - 7.3.2.3 Research that has the potential to produce innovation in general practice and/or primary care, or general practice education, training or policy; and
    - 7.3.2.4 Research projects that have the most potential to improve the registrar's knowledge and skills in research.

- 7.3.3 Quality of research;
  - 7.3.3.1 The registrar has, in consultation with their supervisor, developed an appropriate research plan;
  - 7.3.3.2 Clarity of the research question;
  - 7.3.3.3 Synthesis of current literature and evidence of where the research project will address a gap in current knowledge;
  - 7.3.3.4 Match between methodology and the research question;
  - 7.3.3.5 Research projects that have clear research methods including analysis;
  - 7.3.3.6 Research projects that have considered the ethical implications;
  - 7.3.3.7 Research that is likely to be achievable in the time available;
  - 7.3.3.8 Research projects that have built in time for dissemination; and
  - 7.3.3.9 If the registrar is embedding their research in an existing larger project, the registrar has ownership of their study.
    - 7.3.3.9.1 Applicants should demonstrate that they have significant involvement in the research design, in the conduct of the research and in the analysis, interpretation and dissemination of data.
- 7.3.4 Quality teaching experience;
  - 7.3.4.1 The application demonstrates how the registrar plans to contribute to the teaching activities of their academic institution;
    - 7.3.4.1.1 Teaching should constitute a minimum of 40% of the registrar's Academic Post time with their academic institution.
    - 7.3.4.1.2 Teaching activities have a nominated supervisor.
- 7.3.5 Demonstrated engagement with academic GPs and University Departments of General Practice or Rural Clinical Schools.
  - 7.3.5.1 The supervisory team contain sufficient GP presence; and
  - 7.3.5.2 The university/academic institution has a general practice focus.
- 7.4 Applications will be assessed and allocated on merit against the selection criteria and against the preferencing system.
- 7.5 Feedback will be provided by the Relevant College to registrars whose applications were unsuccessful.
- 7.6 Specialised Academic Posts
  - 7.6.1 A 'specialised Academic Post' is a Post where there is a defined research project to be completed and some objectives of the term are predetermined. Specialised posts are designed to facilitate accessibility to research opportunities. These terms count towards training in the same way as a standard Academic Post. There are currently two types of specialised Academic Posts: AJGP Fellow Academic Post, and the identified AIDA Academic Post.
  - 7.6.2 The AIDA Academic Post is an identified training term for an Aboriginal and Torres Strait Islander registrar. This specialised Academic Post supports the Government's commitment to Closing the Gap.
  - 7.6.3 The AJGP Academic Post is a training term with a focus on medical editing and research. This specialised Academic Post is undertaken at the RACGP's AJGP.

## 8 Preferencing System for Selection

- 8.1 Each Assessment Panel will use the following criteria for preferencing applications:

- 8.1.1 Posts that will count towards vocational training for fellowship (FACRRM and/or FRACGP and/or FARGP) will be preferred over posts that do not count towards fellowship. This means that suitable first year applications will have preference over suitable second year applications.
- 8.2 Second year applications will be considered against additional criteria including:
  - 8.2.1 The need to demonstrate a greater depth of research than first year applicants;
  - 8.2.2 Demonstrated superior skills and commitment to a future in academic general practice during their first year, compared with their peers; and
  - 8.2.3 The expectation to contribute to a peer education program.
- 8.3 Second year applicants will be expected to be enrolled in, or working towards enrolling in, a higher research degree.

## 9 Roles and Responsibilities

- 9.1 Registrars are responsible for:
  - 9.1.1 Checking their eligibility to apply for an Academic Post;
  - 9.1.2 Completing and submitting the correct Academic Post application form as advised by the Relevant College by the advertised due date;
  - 9.1.3 Sourcing a suitable research supervisor in a university/academic institution;
  - 9.1.4 Attending all support activities including workshops and webinars;
  - 9.1.5 Adhering to the Relevant College's policy on undertaking an Academic Post; and
  - 9.1.6 Completing and submitting all report requirements as advised by the Relevant College by the advertised due date.
- 9.2 RTOs are responsible for:
  - 9.2.1 Ensuring that the registrar's RTO Senior Medical Educator supports the registrar through the application process and endorses the registrar's Academic Post application prior to the registrar sending the application to the Relevant College;
  - 9.2.2 Negotiating an employment contract on behalf of the registrar with the relevant university/academic institution; and keeping the registrar informed of the contract negotiations;
  - 9.2.3 Ensuring that the Senior Medical Educator supports the registrar through the duration of the Academic Post;
  - 9.2.4 Supporting the registrar's attendance at support activities including workshops and webinars, which should be counted towards AGPT training time; and
  - 9.2.5 Recording Academic Posts as Advanced Academic Terms in the registrar's training profile record in RIDE.
- 9.3 The relevant university/academic institution is responsible for:
  - 9.3.1 Ensuring that the registrar is provided with an appropriate academic supervisor for the application process and if successful, throughout the duration of their Academic Post;
  - 9.3.2 Ensuring that the registrar's academic supervisor supports the registrar through the application process and endorses the registrar's Academic Post application;
  - 9.3.3 Negotiating an employment contract for the successful registrar with the registrar's RTO;
  - 9.3.4 Ensuring that the academic supervisor meets regularly with the registrar to monitor progress of research, allocate appropriate teaching tasks, provide guidance and feedback on research and teaching, and involve the registrar in daily departmental activities; and

- 9.3.5 Reviewing and completing any reports the registrar may need to complete for the Relevant College to monitor their progress through the Academic Post.

9.4 The Relevant College is responsible for:

- 9.4.1 Conducting an annual application round and assisting potential academic registrars through the application process;
- 9.4.2 Assessment of applications through an Assessment Panel which includes members with expertise in GP educational research and primary care;
- 9.4.3 Administer the provision of AGPT Academic Post funding to RTOs with academic registrars;
- 9.4.4 Supporting each Academic Post cohort through regular support activities including face-to-face workshops and online sessions; and
- 9.4.5 Facilitating support from RTO Medical Educators and Universities for academic registrars in relation to their individual projects.

## 10 Entering Data into RIDE for RTOs

10.1 Entering training units into RIDE:

- 10.1.1 For registrars undertaking an Academic Post:
  - 10.1.1.1 'Advanced Academic – Extended Skill' should be recorded in RIDE if the placement is to count towards the registrar's Extended Skills term; and
  - 10.1.1.2 'Advanced Academic' should be recorded in RIDE if the placement is occurring as an approved Extension to undertake an approved Academic Post.

## 11 Related Documents

- 11.1 Relevant College standards and curricula
- 11.2 [ACRRM – Academic Posts Guide](#)
- 11.3 [RACGP AGPT Academic Post Policy](#)
- 11.4 RACGP AGPT Academic Post Program 2020 Cohort guide Academic Industrial Awards and/or Enterprise Agreements
- 11.5 *AGPT Extension of Training Time Policy 2020*
- 11.6 *AGPT Program Leave Policy 2020*
- 11.7 *AGPT Training Obligations Policy 2020*
- 11.8 *AGPT Withdrawal Policy 2020*
- 11.9 *AGPT Training Region Policy 2020*
- 11.10 NHMRC Ethics Framework

## 12 Version Control and Change History

<b>Version Control:</b>	4
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