

1. Allocation to Local Training Groups

1.1 Local Training Groups

- 1.1.1 The existence of three autonomous geographically based LTG's within CoastCityCountry Training Limited reflects the view of the Board that the communities in each region have unique needs that are best met by LTG's taking responsibility for ensuring that GP Registrar Training is responsive to those specific needs.
- 1.1.2 For rural areas in CoastCityCountry's region these needs include workforce related issues, a reflection of how difficult it is to attract General Practitioners to these areas.
- 1.1.3 While the delivery of a quality Training Program which educates and supports Registrar's is the CoastCityCountry's highest priority it also recognises the importance of making sure that Registrars are distributed as evenly as possible across the entire training region.

1.2 The Preference and Allocation System

- 1.2.1 At the time of their interview with CoastCityCountry Training Limited, Registrars must indicate their Local Training Group preferences. They must also sign a statement reflecting their understanding that they may not be allocated to their LTG of first choice.
- 1.2.2 At the time of indicating their LTG preferences Registrars will also be advised how the allocation process to distribute Registrars across the region will be carried out. This process may differ from year to year but full disclosure of the process will be made.

2. Transfers between Local Training Groups

- 2.1 Applications for transfers between Local Training Groups should be forwarded to the CEO. The CEO will then contact Medical Educators in the affected LTGs to discuss what action might be taken in each case.
- 2.2 The Key principle that will be applied to consideration of any request for transfer is whether the Registrar's circumstances have changed since joining CoastCityCountry Training's Registrar Training Program. This enables the consideration of compassionate circumstances as well as other situations that may arise.
 - 2.3 In making a determination the CEO will also consider whether the Registrar making an application has met any undertakings they might have made to CoastCityCountry Training Limited at the time of their acceptance to the Training Program.
- 2.4 For example, an important component of CoastCityCountry's selection process is consideration of a Rural Pathway Registrar's willingness to relocate their family to a regional or rural area for the duration of the training program. If such an undertaking is made and not acted upon, and separation becomes the basis for a compassionate request for transfer, Registrars cannot assume that their request will be viewed favourably.

3. General Pathway Registrars and Rural Terms

- 3.1 General Pathway Registrars may undertake rural terms outside of the boundaries of their allocated Local Training Group at the discretion of LTG Medical Educators and the CEO without a transfer between LTG's taking place.
- 3.2 This flexibility is included in this policy to encourage Registrars to train in the more remote areas of the Region and to cover the circumstances where an accredited rural practice is not available in the LTG to which the Registrar belongs. Using this policy, training can take place elsewhere without disrupting the continuity of the Registrar's relationship with their Medical Educator.
- 3.3 Specifically a General Path Registrar maybe asked to undertake a rural term in another LTG:
- If delay of the rural placement for the Registrar until a practice is available will create a bottleneck effect for the following term, making it difficult to place Rural Pathway Registrars.
 - If accreditation of a new practice to meet the short term need of a General Pathway Registrar is considered unnecessary given the potential for further use of that practice versus the financial cost of accreditation.
 - If a Registrar expresses an interest in undertaking a rural term in the Western area (Griffith and west) of the Riverina/Murrumbidgee LTG or on the Far South Coast (Bega southwards) of the Southern NSW/ ACT LTG.

4. Remediation and Specialised Supervision Requirements

- 4.1 Should remediation or additional supervision of a specific nature be required and the best Supervisor to undertake such supervision is in another LTG, a term or remediation period can be undertaken without a transfer taking place. Once again this is aimed at protecting the continuity of the Registrar's relationship with their Medical Educator.

5. Requests for Registrar Transfer to CoastCityCountry Training from other Regional Training Providers

- 5.1 The Key principle that will be applied to consideration of any request for transfer to CoastCityCountry from another Regional Training Provider is the same as that applying to transfer between LTGs. That principle is whether or not the Registrar's circumstances have changed since joining the Registrar Training Program offered by another Regional Training Provider. Once again this enables the consideration of compassionate circumstances as well as other situations that may arise.
- 5.2 In making a determination the CEO will consider whether the Registrar making an application is likely to have met the standards applied to other Registrars entering the training program via the CoastCityCountry interview process.
- 5.3 When applications for transfers between Regional Training Providers are received by the CEO, the CEO will consider whether allocation of that Registrar to a practice can be accommodated given the overall picture of practice availability for the term in question. The CEO will then contact Medical Educators in the affected LTG to jointly determine whether the transfer should take place.