

# Strengthening Medical Specialist Training 2010



## A Better Place to Work

### Background

The Victorian Government is continuing its investment in medical specialist training with targeted incentives to increase the capacity of health services to provide quality training. The Strengthening Medical Specialist Training program (the program) provides annual incentive funding in targeted specialties for up to three years to assist health services to increase the number of accredited specialist training positions.

### What is the program?

The program aims to provide flexible funding options to support growth in specialist training positions in specialties where there are identified shortages. It provides for incremental growth in training capacity in the public health system in preparation for the increased number of medical trainees seeking specialist training positions in 2013/4 onwards.

It is expected that after three years of incentive funding for newly created positions, health services will provide ongoing funding for the position.

### Why it's happening

This program is a response to workforce shortages in some disciplines and to meet future specialist training demand. To best use available funds, the program focuses on supporting those disciplines facing significant workforce pressures and ensuring that Victoria's future medical workforce receives the right training in the right environment.

### Innovation funding for 2010

As part of the ongoing development of the program, separate funding has been allocated under the "Developing Organisation Capacity" (DOC) framework to expand capacity in Victorian health services to provide education, training and supervision for specialists-in-training. A submission pro forma is available from [www.health.vic.gov.au/workforce/medical](http://www.health.vic.gov.au/workforce/medical). Submissions do not need to be on the pro forma but must include all the required information. Further information about the submission process has been forwarded to your health service under "Call for Submissions for Medical Workforce Projects".

# Strengthening Medical Specialist Training 2010

## Priority specialty groups 2010

Priority disciplines have been identified by:

- analysing the Victorian Labour Force Survey data
- reviewing the medical workforce data published in The medical workforce of Victoria 2000-2006 (unpublished)
- utilising Medical Training Review Panel reports
- stakeholder review

Priority groups are reviewed annually and adjusted based on the data and advice from health services.

## Funding structures

### Group A – Direct activity funded specialties

An analysis of the data has identified the following specialty groups as those with sufficient activity to support additional training posts in the future. A flexible incentive scheme, based on a sliding scale of payments, has been developed to assist health services create training posts earlier.

Group A Specialty Groups 2010	
Cardiology	Neurology
Endocrinology	Neurosurgery
Gastroenterology	Obstetrics & Gynaecology
General Medicine	Ophthalmology
General Surgery	Rehabilitation Medicine
Geriatric medicine	Urology
Medical Oncology	

### Eligibility

- Must be one of the listed groups
- Funding will be provided over 3 years – but the health service must agree to supporting the role beyond that time
- Must be accredited or nearly there
- Must be a new training post or a conversion of unaccredited to accredited

# Strengthening Medical Specialist Training 2010

## **Group B – Indirect activity funded specialties**

These specialties provide services not directly linked to activity funding. Funding in these circumstances will remain constant over the three-year period.

Group B specialties have been determined using the department's supply and demand data.

### Group B Speciality Groups 2010

Medical Administration	Pain medicine	Pathology
------------------------	---------------	-----------

#### **Eligibility**

- Must be one of the listed groups
- Funding will be provided over 3 years
- Must be accredited or nearly there
- Must be a new training post or a conversion of unaccredited to accredited

## **Group C – Improving service access**

These specialties are in locations where service funding may not provide for training capacity but where there is a need to improve service access through the provision of advanced specialists in training. As these are single year advanced training posts, funding will be determined and provided annually. Additionally, Group C will incorporate specialties that are considered by the department to be emerging as a potential workforce shortage issue. The incentive payment for Group C specialties incorporates what was the Advanced Specialist Training Program for Rural Areas (ASTPRA).

Group C specialties include Group A specialties but exclude Group B specialties. Group C specialties are considered to be in geographic shortage or are where health services are considered vulnerable to closure because of local workforce pressures. This is most commonly seen in rural and regional Victoria.

As Group B specialties are not directly linked to activity funding, higher incentive payments will be made. If there are Group B specialties seeking funding in rural and regional Victoria, they will be funded at the higher rate.

# Strengthening Medical Specialist Training 2010

## **Group D – Supporting rural and outer metropolitan transition arrangements**

This category provides funding of \$1.5 million over two years to support up to 5 specialist graduates to establish a practice in rural and regional Victoria and outer metropolitan Melbourne.

### **Eligibility**

- The specialist graduate must have completed at least one year in the Strengthening Medical Specialist Training (category C) or ASPTRA programs. Preference will be given to graduate specialists who have completed their final year in one of the programs.
- The health service and the departing specialist must have a mutually agreed schedule of diminishing work and an agreed date for leaving the health service.
- The specialist graduate must work within an existing specialty service of the employing health service and within the health service's agreed activity levels.
- The specialist graduate must indicate to the health service an intention to remain in that rural or regional area for a period at least equivalent to the time supported in the program.

Funding is provided for one year. Consideration will be given to funding over two years in exceptional circumstances.

## **Group E - Medical specialist training in an expanded range of settings**

The Council of Australian Governments (COAG), in recognition of changing models of care and service delivery, has agreed that medical specialist training should be offered in an expanded range of settings.

The Commonwealth Department of Health and Ageing (DoHA) has established the Expanded Settings Training Program to deliver the COAG agreement. Victoria supports the expansion of medical specialist training settings into expanded settings provided there is no adverse impact on public health service delivery. Victoria supports joint proposals from public and private operators and provide funding for the public component (on a similar level pro rata for the public component of the position) for positions approved under the program. DoHA currently administers this program directly with public health services.

# Strengthening Medical Specialist Training 2010

## Funding support

The payment system aims to:

- ensure sustainability by linking training capacity to service growth where possible
- give priority to disciplines facing immediate workforce shortage or maldistribution
- support disciplines providing health care services outside of the casemix funded environment.

Payment rates will be as follows:

Group	Incentive	Duration
Group A	\$55,000 per post \$30,000	Year 1 and 2 Year 3
Group B	\$90,000 per post	Each year for 2 years and \$70,000 for the final year
Group C	\$70,000 per post	Annual
Group D	\$120,000	Annual
Group E	"Top up" funding where the position is in the expanded setting (as agreed)	Annual

Funding is subject to the following conditions:

- Formal written advice from the relevant medical college confirming that the proposed post is an accredited training post.
- The position must be filled with a medical trainee enrolled in an accredited specialist training program.
- Health services receiving funding under Group A or B will need to commit to the ongoing support for that training post from within existing resources after the three year funding period is completed.

Once projected activity funding targets have been achieved, health services will need to commit to the ongoing support for that training post from within existing resources.

# Strengthening Medical Specialist Training 2010

## How to apply:

Please download the application program from the website at [www.health.vic.gov.au/pssp/workforce](http://www.health.vic.gov.au/pssp/workforce). You will be required to enter the following username and password

Username: medicalworkforce

Password: training2009

Applications must be made electronically and submitted via email to [melanie.heyward@dhs.vic.gov.au](mailto:melanie.heyward@dhs.vic.gov.au)

**Applications must be received by 7 August 2010.**

You will be notified of the outcomes in the week beginning 21 August 2010.

## Application Program Instructions

- The application form can be downloaded from [www.health.vic.gov.au/pssp/workforce](http://www.health.vic.gov.au/pssp/workforce)
- You will be asked for the following details:  
**Username** - medicalworkforce  
**Password** - training2009
- Please click on the link [application-forms-3](#) and click on the **open** button.
- Please click on the appropriate file version for your computer software – Office 97, Office 2002-2003 or Office 2000.
- Once you have selected the appropriate file click on the **extract** button in the toolbar to save the **2010 SMSTP Application Form.mdb** file to your computer in a location you will remember and be able to locate easily.
- To open the database, open Access and using the **File** and **Open** menus locate and open the **2010 SMSTP Application Form.mdb** file from the location you saved it to on your computer.
- The program will open and you can navigate through the program using the onscreen buttons.
- Click on the **Save and Close** button in the Main Menu when you are finished. You can reopen the file at any time to add or edit applications.
- To submit your applications, simply attach the **2010 SMSTP Application Form.mdb** file to an email addressed to [melanie.heyward@dhs.vic.gov.au](mailto:melanie.heyward@dhs.vic.gov.au)