



Specialist Training Program – Guidelines for posts

The Specialist Training Program (STP) seeks to extend vocational training for specialist registrars into regional, rural, and remote and private facilities. The program aims to improve the quality of the future specialist workforce by providing registrars with exposure to a broader range of healthcare setting and improving workforce distribution.

Aims & Objectives

The aims and objectives of the Specialist Training Program are:

- enhance the capacity of the health care sector to provide high quality, appropriate training opportunities to facilitate the required accredited educational experiences for specialists in training;
- support quality accredited training posts that build the overall training capability and capacity in the system, by extending specialist training into new “expanded” healthcare settings; and
- contribute to improving medical workforce distribution.

Funding

STP positions are eligible to receive the following (per annum/per 1.0FTE):

Funding Component	2022	2023	2024	2025
STP Salary Support	\$105,735	\$107,268.16	\$108,930.81	\$110,619.24
Private Infrastructure and Clinical Supervision (PICS) Allowance	\$30,000	\$30,000	\$30,000	\$30,000
Rural Loading Support*	\$15,000 - \$30,000	\$15,000 - \$30,000	\$15,000 - \$30,000	\$15,000 - \$30,000

*Rural Loading Support is available for posts located (or with outreach services) in Modified Monash Model (MM) 2-7 areas. Refer to the [Rural Support Loading Guidelines](#) for further details.

Remuneration principles

The Registrar must receive:

- Payment of STP Salary Support (see above) paid in fortnightly/monthly instalments (for a 36-hour working week).
- 25% of billings made through the private practice on top of their annual STP salary support. This includes surgical assisting arranged by the clinic.
- Weekend Team coverage Registrar to be paid up to 75% if arranged by the clinic.
- Registrar to keep 100% of independently arranged surgical assisting and team coverage income outside of 36-hour training week.

The clinic should receive:

- The **Private Infrastructure and Clinical Supervision (PICS)** allowance (\$30,000 exclusive of GST per private FTE per annum) if eligible.
- 75% of Registrar billings, and surgical assisting fees if arranged through the clinic (minimum of 25% of weekend coverage contract if arranged through the clinic).

Note: Assisting lists and team coverage arranged independently of the training position are not required to be billed through the clinic and therefore are not subject to the payment rates above.

Responsibilities of the clinic

- To have the appropriate infrastructure to facilitate Registrar training;
- To ensure that the training position has been accredited by the ACSEP;
- To ensure that interim reports and other documents are provided in a timely fashion;
- To follow the remuneration principles mandated by the ACSEP Training Committee;
- To develop a business plan to ensure ongoing sustainability of the training position in the absence of funding;
- To participate in the annual review process; and
- To ensure that the registrar is supported and has access to quarantined teaching time with appropriate infrastructure in place for remote access to registrar tutorials (this is to be funded through the PICS allowance).

Key Dates for 2025

Performance Reporting*	
Period	Due Date
Report covering 1 January 2025 – 30 June 2025	20 August 2025
Report covering 1 July 2025– 31 December 2025	20 February 2026

*Performance reporting templates will be provided.

STP Salary Support (1.0FTE; pro-rata for part-time)		
Period	Amount	Due Date*
Q1 - 1 February – 30 April 2025	\$27,654.81	7 February 2025
Q2 - 1 May – 31 July 2025	\$27,654.81	7 May 2025
Q3 – 1 August – 31 October 2025	\$27,654.81	7 August 2025
Q4 – 1 November 2025 – 31 January 2026	\$27,654.81	7 November 2025

*Payment of salary is dependent on the clinic submitting an invoice and all relevant documentation (i.e. performance reports).

PICS Reports and Invoices	
Requirements	Due Date
PICS Proposed Expenditure Report	20 February 2025
Invoice for 50% the eligible PICS allowance	20 February 2025
Invoice for 50% the eligible PICS allowance	20 August 2025
PICS Final Expenditure Report	20 February 2026

Rural Loading Reimbursement (MM 2-7 clinics)		
Year	Requirement	Due date
2025	Rural Loading Claim form	7 February 2026