



Understanding the
NTCER and GP trainee
employment arrangements

Amrutha:

If I'm being paid a percentage of billings on a weekly basis, and my pay is higher than base salary, will be entitled to any billings bonus reconciliation?

GPRA ANSWER

If you are being paid on a weekly or fortnightly basis and your billing cycle is the same period then you are paid whichever is the greater of base rate or percentage of billings. If your billing cycle is longer (e.g. 13 weeks) than your pay period (e.g. fortnightly), then a reconciliation is required and you are paid a bonus which is the difference between for percentage billings over the billings cycle and the base salary that you have already been paid.

Ashwin:

Is there a rough amount that clinics get paid to host a registrar?

GPRA ANSWER

For training practices that have a registrar(s) on the AGPT employed according to the NTCER, the RTO provides a Training Practice Subsidy to reimburse for the cost of educational release for GPT/PRTT 1/2 registrars. Teaching allowances are also paid to partially reimburse GP supervisors for lost income while they are providing mandatory dedicated teaching to their registrar. The amount of funding varies between RTOs.

Lisa

What about working for an AMS is it a completely different contract

GPRA ANSWER

The NTCER does not apply if you are working in an AMS. The government provides a salary support scheme to help fund the registrar salary in these settings. You should still be an employee, have access to leave and superannuation, and a written employment agreement should be negotiated

Yansun

Do we need a job description because I am a GPT1 and my place does not have one?

GPRA ANSWER

There is not a standard template for GP registrar position description. Usually, training practices develop position descriptions for GP registrars that are similar to those they have for Fellowed GPs at their practice but include statements about supervision and education etc.

Pavla

I still do not understand clearly the payment: if in 2 weeks time my gross base salary is \$3400 plus I have made \$4500 on billings - what is going to be my earnings that fortnight?

GPRA ANSWER

If you made \$4,500 total billings then, your percentage will be \$2,015.55 (i.e. 44.79%). Your base rate for the fortnight (if a full-time GPT1) would be \$2,987.74. According to the NTCER, you are paid the greater of base rate or percentage, so your pay will be \$2,987.74.

Pavla

Is the equivalent of my base salary paid to GP rooms by RTO please?

GPRA ANSWER

No. RTOs do not directly subsidise GP registrar salary. Your billings (MBS, SIPs & PIPs, workcover, etc) earnings is what enables the practice to provide your base salary.

David

What can I do if the training practice says that they don't negotiate employment contracts with their registrars?

GPRA ANSWER

While this is not best practice, provided the training practice fully complies with the minimum, terms in the NTCER then there is not much that you can do -they are an independent private business and cannot be compelled to negotiate. However, a discussion about your employment arrangements should occur and this should be documented in your employment agreement, and you should be able to understand all the clauses in the contract. And this should occur BEFORE you commence working at the practice. When a practice manager or supervisor says they don't negotiate, what is often implied here is that the practice is not willing to pay you above the minimum percentage and/or use shorter cycle for billings reconciliations than what is described in the NTCER. You should still seek to negotiate and agree on other conditions such as rostering (including expected weekend/AH workload), when you might want to take annual leave, when in-practice teaching occurs, and any other matters that are important to you.

For a range of common enquiries and issues with GP trainee employment arrangements, please see the FAQs on the GPRA website: <https://gp.ra.org.au/faq/>