

General Practice Trainee Incentive

Guidelines

1. Background

General practice (GP) sits at the core of the Queensland healthcare system particularly in our rural and remote communities. To bolster Queensland's primary healthcare services, \$24 million has been committed to incentivise trainees to undertake GP training.

Under this incentive, eligible trainees will receive a lump sum payment of \$40,000; designed to attract GP trainees and therefore improve the accessibility of primary care for all Queenslanders.

2. Program overview

To increase the uptake of GP training, and to ensure Queensland has the GP workforce that is needed both now and into the future, this incentive is for doctors commencing GP training in Queensland in the 2025 calendar year.

The training incentive will be delivered in one lump sum payment of \$40,000 to recognise a trainee's commitment to the specialty of GP with eligibility for payment accruing upon commencement of training in a primary care training facility in Queensland.

A primary care training facility is defined as any facility accredited to deliver GP training in Queensland including but not limited to community health and medical centres, hospitals, primary care practices, Aboriginal and Torres Strait Islander health services and all other relevant settings.

3. Eligibility

Eligibility criteria

To be eligible for the GP Trainee Incentive, applicants must:

1. Be enrolled to commence GP training between 1 January 2025 and 31 December 2025 with one of the following organisations:
 - a. Australian College of Rural and Remote Medicine (ACRRM)
 - b. Royal Australian College of General Practitioners (RACGP)
2. Be accepted into one of the following GP training programs:
 - a. Australian General Practice Training (AGPT) program
 - b. Fellowship Support Program (FSP)
 - c. Independent Pathway (IP)

- d. Practice Experience Program (PEP)
 - e. Remote Vocational Training Scheme (RVTS)
 - f. Rural Generalist Training Scheme (RGTS).
3. Meet the relevant citizenship, visa, qualification, Ahpra registration and training requirements to enter a GP training program.
- Note:* these requirements are determined by the relevant GP college.
4. Commence GP training and undertake a placement in a primary care training facility located in Queensland in 2025.

Ineligible applicants

The following applicants are ineligible for the training incentive:

- Doctors who have commenced GP training prior to 2025.
- Doctors who have been accepted or are due to commence a GP training program after 2025.
- Doctors who do not train in Queensland during their training.
- Doctors undertaking GP training placements during their prevocational years.

Incentive payments are only available to those trainees who have successfully commenced their GP training program in Queensland as part of the 2025 cohort.

Further eligibility considerations

Trainees that undertake part-time GP training will be eligible to receive a pro-rata incentive payment in line with their full-time equivalency, provided they meet the minimum time requirements based on the relevant college policy.

Trainees on extended leave (defined as a period of more than eight weeks) are not eligible to receive the incentive payment.

4. How to apply

The training incentive will be administered by ACRRM and RACGP (Administrators) including undertaking eligibility assessments and the disbursement of incentive payments.

Applicants may apply for the incentive after they have successfully enrolled into one of the relevant GP training programs and have commenced an approved training placement in a primary care training facility located in 2025 in Queensland.

Applications for the GP Trainee Incentive can be made by submitting an application to the relevant Administrator via their respective websites:

- [ACRRM - Australian College of Rural and Remote Medicine](#)
- [RACGP - The Royal Australian College of General Practitioners](#)

Applicants will be notified of the outcome of their application via email by the respective Administrator.

By submitting an application form applicants agree that, if they are successful, they will be bound by an agreement between themselves and the respective Administrator with the terms and conditions as outlined in the application form, Appendix 1: Terms and conditions of the guidelines, and any other terms as determined by the Administrator.

If an applicant is successful in applying for the GP Trainee Incentive, the applicant will need to provide their Australian bank account details to their relevant Administrator to specify where they would like the incentive paid. Applicants should seek financial advice regarding this payment to be informed about any implications on their tax return.

Applicants can only apply for the incentive payment once and will receive a maximum amount of \$40,000.

The GP Trainee Incentive is capped at \$24 million.

5. Assessment of claims

The Administrators will undertake the assessment process.

The successful applicant will be required to confirm that they meet the eligibility criteria at the time of application and may be requested to provide further information to assist in the assessment of their application.

The relevant Administrator reserves in their absolute discretion the right to refuse an application or claim and the right not to make a payment where eligibility criteria are not met, or where the applicant does not or cannot provide sufficient information in the required timeframe to assess whether eligibility criteria have been met, or where a claim cannot be supported.

If an unsuccessful applicant considers that their application has been incorrectly assessed for the training incentive, they may contact the relevant Administrator for further advice and clarification in the first instance.

The relevant Administrator may escalate grievances to the Queensland Department of Health for assessment of a specific case and whether the grievance is valid in the context of the intent of the incentive program.

6. Program dates

The training incentive will be open from 1 January 2025 to 31 December 2025.

The training incentive is only available to GP trainees commencing their first year of GP training in Queensland in 2025.

Retrospective applications dated back to a commencement in January 2025 will be accepted.

7. Other information

The Queensland Department of Health reserves the right to amend these guidelines including terms and conditions at any time as it deems appropriate (subject to appropriate notice being given either by publication on the Queensland Health website or via email to applicants).

8. Program survey and evaluation

Successful applicants will be asked to complete program survey(s) provided by the Queensland Department of Health during the course of the GP Trainee Incentive to inform an evaluation of the program.

The program survey and evaluation will be distributed by the Administrators using the contact details provided by applicants.

Responses collected, including any personal information, will be used to produce an aggregated report for the Queensland Government. This information will be treated in accordance with the privacy statement detailed below.

9. Privacy statement

Information provided by applicants for the GP Trainee Incentive, including personal information, will be collected by ACRRM and RACGP as Administrators for the purposes of assessing eligibility, to administer claims and payments, and for program review, reporting, monitoring, audit and evaluation purposes.

By applying for an incentive payment, applicants consent to the collection and sharing of information as outlined in Appendix 1: Terms and conditions of the guidelines.

The Administrators will complete a range of eligibility assessments that may include data matching to clarify the accuracy and quality of information supplied by the applicant. The data matching may occur on enrolment information and personal information provided in the applicant's application, their supporting evidence and any claim or payment forms.

The Administrators may collect demographic information for reporting purposes on behalf of the Queensland Government.

Any personal information will be collected, held, used, disclosed and stored in accordance with the *Information Privacy Act 2009* (Qld).

10. Contact us

Please contact the Queensland Department of Health via email to GPtraineeincentive@health.qld.gov.au for any further information in relation to the GP Trainee Incentive.

11. Definitions

Term	Definition / Explanation / Details
Administrators	ACRRM and RACGP who will be responsible for administering the GP Trainee Incentive using funding received from the Queensland Government.
Primary care training facility	Any facility accredited to deliver GP training in Queensland including but not limited to community health and medical centres, hospitals, primary care practices, Aboriginal and Torres Strait Islander health services and all other relevant settings.
Queensland Government	The State of Queensland, being represented by the Queensland Department of Health, for the purposes of these guidelines.

Appendix 1: Terms and conditions

To provide the incentive payment to successful applicants, the Administrators will enter into agreements with successful applicants. The Administrators will, as a minimum, incorporate the following terms and conditions into such agreements:

1. As part of the application process, applicants must agree that they are aware of the requirements of the GP Trainee Incentive and the terms of the agreement. By submitting an application form, applicants agree that if they are successful, they will be bound by an agreement between themselves and a respective Administrator.
2. The Queensland Government will be financially responsible for the GP Trainee Incentive and will provide the funding amount to the Administrators. The Administrators will be directly responsible for the administration of the training incentive, including the assessment of eligibility and distribution of payments. Any claims, concerns or grievances by applicants must be made to the Administrators directly in the first instance. The relevant Administrator may escalate grievances to the Queensland Department of Health for assessment of a specific case and whether the grievance is valid in the context of the intent of the incentive program.
3. To receive payment, applicants must demonstrate their ability to satisfy the eligibility criteria outlined in Section 3 of this document.
4. If successful, applicants are responsible for maintaining professional registration for program period and informing the Administrator if they are unable to meet eligibility requirements as a result of incomplete or restricted professional registration.
5. The Queensland Government strongly recommends that successful applicants seek independent tax advice in relation to their incentive payment including the impact of the payment on their tax liability or any benefits paid under an Australian Government scheme. Successful applicants should be aware that they may be liable to pay tax on their incentive payment.
6. It is the obligation of the applicant to ensure that the bank details provided are correct. If the successful applicant provides incorrect bank details, their incentive payment may not be received, and the Administrator will be under no obligation to make any repayment.
7. If an applicant does not comply with these terms and conditions, they may be required to refund any amount paid.
8. Applications and claims may be subject to audit by the Queensland Government or its representatives for a period of up to seven (7) years following the completion of the GP Trainee Incentive to determine whether the application and information provided was compliant. Applicants must retain relevant records accordingly.

9. Program surveys and evaluation: Successful applicants agree to complete any surveys provided by the Queensland Department of Health, which may be for a period of up to three (3) years after applying for the GP Trainee Incentive. The program survey and evaluation will be distributed by the Administrators using the contact details provided by applicants. Responses collected, including any personal information, will be used to produce an aggregated report for the Queensland Government. This information will be treated in accordance with the privacy statement detailed above.
10. Fraudulent claims: By submitting the application form, applicants are declaring that the information provided in the application form and supporting documentation is true, accurate and not misleading about a material fact.
11. If any information in the application form or claims for payment is found to be false, misleading or fraudulent (as determined by the Administrators or the Queensland Department of Health), any incentive payment will be repayable on demand and the applicant agrees to repay the payment (or part of it) upon demand under the circumstances outlined in this clause. The Administrators and the Queensland Department of Health reserve the right to take further action, including but not limited to referring the applicant to the relevant law enforcement agency and issuing recovery proceedings in court. Providing inaccurate, untrue or misleading information may result in an offence being committed and serious penalties may apply.

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