

Vocational Trainee Professional Development Leave Guide

Purpose

To provide advice to line managers and Queensland Rural Generalist Pathway (QRGP) trainees regarding leave provisions for mandatory vocational training delivered by Regional Training Organisations (RTO).

Background

- QRGP trainees who pursue Fellowship of the Royal Australian College of General Practitioners (FRACGP) plus Fellowship in Advanced Rural General Practice (FARGP) or Fellowship of the Australian College of Rural and Remote Medicine (FACRRM) will be required to attend compulsory workshops with their RTO during their vocational training (usually PGY4/5).
- Queensland Health has committed to ensuring trainees are released from duty to attend.
- Senior Medical Officers (SMOs) (including Provisional Fellows), Medical Superintendents with Private Practice (MSPPs) and Medical Officers with Private Practice (MOPPs) are paid a Professional Development Allowance (PDA) of \$21,000 per annum in a fortnightly allowance and accrue 3.6 weeks of Professional Development Leave (PDL) annually, for up to ten years.
- All RMOs, other than Interns, will be entitled to accrue 1.6 weeks of PDL per year. RMOs in rural and remote locations will accrue an additional 0.6 weeks of professional development leave each year to be used as travel time to attend professional development activities, or examinations at the election of the RMO. This leave may be accumulated for a period of up to 5 years as long as the RMO remains in continuous employment with Queensland Health as a RMO.

Principles

QRGP trainees in Rural Generalist SMOPF, MOPP or PHO positions are expected to use their professional development entitlements for mandatory vocational training education. Whilst trainees may wish to use entitlements for other training courses, PDL accrual may not provide sufficient additional days on top of mandatory fellowship training requirements. Trainees should consider deferring other courses of interest until the following year, utilise other leave entitlements such as annual leave, or review the need to attend the course. In those instances of special need such as a workforce skill need, trainees should consult their line manager for further consideration.

Line managers should ensure vocational trainee PDL requests are only approved for compulsory education training in the first year. This will focus training on the core elements of rural work which is primary care, preventative medicine, and chronic disease management.

Further Information

If you require any further information, please do not hesitate to contact the Queensland Rural Generalist Pathway team.

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Related Documents

Medical Officers (Queensland Health) Certified Agreement (No.5) 2018:

https://www.qirc.qld.gov.au/sites/default/files/2019_cb34.pdf?v=1559787610

Medical Officers (Queensland Health) Award - State 2015

https://www.health.qld.gov.au/__data/assets/pdf_file/0017/439010/gh-moa-20150915.pdf