



Specialist Training Program Orientation for Trainees

September 2022



Experience a variety of rewarding and valuable vocational training opportunities through the Specialist Training Program

The Specialist Training Program (STP) is an Australian Government funded initiative which aims to improve the quality of the future specialist workforce by providing Registrars with exposure to a broader range of healthcare settings.

The STP seeks to extend vocational training for specialist registrars into settings outside traditional metropolitan teaching hospitals, including regional, rural, remote and private facilities.

What training experiences are available through the STP on my journey to Fellowship?

The STP includes:

- Specialist Training Placements and support – completion of a training rotation at a priority setting.
- Integrated Rural Training Pipeline (IRTP) – completion of at least two thirds of the RANZCP training pathway in a rural setting.
- Tasmanian Project – completion of the RANZCP Fellowship Program in Tasmania.



History of the Program

The Commonwealth has been supporting the provision of specialist training arrangements in rural and outer metropolitan areas since 1997. Following consolidation of a number of programs in 2010 the Government announced the National Health and Hospitals Network initiative “Expand and Enhance the Specialist Training Program”. This provided resources to increase the number of specialist training places to be made available under the Program which continues today.

The Tasmanian Project was developed and implemented with the aims of supporting the training and retention of specialists in Tasmania. This initiative was implemented in 2014 with a target of 51 FTE training posts across 10 colleges with the support of 14.42 FTE supervisors.

The Integrated Rural Training Pipeline (IRTP) measure, announced in December 2015, supports an additional 100 STP posts in rural areas. This measure requires the post to be in a rural area (MM 2-7) and all trainees in that post must complete at least two thirds of their total Fellowship training in a rural area.



What does the **STP** mean for **psychiatry**?

The aims of the STP in psychiatry are to:

- Enhance the capacity of the health care sector to provide high quality training opportunities
- Facilitate the required educational experiences for specialists in training
- Support high quality training posts to build the overall training capacity in the system

STP Training Placements

STP posts involve a rotation in posts located in primary settings (such as; regional, rural or remote, private sector and non-hospital settings such as Aboriginal Medical Services, aged care, community health organisations).

You are eligible for a STP training post if you are:

A trainee registered on the RANZCP Pathway to Fellowship.

A Specialist International Medical Graduate (SIMG) on either the Partially or Substantially Comparable Pathway to RANZCP Fellowship.

Your training in an STP post will be for a six-month rotation, you may be offered the opportunity to stay in the post for two rotations after which you will move to other opportunities.



Increasing the workforce
in areas of need, to **bring
mental health** to areas where
access to healthcare is limited.

Committed to **training** in **regional, rural or** **remote settings?**

Integrated Rural Training **Pipeline (IRTP)**

The Integrated Rural Training Pipeline (IRTP) provides a unique training opportunity for psychiatry trainees interested in completing training primarily in regional, rural or remote settings.

The Whole of Pathway Model

Trainees complete a target of 75% (66% minimum) of their entire Fellowship training program within a regional, rural or remote setting.

The Stage 3 Model

Trainees will complete their stage 3 specialist training within a regional, rural or remote setting.

You are eligible for an IRTP training placement if you are:

The Whole of Pathway Model

- A trainee registered with a RANZCP Fellowship training program.
- You show commitment to completing the entirety of your training in a Modified Monash Model (MM) 2-7 area, preferably within the region or health service the post is based in.
- Your health service has a high level of confidence that you will complete a target of 75% of your Fellowship training within an MM 2-7 area.

The Stage 3 model

- A trainee registered with a RANZCP Fellowship training program.
- You must have already completed a minimum of 60% of your specialist training.





Aimed at increasing the number of psychiatry trainees and specialists in regional, rural and remote areas

Aimed at increasing the number of psychiatry trainees and specialists in rural and regional areas, the Department of Health as part of the IRTP program has established 26 regional training hubs to work with local health services to help students through the medical training pipeline.

Tasmanian Project

The STP Tasmanian Project supports psychiatry training in Tasmania by funding:

- 3 FTE Training Specialist Doctors in Tasmanian training posts.
- 1.31 FTE Training Supervisor posts.

The STP also supports training in Tasmania by providing funds to:

- Enable eminent psychiatrists and other specialists to be brought to Tasmania to present tutorials in the Formal Education Course.
- Subsidised workshops for trainees.
- Maintain tutorials for first year trainees.

What is a regional training hub?

A regional training hub is a team of people at an established Rural Health Multidisciplinary Training Program location.

[Click here to find out more!](#)

What is the difference between STP and IRTP?

Training posts funded in the IRTP program differ from STP posts as the funding 'follows' the trainee through multiple rotations at a health service, allowing the trainee to undertake all mandatory and elective rotations to achieve Fellowship.

Funding for STP Programs

For STP posts this includes:

Salary Contribution - The STP provides organisations with \$105,000 (GST exclusive) pro rata, per full time equivalent (FTE) per year.

Rural loading - STP Posts in MM 2-7 areas of Australia may be eligible of up to \$30,000 (GST exclusive) pro-rata per full time equivalent (FTE) per year. Rural Loading assists with additional costs associated with having an STP training position outside of metropolitan settings.

Psychiatry Workforce Program (PWP) - The PWP program has been established to address mental health workforce maldistribution and shortages and aims to improve access to mental health care for Australians with a focus on those in rural and remote areas. The PWP provides funding for salary contributions per training year of \$105,000 (GST exclusive) for one full time equivalent and \$90,000 (GST exclusive) for a training supervisor at .33 full time equivalent.

Private Infrastructure and Clinical Supervision (PICS) - Under the Private Infrastructure and Clinical Supervision Allowance (PICS), private-sector organisations may be eligible for funds to cover infrastructure and clinical supervision. For each private-sector FTE training post the maximum amount available is \$30,000 (GST exclusive) pro-rata per full time equivalent (FTE).

For IRTP Posts this includes:

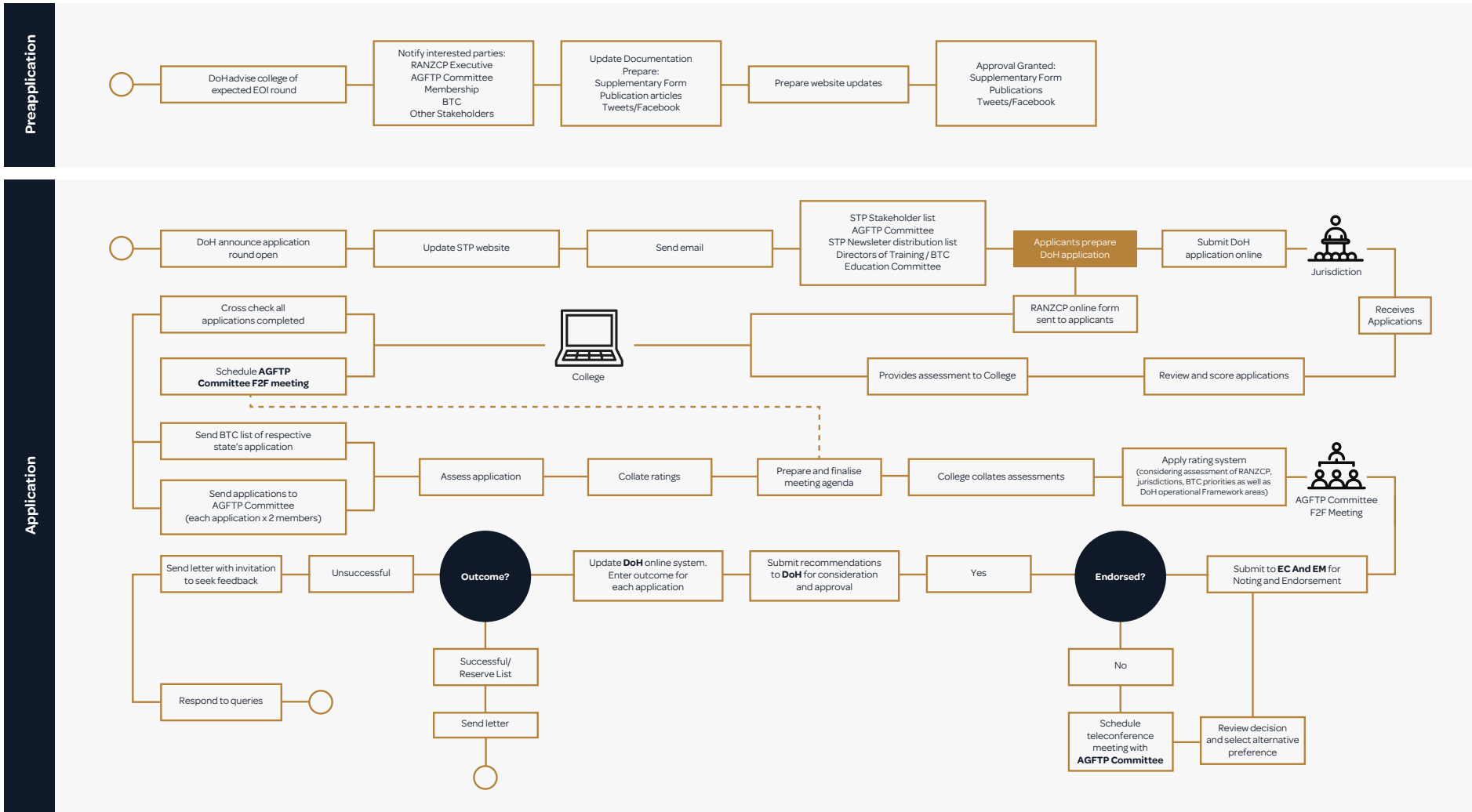
Salary Contribution - The IRTP provides organisations with \$150,000 (GST exclusive) pro rata, per full time equivalent (FTE) per year. The amount provided includes Rural Loading and Private Infrastructure Clinical Supervision allowances which a health service are expected to use following the same guidelines as STP.

How health services claim their STP funding

Health Services with STP funded posts are required to complete a **progress report** twice a year, at the end of each rotation, which includes information on the location a trainee has delivered services or undertaken training. The progress reports are required to claim funding for the next instalment.



How are STP/IRTP Posts established?



AGFTP Australian Government Funded Training Programs Committee
BTC Branch Training Committee
DoH Department of Health
EC Education Committee

EM Executive Meeting
RANZCP Royal Australian and New Zealand College of Psychiatrists
STP Specialist Training Program

For more information ranzcp.org/stp

What supports are available through the STP on my journey to Fellowship?

Financial Assistance

Educational Grants

Provision of grants for trainees in STP funded posts (which includes IRTP and Tasmanian Project posts) located in regional, rural and remote areas to access educational programs related to their RANZCP training.

Educational programs may include completion of preparation courses including tutorage for assessments administered by the RANZCP, attendance at RANZCP conferences, and educational lectures, workshops and seminars relating to mental health or rural health.

For more information about these grants, please see the STP webpage.



What supports are available through the STP on my journey to Fellowship?

Training Pathway Support

Aboriginal and Torres Strait Islander Pathway Project

Initiatives to support the recruitment and retention of the Aboriginal and Torres Strait Islander psychiatry workforce.

Deliverables of this important project include:

Facilitating a Trainee Forum for trainees who identify as Aboriginal and/or Torres Strait Islander, to gain input on how to better attract and support our Aboriginal and Torres Strait Islander workforce in psychiatry.

Delivering a short course (via webinar or workshop) on exploring the various aspects of psychiatry, aimed at Aboriginal and Torres Strait Islander medical students and junior doctors.

Supporting Regional, Rural and Remote Training

The Scoping Project has created a Roadmap for a dedicated and robust Rural Psychiatry Training Pathway. The Roadmap is purpose designed to deliver the RANZCP Fellowship Program in rural locations, with an emphasis on generalist psychiatry, and is intended to maximise training opportunities and increase the availability of rural psychiatrists.



Navigating Research Resources Webinar

A webinar will be held to assist rural STP trainees with online research skills. The webinar will provide internet research skills to rural STP trainees to enhance their ability to complete the mandatory scholarly project.

Rural Trainee Forum

Two trainee forums will be held to support rural trainees. The Rural Trainee Forums will be held virtually and will be an opportunity for trainees to come together, network and discuss the challenges of rural training.

In conversation: on the Rural Pathway to Fellowship

A collection of podcasts featuring STP trainees in rural locations will be developed. The podcasts will focus on inspirational first-hand stories of psychiatry trainees and their experiences on their rural pathway to Fellowship.





Trainee Survey

As part of the quality assurance of the STP and IRTP programs, the College seeks feedback from trainees regarding their experiences in STP posts.

The STP and PWP surveys are distributed at the end of each rotation and are your opportunity to give feedback on:

- The work involved in the post.
- The training experience.
- Supervision support.
- Benefits and challenges.
- Overall experience with the post.
- And assist in the improvement of the program.

The IRTP Survey is distributed at the end of each training year and follows a similar theme to the STP Survey and also encompasses:

- Interaction with the Regional Training Hub.
- Aspirations for the future.

What is involved?

Completion of a survey which will take approximately 10 – 15 minutes. If you have worked in more than one STP post you will be requested to complete the survey for each post.

By fully completing the survey you have the opportunity to be entered into a prize draw with the opportunity to win:

- › 1 x \$500 gift card
- or
- › 2 x \$100 gift card for STP
- › 1 x \$100 gift card for IRTP





Other supports available on my journey to Fellowship

RANZCP Training Program

Within your training setting you will have access to supervisors and other staff to help you on along the pathway. Your Director of Training will also be essential to your progression; liaise with them regularly to ensure the highest level of support. The RANZCP website provides a wealth of information to help you progress on your pathway to Fellowship.

College staff are also on hand to help you understand the specific requirements for each rotation including:

Workplace Assessments

WBA

EPA

ITA

College Administered Assessments

Multiple Choice Question Exam

Critical Essay Question Exam

Modified Essay Questions Exam

OSCE

Psychotherapy Written Case

Scholarly Project

Exemplars for most of the College administered assessments are available to provide you with a better understanding of what is required to be able to complete and progress on your pathway.

Member Welfare Support Line

Confidential advice is available to all members of the RANZCP. Call for support on any issue that affects your physical or mental wellbeing.

Call 1800 941 002 or email support@ranzcp.org

The support line is available 8.30am to 5pm AEST Monday to Friday (or call out of hours and leave a message to receive a call back).

The Royal Australian and New Zealand College of Psychiatrists has received Australian Government Funding under the Specialist Training Program for this initiative. All information is correct as at Rotation 1, 2022.

For further information visit ranzcp.org/stp

