

# **Private Infrastructure and Clinical Supervision (PICS) allowance guidelines**

## **DEFINITIONS**

### **Infrastructure**

Resources which provide for, or enhance, the training experience delivered by the STP training position, including:

- training room outfitting, including purchasing specific training equipment such as microscopes for trainees and training simulation equipment;
- minor renovation of existing facilities to make space within the training setting suitable for use in registrar training;
- videoconferencing facilities;
- investments in on-line educational training software;
- overhead infrastructure in general i.e. office asset equipment purchases such as computers; phones; desks; IT equipment and associated facilities that will be used by trainees and their supervisors.

Resources which may be required for the activity of clinical training which are excluded, i.e., not eligible, for funding support are:

- the use of infrastructure funding to contribute to operational expenses such as salaries, training courses or ongoing building maintenance costs;
- the purchase of office consumables and other recurrent items such as stationery and printer cartridges, recurrent telephone line and rental costs, including phone call costs, as well as uniforms and cleaning products;
- major capital works projects involving the construction of new facilities, including as a funding contribution towards the total cost of larger capital projects, or as a funding contribution towards the purchase of substantial medical equipment used in service delivery rather than specifically for training;
- hospital consumables used in the treatment of patients;
- recreational equipment; and
- operational expenditure for initial training post setup, including any costs associated with the process of gaining accreditation for training.

### **Clinical supervision**

Direct or first hand observation of teaching and involves face to face and other associated interactions between the trainee and the clinical supervisor. Generally clinical supervision will be provided by a senior practitioner. The role of the clinical supervisor is to ensure that trainees achieve the established goals or tasks contained in their training curriculum.

The supervisor's administrative role requires an understanding of complex systems that are constantly in transition. As the medical system and training requirements change there may be additional administrative burdens placed on the clinical supervisor.

## **ELIGIBILITY**

### **Infrastructure allowance**

The infrastructure allowance is attached to the training site, not the trainee or the supervisor, and will be linked to a specific STP training position. Posts are only eligible for infrastructure allowance funding **once** in any three year period.

In cases where a health care facility has more than one STP training position, the training allowance may be aggregated and used across the facility for the benefit of the whole training cohort.

For example, a private health care facility may provide training in the specialties of surgery, paediatrics and psychiatry. Funding may be provided based on the total FTE supported at the facility under STP, and used to provide resources for training of a generic benefit to all.

Conversely, where a training position rotates through a number of different health care facilities, each private sector facility within the rotation may be eligible for infrastructure support, at a pro-rata rate based on the amount of FTE training provided.

### **Clinical supervision**

The clinical supervision allowance is attached to a supervisor, not the trainee or the health care facility providing the training, and will be linked to a specific STP training position.

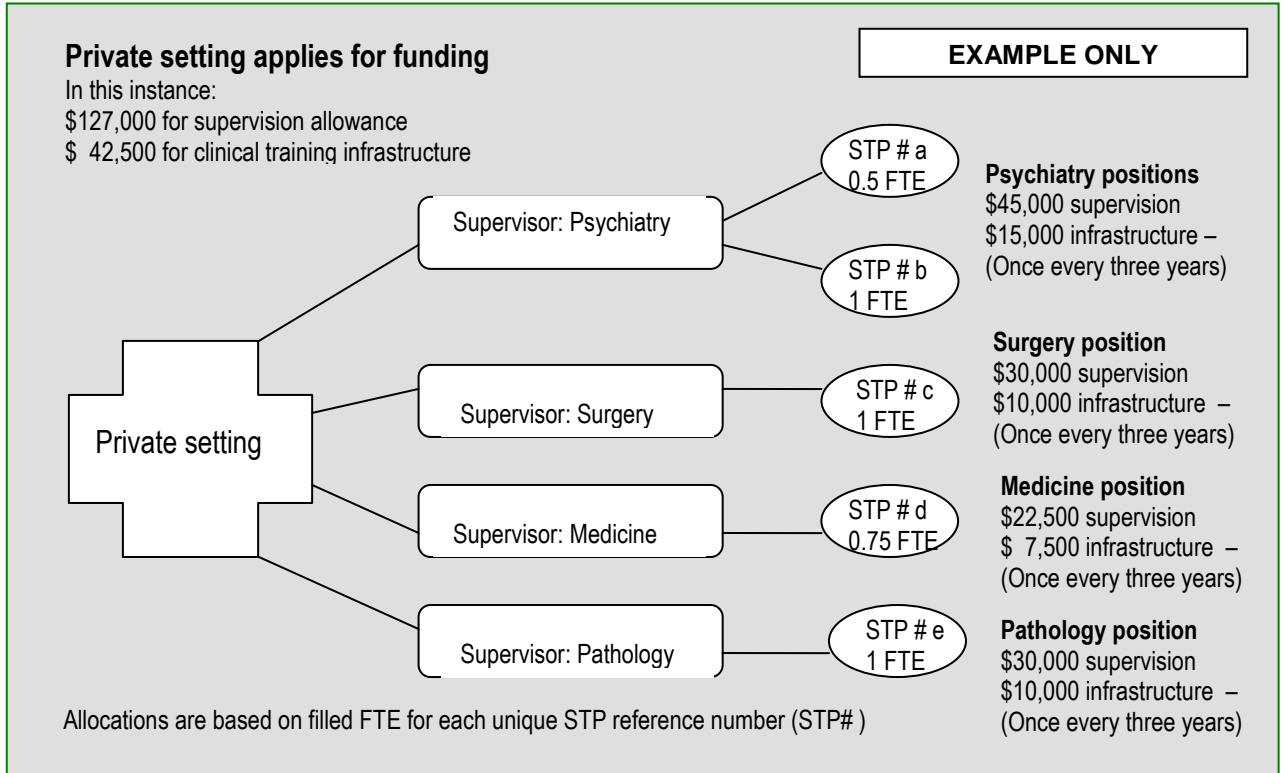
In cases where a supervisor has responsibility for more than one trainee supported under STP, the clinical supervision allowance may be aggregated and used for the benefit of all the supervisor's STP registrars.

Under STP, supervision activities eligible for funding include:

- *Administrative support*
  - Support for activities which promote and maintain good work standards, coordinate practices and policies which lead to efficient and smooth running training experience;
- *Educational support*
  - Activities which help coordinate the educational development of trainees to ensure delivery of a training experience that contributes towards fellowship training of the relevant college;
- *Trainee employment support*
  - Effective support projects to ensure the trainee's entitlements are met;
- *Networked supervision support*
  - Development of networks of training which facilitate seamless transition between training sites that ensures that trainees receive high quality, appropriate training that coordinates supervision across the network; and
- *Supervisor development training support*
  - Training programs aimed at enhancing supervisors' leadership and management skills.

**EXAMPLES:** The diagrams below illustrate potential funding allocations and who should apply for funding in each instance.

**Diagram 1:** Private sector health care facilities which provide all the training site requirements for single or multiple STP training position/s apply



**Diagram 2:** Supervisors apply in regard to positions which rotate through multiple training sites, across multiple governing organisations

