



# Single Employer Model (SEM)

Information webinar for trainees – June 2024



Government  
of South Australia

SA Health



# Acknowledgement of Country

**We acknowledge the First Nations Peoples as the Traditional Custodians of Country throughout South Australia.**

**We acknowledge and respect their ongoing and deep spiritual connection and relationship to land, air, sea, waters, community and Country. We pay our respects to Elders past, present and emerging.**

*Rural Support Service Reconciliation Action Plan Artwork  
by Ngarrindjeri, Narrunga and Kurna artist Gabriel Stengle*



**Government of South Australia**  
SA Health

# What is Single Employer Model (SEM)?

- Same employer for the duration of your training (in our case the regional LHN)
- Supports GP/Rural Generalist Training
- Provides single secure employment arrangements for GP and Rural Generalist Trainees for up to four years
- SEM provides employee entitlements including access to annual, sick leave, maternity leave and other benefits, such as salary packaging, during their training period
- Seamless transition between your hospital and general practice training placements with no loss of entitlements
- SEM is opt-in and not for everyone
- Increased retention of medical workforce, with a priority focus on building local workforce in rural and remote areas
- Applicable to MMM 2-7 locations.



# What is Single Employer Model (SEM)?

## Continued...

- Defined agreement between the GP Practice and the regional Local Health Network (LHN)
- Commonwealth will provide Section 19(2) exemptions to allow state-employed trainees to bill Medicare for eligible services during their training placements
- Revenue generated will partially offset salary and associated employment costs of the trainee for the regional LHNs
- Facilitating strong professional links for trainee between hospitals and private practitioners within the region, to become part of the rural practice network.

# Participating regional LHNs/Practices

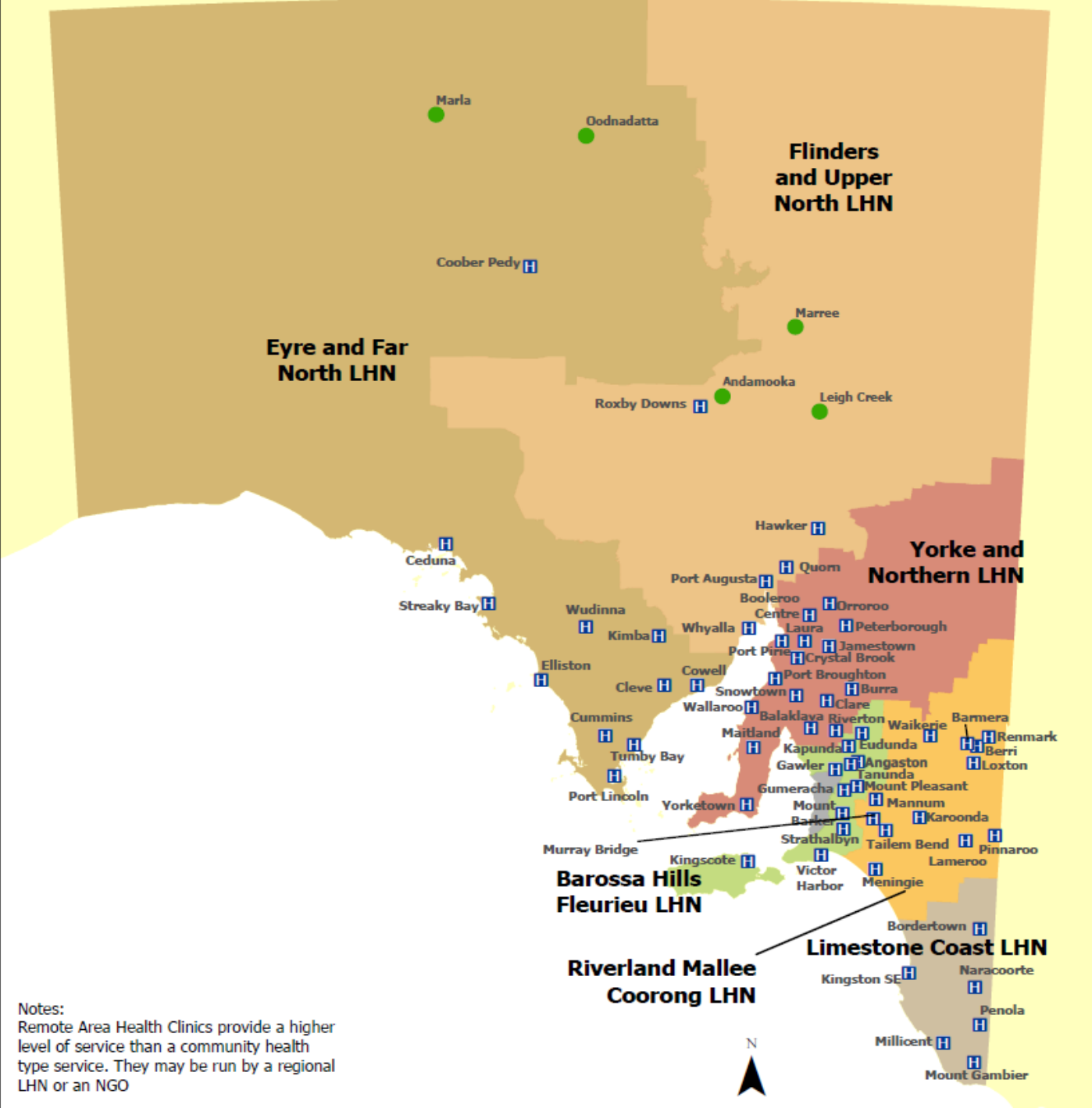
- There are two Single Employer Model trials covering regional South Australia
- Existing trial:
  - Riverland Academy of Clinical Excellence (RACE) – RMCLHN
- New trial:
  - BHFLHN, EFNLHN, FUNLHN, LCLHN, YNLHN
- Participation of GP practices will be supported in each regional LHN.

# New SEM Trial approved by Commonwealth May 2024 for rest of South Australia

Commencing 2025 with potential for early adopters to commence August 2024.

Identified practices within each Local Health Network

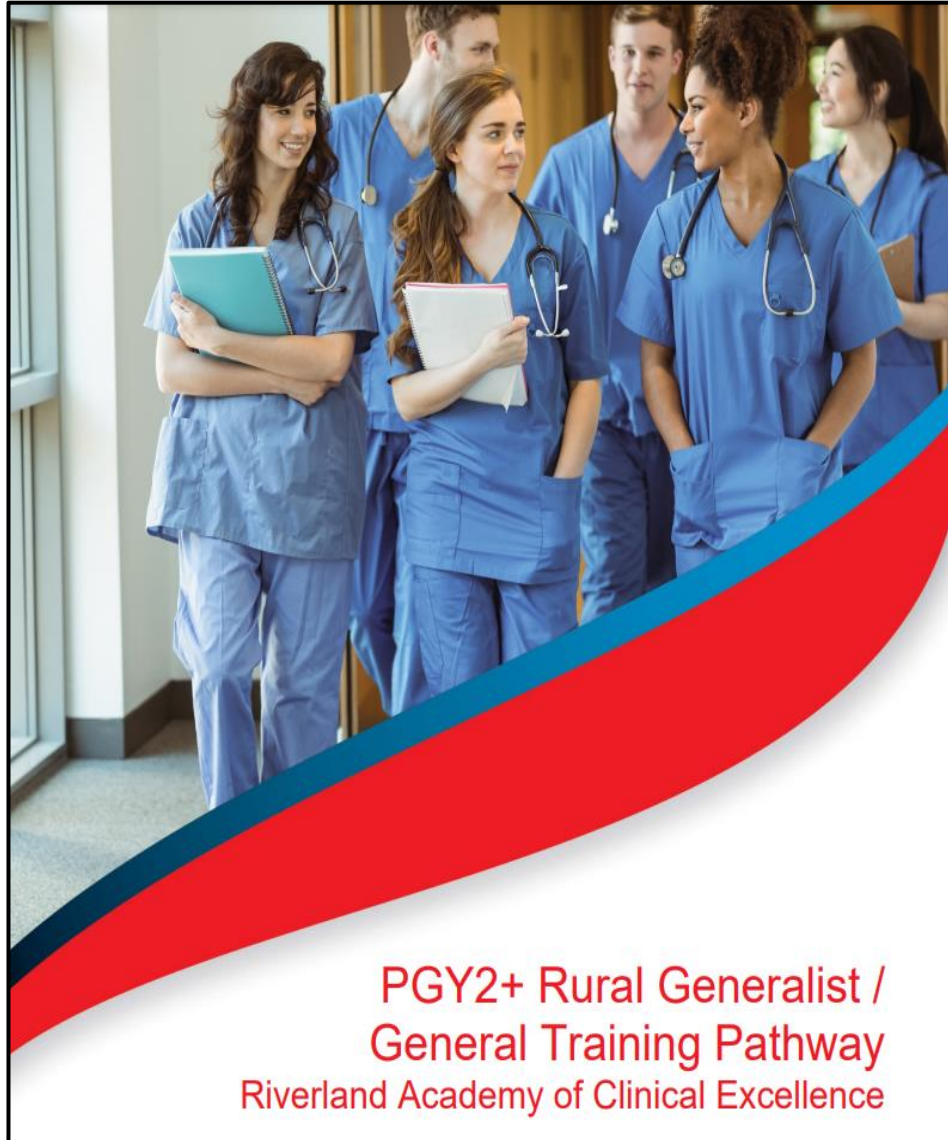
- **Eyre and Far North LHN: 14**
- **Flinders and Upper North LHN: 1**
- **Yorke and Northern LHN: 11**
- **Barossa Hills Fleurieu LHN: 8**
- **Limestone Coast LHN: 4**



Notes:  
Remote Area Health Clinics provide a higher level of service than a community health type service. They may be run by a regional LHN or an NGO



# Single Employer Model trial in SA



## RMCLHN Riverland Academy of Clinical Excellence (RACE) model commenced in December 2022

- RMCLHN granted s19(2) exemptions for Rural Generalist training at nominated GP training sites for 20 rural generalist trainee places
- Achieving positive results in attracting and retaining rural trainees
- Offering multiple-year contracts to junior doctors.

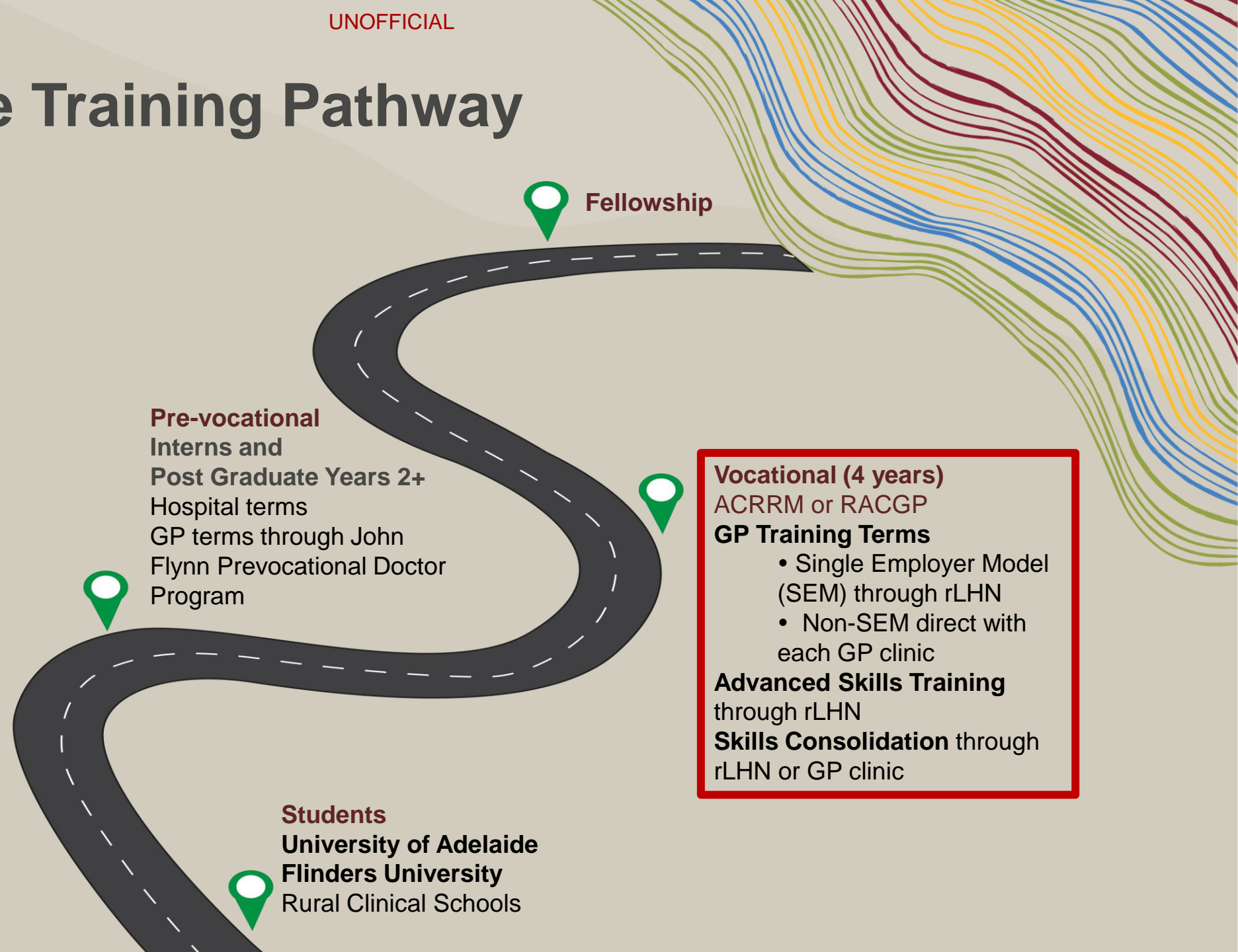
# Post Graduate Training Pathway

## Eligibility

- Must be PGY3
- Enrolled in either RACGP (rural or RG) or ACRRM (in any of the training pathways).

## Entry

- 1) Existing SA Health employee from intern/PGY2 and contract extends
- 2) Lateral entry at PGY3 when otherwise in private practice.





# What employment under SEM means

Employed by SA Health

- SASMOEA
  - <https://www.agd.sa.gov.au/industrial-relations/current-agreements2/SA-Health-Salaried-Medical-Officers-EA-2022.pdf>
    - MDP2 definitions and provisions
- Health Care Act (HR Manual) – [HUMAN RESOURCES MANUAL \(icac.sa.gov.au\)](https://icac.sa.gov.au/HUMAN_RESOURCES_MANUAL)
- PD allowance
- Leave provisions – annual, sick, parental, maternity, long service etc.
- Guidelines will clearly outline responsibilities of all parties (trainees, GP clinics and the LHN) and be governed by the agreement between the GP clinic and the LHN.

# Billings/section 19(2) Medicare exemptions

- Commonwealth has allocated 60 trainee medical officer places across five regional LHNs in SA (20 separate places are already allocated to the SEM trial within RMCLHN under RACE)
- GP Registrars / Rural Generalist Trainees employed under SEM will be eligible to use the s19(2) exemption Direction granted by the Commonwealth under this arrangement across SA to bill Medicare in private agreed GP practices
- The SEM pilot is statewide, so moving to other Practices is possible. The Practice would need to be listed on the current s19(2) exemption Direction granted by the Commonwealth
- The s19(2) exemption only allows state-employed GP/RG trainees in an eligible training pathway (GPT, ACRRM, RACGP, RVTS, RGTS) at PGY3+ level and above to claim MBS items for services while undertaking general practice rotations
- Under SEM you will not receive any of your billings. They will be split between the rLHN and your GP Practice, with each party receiving 50%. As a trainee you will receive a salary and other entitlements such as annual and sick leave, parental leave, and salary packaging; the 50% of your billings that will be paid to the regional LHN will be used towards your salary
- If you prefer to generate extra income from billings, SEM may not be the right option for you.

# Comparison

## Private Model

- Additional income generated through Medicare billings
- Incentive payments available via Colleges
- Multiple employment contracts during training
- Finding and applying for your next placement is the trainee's responsibility
- May have to move frequently depending on location of the placement
- Loss of employee entitlements after each move

## Single Employer Model (SEM)

- Opt-in model for interested trainees
- No additional income through Medicare billings
- Incentive payments available via Colleges
- Single employment contract with the rLHN for the duration of your training
- Provides single secure employment arrangements for GP and Rural Generalist Trainees for up to four years
- Maintain employee entitlements including access to leave (sick leave, long service, maternity etc.) and other benefits during your training period
- Seamless transition between hospital and general practice training placements; no loss of entitlements
- Less moving around and ability stay in the one region/location while still meeting training requirements
- Greater financial security which is favourable to financial institutions for home loans
- Builds local workforce in rural and remote areas
- Facilitates strong professional links between hospitals and GPs within the region, and to become part of the rural practice network.



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