



Policy on Independent Pathway Remediation

1. Purpose

ACRRM recognises its responsibility for early identification of Independent Pathway registrars experiencing difficulty meeting the training requirements for Fellowship of ACRRM.

The purpose of this policy is to define how ACRRM will:

- assess and address the needs of ACRRM Independent Pathway registrars who exhibit deficiencies in performance;
- determine the appropriate level of remediation; and
- document, manage and evaluate remediation activities.

This policy applies to ACRRM Independent Pathway Registrars only.

2. Related Documentation

This policy should be read with reference to the following related documents:

- Policy on Independent Pathway Active Training;
- Assessment Handbook;
- ACRRM Vocational Training and Assessment Appeals Policy; and
- Registrar Review Policy.

3. Policy

3.1 There are many types of concerns that can be attributed to a registrar, that require additional support and remediation. These include:

- competency issues;
- language or cultural difficulties;
- coping difficulties;
- personal health difficulties;
- behavioural problems (including non- professional behaviour); and
- inappropriate attitudes.

3.2 A registrars may be identified by various people and at various times as potentially requiring remediation. For example:

- during live classroom sessions – interpersonal/professional skills issues, non attendance, ongoing confusion regarding subject/topic material, poor participation in activities;
- during workshops – interpersonal/professional skills issues, non attendance, ongoing confusion regarding subject/topic material, poor participation in activities;
- poor performance during or after completion of formative or summative assessment modalities or reluctance to enrol or participate in formative or summative assessment;
- progress review by the ACRRM medical educator or Vocational Training staff;
- failure to progress through learning and assessment plans;
- frequent changes of employment;

- registrar self report – the registrar may identify issues with engagement, progress and success in the Independent Pathway; and
- supervisor’s reports – the supervisor may provide feedback to the registrar and to ACRRM either verbally or as a part of a scheduled supervisor report.

3.3 ACRRM will take a case-by case approach to remediation of issues in order to accommodate the different needs of registrars.

3.4 Where a concern is identified, ACRRM will take the following steps:

1. Identify and verify the concern. This may involve gathering information from a variety of independent sources.
2. Schedule a meeting between the ACRRM medical educator and the registrar, to discuss the concern and to ask the registrar for their feedback on the identified issue.
3. Schedule a separate meeting between the ACRRM medical educator, registrar and supervisor to discuss a plan of action.
4. Document a remediation plan with agreed timeframes for review.

3.5 The remediation plan must include documentation of:

- areas requiring remediation;
- expected outcomes of remediation;
- specific goals which are measurable and observable;
- the nature of the program and resources required;
- specific time frames for remediation;
- the registrar’s self assessment of their learning and personal needs;
- a description of how remediation outcomes will be evaluated;
- the consequences of an unsatisfactory outcome of the remediation plan; and
- approval (signature) by the ACRRM medical educator and the registrar.

3.6 The remediation plan may include items such as

- a formative MSF or miniCEX;
- videotaped consultations;
- additional or targeted learning activities;
- changes in the structure and/or content of support and feedback from the supervisor;
- additional teleconferences with the ACRRM medical educator;
- a visit to the registrar’s place of work by the ACRRM medical educator which may include a random case audit and review of other work conducted by the registrar;
- a plan for additional supervisor reports and written feedback; and/or
- an agreement from the registrar to undergo independent professional management of a medical or psychological condition if required.

3.7 The registrar will be required to meet the costs of remediation activities.

3.8 There may be instances where the ACRRM medical educator believes that deficiencies in performance are such that a period of training should not count towards completion of training requirements or that an extension of a component of training is required. In these instances the ACRRM medical educator will make a written recommendation to the ACRRM Censor for a determination to be made.

- 3.9 If the ACRRM medical educator identifies that the registrar’s issues or performance impinge on the safety of patients, colleagues or the community, the matter should be referred to the ACRRM Censor. In such circumstances, the ACRRM Censor may:
- refer the matter to the Registrar Review Panel for a determination on the continuation of the registrar in the program;
 - refer the matter to the appropriate Medical Board; or
 - determine another course of action at the discretion of the ACRRM Censor, and requiring approval by the ACRRM Board.
- 3.10 Once a remediation plan has been followed to completion by the registrar, an evaluation should be undertaken to determine whether the remediation has been successful. The evaluation should document the following points:
- whether or not the identified problem has been addressed; and
 - the appropriate next step for the registrar – e.g. further term of remediation with a new remediation plan, or referral to the Registrar Review Panel (note that a recommendation must be made to the ACRRM Censor to convene this panel).
- 3.11 If three remediation plans have been unsuccessful in rectifying the identified issues then the ACRRM medical educator must make a recommendation to the ACRRM Censor to convene the Registrar Review Panel for consideration of the registrar’s continuation in the Independent Pathway.

4. Appeals

Registrars who oppose the need for remediation, or the outcomes of their remediation, may appeal such decisions in accordance with the ACRRM Vocational Training and Assessment Appeals Policy.

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