

POLICY

Access to Training

1. Purpose

This policy describes how the College seeks to ensure that registrars with a disability or impairment can access and participate on the ACRRM Rural Generalist Fellowship Program

2. Application and scope

The policy applies to doctors seeking selection into, or registrars enrolled in, the ACRRM Rural Generalist Fellowship Program.

3. Policy

- 3.1. Registrars are encouraged to disclose to the College any pre-existing disabilities or those acquired during their progression on the program.
- 3.2. Where a registrar discloses a disability or impairment to the College, the College will discuss the disability or impairment with them and seek their views about how they are affected by their disability or impairment may impact their ability to successfully meet the requirements of the ACRRM Rural Generalist Fellowship Program.
- 3.3. The College will assess whether reasonable adjustments can be made to enable the participation in:
 - 3.3.1. selection into the program, and/or
 - 3.3.2. education, training and assessment requirements whilst on the program.
- 3.4. A registrar needs to be able to meet the inherent requirements of the program and adjustments are provided where possible to assist registrars in achieving the program requirements. Adjustments cannot compromise the integrity of the program.
- 3.5. The College may require a functional assessment to determine if:
 - 3.5.1. the registrar's disability or impairment is likely to affect their ability to participate in the program, and
 - 3.5.2. if reasonable adjustments can be made to enable the registrars to continue to participate in the program, what adjustments may be required.
- 3.6. Reasonable adjustments may be considered by the College to support participation in College activities.
- 3.7. The College may disclose information about a registrar's disability or impairment to:
 - 3.7.1. Ahpra, where it is required or permitted by law to do so
 - 3.7.2. a training post for the purpose of reasonable adjustments in the workplace; or
 - 3.7.3. a functional assessor for the purpose of a functional assessment.

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3.8. Registrars seeking reasonable adjustments for participating in an assessment are managed according to the [Special Consideration policy](#).

4. Responsibilities

4.1. Registrars are responsible for:

- 4.1.4. disclosure of disabilities or impairments that may affect their progression on the program.
- 4.1.5. advising the Supervisor and training post if patient safety could be significantly affected by their disability or impairment.
- 4.1.6. complying with requests from the College for further information.
- 4.1.7. complying with the requirements of any functional assessment.

4.2. The College is responsible for:

- 4.2.1 complying with the [Disability Standards for Education 2005](#) and the [Disability Discrimination Act 1992](#); and any relevant disability or impairment legislation in the States/Territories in which they operate.
- 4.2.2 ensuring that, where necessary, reasonable adjustments are made to support registrars who have a disability or impairment to participate fully in the ACRRM Rural Generalist Fellowship Program.
- 4.2.3 preventing harassment and victimisation of registrars with disabilities and have complaint mechanisms in place.
- 4.2.4 discussing the disability or impairment with the registrar and identifying potential implications to their training.

5. Related documentation

[Disability Discrimination Act 1992](#)

[Disability Standards for Education 2005](#)

[Medical Deans; Inherent requirements for studying medicine in Australia and New Zealand](#)

[ACRRM Special Consideration Policy](#)

[ACRRM Performance and Progression Policy](#)

[ACRRM Withdrawal Policy](#)

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6. Definitions

Word/Term	Definition (with examples if required)
Ahpra	Australian Health Practitioner Regulation Agency
Disability	<p>In relation to a person, means:</p> <ul style="list-style-type: none"> (a) total or partial loss of the person's bodily or mental functions or (b) total or partial loss of a part of the body or (c) the presence in the body of organisms causing disease or illness or (d) the presence in the body of organisms capable of causing disease or illness or (e) the malfunction, malformation or disfigurement of a part of the person's body or (f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction or (g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour: <p>and includes a disability that:</p> <ul style="list-style-type: none"> (h) presently exists; or (i) previously existed but no longer exists; or (j) may exist in the future (including because of a genetic predisposition to that Disability); or (k) is imputed to a person. <p>To avoid doubt, a disability that is otherwise covered by this definition includes behaviour that is a symptom or manifestation of the disability.</p> <p><i>Extracted from the Disability Discrimination Act 1992</i></p>
Impairment	<p>In relation to a person, means the person has a physical or mental impairment, disability, condition or disorder (including substance abuse or dependence) that detrimentally affects or is likely to detrimentally affect:</p> <ul style="list-style-type: none"> (a) for a registered health practitioner or an applicant for registration in a health profession, the person's capacity to practise the profession; or (b) for a doctor, the doctors' capacity to undertake clinical training <ul style="list-style-type: none"> i. as part of the approved program of study in which the doctor is enrolled; or ii. arranged by an education provider. <p><i>Extracted from the Health Practitioner Regulation National Law</i></p>

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Functional Assessment	An assessment to determine a doctor's capacity to meet the training program requirements
Inherent Requirements	The fundamental components of a program, that are essential to demonstrate the capabilities, knowledge and skills to achieve the core learning outcomes of the program, while preserving the academic integrity of the learning, assessment and accreditation processes.
Reasonable Adjustment	<p>An adjustment that is reasonable in relation to a doctor with a disability if it balances the interests of all parties affected having regard to all the relevant circumstances and interests, including:</p> <ul style="list-style-type: none"> (a) the doctor's disability (b) the views of the doctor or the doctor's associate (c) the effect of the adjustment on the doctor's: <ul style="list-style-type: none"> (i) ability to achieve learning outcomes; and (ii) ability to participate in courses or programs; and (iii) independence (d) the effect of the proposed adjustment on anyone else affected, including the education provider, staff and other doctors; and (e) the costs and benefits of making the adjustments. <p><i>Adapted from sections 3.3 and 3.4 of the Disability Standards for Education 2005</i></p>

7. Document Control Information

7.1 Policy information

Policy Contact and Author	Fellowship Manager	Approving Body:	Board
Status:	Approval	Review period:	Three years
Policy No and Version:	T1 V1.2/2026	Next review date:	Jan 2029
Effective Date:	Jan 2026	Document Location:	Policy Register
Responsible Officer:	Fellowship Manager	Policy System Manager:	Advocacy and Policy Manager

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7.2 Document History

Version	Date Approved	Author	Description of revision	Internal Distribution	
				Date	Recipient/s
V1.2	January 2026	Fellowship Manager	Inclusion of impairment as well as disability Replacement of Fellowship program with ACRRM Rural Generalist Fellowship Program Removal of Unjustifiable Hardship definition Removal of College responsibility to determine, organise and fund a functional assessment Removal of College responsibility in relation to workplace reasonable adjustments and flexible working arrangements Inclusion of a College responsibility to prevent registrar victimisation and harassment due to a disability and having complaint mechanisms in place	Jan 2026	GM Education Services
V1.1	December 2022	Fellowship Manager	Removal of reference to Regional Training Organisation	12 Dec	GM Education Services
V1.0	March 2021	Accreditation and Standards Manager	Rural Generalist Training Scheme added to Training Organisation definition	16 Apr	ELT, CEO
Previous system	December 2019	Accreditation and Standards Manager	Separate policy for selection and training created, previously included in Special Consideration policy	Dec19	Board

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