

# POLICY

## Performance and Progression

### 1. Purpose

- 1.1. This policy describes how registrars on the ACRRM Rural Generalist Fellowship Program can demonstrate satisfactory progress and performance in meeting program requirements throughout training and identify registrars who are experiencing difficulty as early as possible.

### 2. Application and scope

- 2.1. The policy applies to registrars training on the ACRRM Rural Generalist Fellowship Program.

### 3. Policy

- 3.1. Registrars must demonstrate progress towards completion of the ACRRM Rural Generalist Fellowship Program by:
  - 3.1.1 having a prospective training plan which is reviewed at least annually with the College
  - 3.1.2 training in an approved training placement as required by the College
  - 3.1.3 demonstrating progress toward completion of training time as evidenced by:
    - 3.1.3.1 completion of approved/accredited training posts as per the Training Placements Policy.
    - 3.1.3.2 applying for or notifying of any leave or interruptions in training as per the Leave from Training policy.
  - 3.1.4 demonstrating progress toward completion of education requirements by satisfactory attendance, engagement and performance as per the Fellowship Education Program Policy
  - 3.1.5 demonstrating progress toward completion of assessment requirements as per the Assessment Eligibility Policy and Handbook Fellowship Assessment including not exceeding the limits of attempts
- 3.2 So that educational and clinical currency are maintained throughout training, registrars must complete all requirements within 10 calendar years from the commencement of training unless there are extenuating and unforeseen circumstances as per the Training Time Policy.
- 3.3 Registrars may be directed to complete training, education activities or assessments which facilitate completion of outstanding program requirements. This may include non-approval of placements that are not essential to achieving outstanding requirements as per the Training Placements Policy.

### 4 Responsibilities

- 4.1 Registrars are responsible for:
  - 4.1.1 their training performance and progression against the ACRRM Rural Generalist Fellowship Program requirements
  - 4.1.2 complying with training obligations related to their training pathway.

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- 4.1.3 meeting the requirements of the Eligibility for Training policy
- 4.1.4 maintaining contact with the College throughout training
- 4.1.5 monitoring their own health and well-being
- 4.1.6 their personal and professional conduct
- 4.1.7 participating in training plan reviews and following agreed actions
- 4.1.8 seeking and receiving feedback
- 4.1.9 complying with workplace policies
- 4.1.10 seeking to resolve issues in the workplace
- 4.1.11 advising the College of training or workplace issues that they cannot resolve
- 4.1.12 advising their supervisors and the College of adverse events or circumstances.

4.2 Supervisors and training posts are responsible for:

- 4.2.1 providing teaching and feedback
- 4.2.2 monitoring and supporting registrar performance during training
- 4.2.3 monitoring registrar personal and professional conduct
- 4.2.4 monitoring and supporting registrar health and well-being
- 4.2.5 complying with ACRRM Standards for training posts and supervisors, including workplace policies and Workplace Health and Safety regulations
- 4.2.6 notifying the College of unresolved issues in the workplace
- 4.2.7 responding to any adverse events or circumstances concerning a registrar brought to their attention and reporting these to the College

4.3 The College is responsible for:

- 4.3.1 setting and maintaining the program requirements including curriculum, training, education and assessments
- 4.3.2 assisting with the mediation and resolution of unresolved complaints or disputes in relation to training with the workplace
- 4.3.3 approving completion of training
- 4.3.4 awarding Fellowship of ACRRM
- 4.3.5 monitoring the health and well-being of registrars
- 4.3.6 monitoring and supporting registrar progression and performance throughout training and providing additional support as required
- 4.3.7 monitoring and supporting registrar personal and professional conduct
- 4.3.8 responding to any adverse events or circumstances reported to the College

## 5 Related Documentation

- [ACRRM Training Program Requirements Policy](#)
- [ACRRM Training Placements Policy](#)
- [ACRRM Training Time Policy](#)
- [ACRRM Leave from Training Policy](#)
- [ACRRM Academic Code of Conduct](#)
- [ACRRM Rural Generalist Curriculum](#)
- [ACRRM Standards for Training Posts and Supervisors](#)
- [ACRRM Assessment Eligibility Policy](#)
- [ACRRM Handbook Fellowship Assessment](#)
- [ACRRM Fellowship Education Program Policy](#)
- [Medical Board of Australia Good medical practice: a code of conduct for doctors in Australia](#)

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## 6. Document Control Management

### 6.1 Policy information

<b>Policy Contact and Author</b>	Fellowship Manager	<b>Approving Body:</b>	Board
<b>Status:</b>	Final	<b>Review period:</b>	Three years
<b>Policy No and Version:</b>	T8 V1.2/2026	<b>Next review date:</b>	Jan 2029
<b>Effective Date:</b>	Jan 2026	<b>Document Location:</b>	Policy Register
<b>Responsible Officer:</b>	Fellowship Manager	<b>Policy System Manager:</b>	Advocacy and Policy Manager

### 6.2 Document History

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Version	Date Approved	Author	Description of revision	Internal Distribution	
				Date	Recipient/s
V1.2	Jan 2026	Fellowship Manager	<p>Changed Fellowship program title to ACRRM Rural Generalist Fellowship Program</p> <p>Clarified the scope of the policy</p> <p>Clarified what registrars must demonstrate to meet performance and progression requirements</p> <p>Aligning placement requirements with the Training Placement policy</p> <p>Removing reference to formative and summative assessments</p> <p>Aligning assessment completion requirements with the Assessments Eligibility policy</p> <p>Aligning registrar responsibilities with the Eligibility for Training policy, including consequences of not maintaining membership</p> <p>Replacing training requirements with program requirements</p> <p>Including training post responsibilities with supervisor responsibilities</p> <p>Removing irrelevant definitions</p>	Jan 2026	GM Education Services

ACRRM acknowledges Aboriginal and Torres Strait Islander peoples as the custodians of the lands and waters where our members and staff work and live across Australia. We pay respect to their elders, lores, customs and Dreaming. We recognise these lands and waters have always been a place of teaching, learning, and healing.

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V1.1	December 2022	Fellowship Manager	Removed Regional Training Officer reference Aligned to one Fellowship program Guidance on registrars recommencing after being withdrawn after 10 years	Dec 22	GM Education Services
V1.0	March 2021	Accreditation and Standards Manager	RGTS added to Training Pathway and Training Organisation definitions	Mar 21	ELT/CEO
Previous system	December 2019	Accreditation and Standards Manager	Supersedes the Independent Pathway Active Training Policy	Dec 19	ELT/CEO

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