

Registrar Support and Progression

1. Purpose

Progression and Support Management provides timely guidance, feedback and access to appropriate educational and wellbeing resources.

The purpose of this process is to:

- Monitor registrar progression against Fellowship requirements.
- Identify emerging issues at the earliest opportunity.
- Facilitate collaborative discussions to understand individual circumstances.
- Provide timely and appropriate support to address identified concerns.
- Establish clear and consistent escalation pathways where additional oversight or intervention is required.
- Ensure progression decisions are fair, transparent, evidence-based, and consistently applied.

The overarching objective is to create a supportive environment where registrars feel safe to seek assistance, receive constructive feedback, and participate in solutions-focused planning that promotes successful progression toward Fellowship.

2. Application and Scope

This process applies to all registrars enrolled in the ACRRM Rural Generalist Fellowship Program who are actively participating in training, assessment, or progression-related activities.

The process is used when monitoring registrar progression and performance, identifying potential risks to progression, providing additional educational or wellbeing support, and managing concerns that may require formal review or escalation.

This process applies to:

- Registrars undertaking training within the ACRRM Rural Generalist Fellowship Program.
- Medical Educators, Training Program Advisors, Regional Directors of Training, and other staff involved in registrar support and progression monitoring.
- Regional Advisory Committees - Support and Progression (RACSP).
- Registrar Review Panel (RRP).

The process establishes the framework for monitoring registrar progression and performance throughout the Fellowship training program and includes:

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- Ongoing monitoring of registrar progression and training milestones.
- Identification and management of progression, performance, wellbeing, or professional concerns that may impact successful completion of training.
- Early intervention and supportive actions to assist registrars experiencing challenges.
- Escalation pathways where concerns cannot be resolved through routine support mechanisms.

This process does not replace existing policies relating to professional conduct, complaints management, assessment appeals, fitness to practise, or regulatory requirements and should be read in conjunction with relevant ACRRM policies and procedures.

3. Process

3.1. Monitoring

Monitoring enables early identification of factors that may affect progression. It supports timely intervention to assist registrars in achieving Fellowship requirements.

Key Activities

- Review training plans, assessments, workplace-based assessments, supervisor reports, educational progress, training participation and feedback.
- Maintain regular engagement with the registrar, training post, and support team.
- Identify and communicate progression or performance concerns early.
- Implement and monitor appropriate support strategies

Considerations:

- Nature and severity of the concern.
- Registrar progression history.
- Previous support activities.
- Potential impact on Fellowship progression.

Outcome: Can the concern be addressed or managed through routine support and monitoring?

- Yes- continue support and routine progression monitoring.
- No - escalate to the Regional Advisory Committee Support and Progression – RACSP for guidance.

3.2. Escalation - Regional Advisory Committee - Support and Progression (RACSP)

Escalation to RACSP provides regional oversight and multidisciplinary expertise to support registrars experiencing progression challenges. RACSP focuses on identifying appropriate interventions, support strategies, and pathways to facilitate successful progression wherever possible.

Activities

- Review progression or performance concerns and supporting information.
- Identifies additional support requirements.
- Recommends interventions and monitoring activities.

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- Establishes review outcomes and monitoring timeframes
- Determine whether further escalation is required.

Considerations

- Nature and severity of the concerns.
- Registrar input and circumstances.
- Registrar progression history.
- Previous support activities.
- Potential impact on Fellowship progression

Outcome: Can the concern be addressed or managed through routine support and monitoring?

- Yes: continue support and routine progression monitoring.
- No: potential outcomes:
 - Implement additional educational support or a progression support plan.
 - Recommend wellbeing support services.
 - Undertake enhanced monitoring.
 - Refer to the Registrar Review Panel.

Monitoring of Agreed Actions

Progress against agreed actions is monitored by the RACSP

Decision Point: Has the concern been satisfactorily resolved?

- Yes: Return to routine progression monitoring.
- No: Refer to the Registrar Review Panel.

3.3. Referral - Registrar Review Panel (RRP)

Referral to the Registrar Review Panel (RRP) occurs when progression or performance concerns remain unresolved despite previous support and intervention, or where the complexity or significance of the concerns requires further formal review.

The RRP provides an independent and consistent review process to ensure that progression matters are considered fairly, objectively and in the context of the registrar's individual circumstances. The panel considers all available evidence, previous support actions, and information provided by the registrar before making recommendations regarding progression, support requirements, or training outcomes.

Activities

- Conduct a formal review of progression or performance concerns and previous interventions.
- Determine appropriate progression recommendations and support requirements.
- Provide recommendations to the Censor(s)-in-Chief for final determination.

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Considerations

- RACSP referral documentation.
- Previous support strategies.
- Monitoring outcomes.
- Registrar submissions.
- Available evidence and relevant policy requirements.

Outcome: Recommend additional progression requirements, remediation, additional conditions and as required escalate recommendations requiring final determination to the Censor(s)-in-Chief.

3.4. Censor/s in Chief - Final Determination

The Censor/s in Chief are responsible for making final decisions on significant training outcomes. This ensures that major consequences, including training conditions or withdrawal from training are made consistently and fairly with due consideration of all presenting evidence.

Outcome: A final decision is communicated and implemented in accordance with Fellowship requirements and relevant ACRRM policies.

3.5. Registrar Responsibilities

Registrars are expected to:

- Engage actively with training and support processes.
- Respond to communications regarding progression concerns.
- Participate in agreed support and remediation activities.
- Provide information relevant to their circumstances when requested.

Registrars have the right to:

- Be informed of concerns relating to their progression or performance.
- Be given an opportunity to respond.
- Have relevant personal circumstances considered.
- Be treated fairly and consistently throughout the progression monitoring and review process.

4. Related Documentation

[Performance and Progression Policy](#)

5. Definitions

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Word/term	Definitions (with examples if required)
Progression Monitoring	The ongoing review of a registrar's advancement against Fellowship training requirements, milestones, assessments, and training plan objectives.
Performance Concern	Any issue related to a registrar's educational progress, assessment performance, professional behaviour, engagement, or training requirements that may impact progression.
Support Intervention	Actions implemented to assist a registrar to address identified concerns and successfully progress through training.
Escalation	The formal process of referring a matter for additional review, oversight, advice, or decision-making when routine support measures are insufficient.
RACSP	Regional Progression and Support Advisory Committee. A regional committee that reviews progression concerns and provides recommendations for support and management.
RRP	Registrar Review Panel. A formal review panel that considers ongoing or significant progression concerns and provides recommendations regarding progression outcomes.
Regional Director of Training (RDoT)	The regional educational leader responsible for oversight of training quality, progression matters, and escalation decisions within their region.
Medical Educator (ME)	The educational lead responsible for supporting registrar learning, progression, and professional development.
Training Program Advisor (TPA)	Staff member responsible for operational support, monitoring progression, and coordinating registrar engagement and training requirements.

6. Document Control Information

6.1 Process Information

Process Author:	Manager Specialist Progression	Process Owner:	David York
Status:	APPROVED	Review period:	6 months
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6.2 Document History

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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Version	Date Approved	Author	Description of revision	Internal Distribution	
				Date	Recipient/s
V1.0	07/10/2026	Manager Specialist Progression	Replacement of Doctors in Training Review Process	07/10/2026	Regional/National Training Teams