# New Basic Training program

# **2020 Early Adopter Basic Training program** requirements

**Adult Internal Medicine** 



#### **About this document**

This document outlines the training program requirements for Foundation phase (first year) Basic Trainees in Adult Internal Medicine training in the Gold Coast University Hospital or Townsville Hospital training networks, Queensland, in February 2020 – January 2021. The RACP will work closely with the early adopter settings to tailor the program requirements, which may be subject to change.

The Gold Coast University Hospital and Townsville Hospital are participating as early adopters (group 1) of the RACP's new Basic Training program. This involves working with the RACP to roll out the new program ahead of other training settings and providing feedback and advice as part of the evaluation of the new program and its implementation strategies.

The training program at the Gold Coast University Hospital includes rotations to Innisfail Hospital and Robina Hospital.

For more information contact the RACP Curriculum Development team at curriculum@racp.edu.au.

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# Implementation overview

The new Basic Training programs will be implemented over a number of years, starting with an introduction with the first group of early adopter training settings in 2020.

|   | Training year  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| Phase of training Clinical/Training year period | <b>2020</b> NZ Dec 19 – Nov 20  AU Feb 20 – Jan 21                                 | <b>2021</b> NZ Dec 20 – Nov 21  AU Feb 21 – Jan 22                           | <b>2022</b> NZ Dec 21 – Nov 22  AU Feb 22 – Jan 23                           | <b>2023</b> NZ Dec 22 – Nov 23  AU Feb 23 – Jan 24 |  |  |  |
| Foundation (BT1)                                | New program introduction Early adopter settings (group 1)  PREP All other settings | New program Early adopter settings (groups 1 and 2)  PREP All other settings | New program All training settings  | New program All training settings                  |  |  |  |
| Consolidation (BT2)                             | PREP<br>All training settings  | New program Early adopter settings (groups 1 and 2)  PREP All other settings | New program All training settings  | New program All training settings                  |  |  |  |
| Completion (BT3)                                | PREP* All training settings  | PREP* All training settings  | New program Early adopter settings (groups 1 and 2)  PREP All other settings | New program All training settings                  |  |  |  |

Image of New Basic Training programs implementation schedule

The Written Examination will be blueprinted to the new program knowledge guides (part of the curricula standards) from 2020 onwards.

## Early adopter implementation

Early adopter training settings will work with the RACP to lead the rollout of the new Basic Training programs. The purpose of the early adopter implementation is to:

- Test the new training program. Evaluate the delivery of a phase of training in an authentic training environment and identify opportunities for improvement of the training program.
- **Test supporting materials and activities.** Evaluate the implementation support activities to inform planning for full implementation of the new training programs.
- **Develop a network of change champions.** Foster relationships with stakeholders interested in leading and advocating for the change to the training programs.

# Program overview

### **Purpose of Basic Training**

The RACP offers Basic Training in Adult Internal Medicine or Paediatrics & Child Health.

The purpose of Basic Training is to:

- contribute to the development of a workforce of physicians who provide safe, high-quality care to meet the needs of the community
- build on trainees' existing knowledge, skills and attitudes to develop competence and confidence, and professional qualities
- ensure clinical exposure to a wide variety of patients and problems across medical specialties and settings
- establish a solid foundation for entry into Advanced Training and lifelong learning and practice as a physician
- help trainees make informed decisions about future career paths.

Learning occurs primarily in the workplace, supported and supervised by consultants and peers.

This requires a balance of the dual roles of training and service delivery in the workplace.



Image of a hospital building and weighing scales; left scale stipulates 'Training' and right is 'Service Delivery'

### **Basic Training curricula standards**

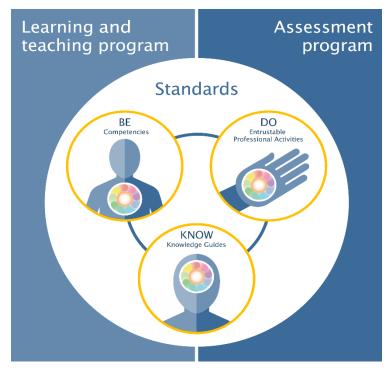


Image of the Learning and teaching program and assessment program

The RACP curriculum model is made up of curricula standards supported by learning, teaching, and assessment programs.

#### Learning and teaching programs

outline the strategies and methods to learn and teach curricula standards, including required and recommended learning activities.

Assessment programs outline the planned use of assessment methods to provide an overall picture of the trainee's competence over time.

The **curricula standards** outline the educational objectives of the training program and the standard against which trainees' abilities are measured.



- 49 competencies in 10 domains of professional practice
- Outlines the expected professional behaviours, values and practices of trainees.



- 8 Entrustable Professional Activities (EPAs)
- Outlines the essential work tasks trainees need to be able to perform in the workplace.



- 18 Adult Medicine and 17 Paediatrics & Child Health knowledge guides
- Outlines the expected baseline knowledge of trainees.

www.racp.edu.au/trainees/basic-training/curricula-renewal/standards

### **Learning goals**

The curricula standards form ten key learning goals that guide learning, teaching, and assessment in the new programs.



#### Clinical assessment

Clinically assess patients, incorporating interview, examination, and formulation of a differential diagnosis and management plan



#### **Communication with patients**

Discuss diagnoses and management plans with patients and their families or carers



#### **Documentation**

Document the progress of patients in multiple settings



#### **Prescribing**

Prescribe medications tailored to patients' needs and conditions



#### Transfer of care

Transfer care of patients



#### Investigations

Choose, organise, and interpret investigations



#### **Acutely unwell patients**

Assess and manage acutely unwell patients



#### **Procedures**

Plan, prepare for, perform, and provide after care for important procedures



#### **Professional behaviours**

Behave in accordance with the expected professional behaviours, values, and practices



#### Knowledge

Acquire the baseline level of knowledge for Basic Training

**Images of New Basic Training programs: Learning goals** 

### Learning, teaching, and assessment structure

The Learning, Teaching, and Assessment structure defines the framework for delivery and trainee achievement of the curricula standards in the Basic Training programs.



illage of New Dasic Training programs. Learning, readining, and Assessment

The Basic Training program is structured in three phases:

- Foundation
   Orient trainees and confirm their readiness to progress in the Basic Training program
- **2 Consolidation** Support trainees' professional development in the workplace
- Completion
   Confirm trainees' achievement of the curriculum standards and completion of Basic Training
  - Support trainees' transition to Advanced Training
  - A selection decision is made before entry into the program.
  - A progress decision is made at the end of each phase of training.
  - A completion decision is made at the end of the training program, resulting in a completion certificate.



Image of a clock and bulls-eye target with the arrow in the middle

Basic Training is a **hybrid time- and competency-based training program**. There is a minimum time requirement of three years full-time equivalent clinical experience. Progress and completion decisions are based on evidence of trainees' competence.

The Basic Training program may be started in post-graduate year (PGY) 2 at the earliest, though local factors may mean that the program is started later in some areas of Australia and New Zealand.

#### **Assessment tools**

New mobile-friendly assessment tools will capture evidence of work-based learning and progress through training, supplemented by formal examinations.



#### **Registration Form**

Enrol trainees and assess entry criteria



#### **Learning Capture**

Trainee enters evidence of work-based learning linked to learning goals



#### **Observation Capture**

 Supervised observation of trainees' work-based performance linked to learning goals



#### **Learning Plan**

Plan learning over a phase of training and each rotation



#### **Rotation Progress Report**

Assess trainees' progress over a rotation



#### **Phase Progress Report**

Assess trainees' progress over a phase of training



#### **Written Examination**

Assess trainees' applied knowledge



#### **Clinical Examination**

Assess trainees' ability to perform clinical assessment of patients.

Images of New Basic Training programs: Assessment toolkit

#### **Continuous work-based assessment**

The ten learning goals will be continuously assessed through regular capture of work-based learning to form an overall picture of trainees' progress over time.

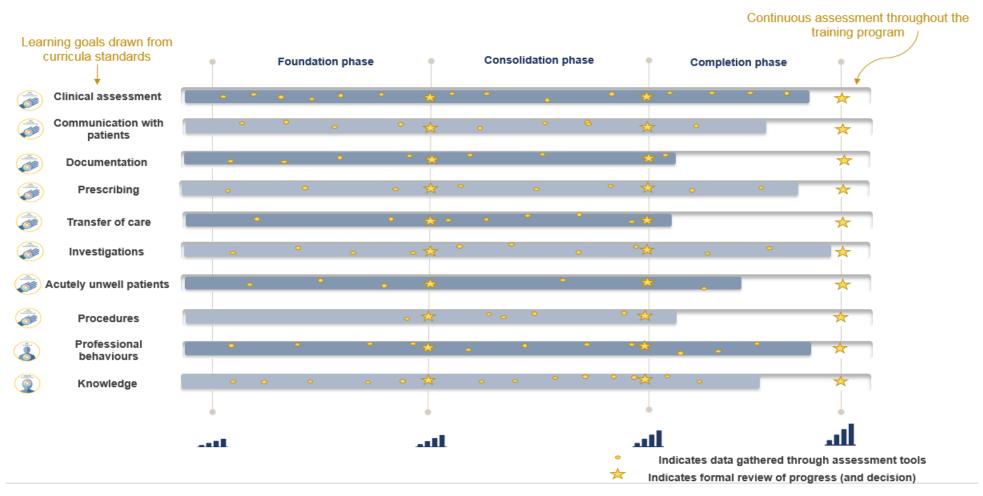


Image of continuous work-based assessment against the ten key learning goals

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# 2020 Training Program Requirements

### Foundation phase

This table outlines the requirements for Foundation phase (first year) trainees in early adopter (group 1) training settings in 2020.

#### Early adopter training settings 2020

#### FOUNDATION PHASE TRAINING REQUIREMENTS

#### Learning program requirements



12 months full-time equivalent (FTE) of clinical experience in approved training rotations.

See Appendix 1 for details.



#### 6 learning courses:

- RACP Basic Training Orientation resource\*
- RACP Communication Skills resource https://elearning.racp.edu.au/mod/page/view.php?id=6942
- RACP Australian Aboriginal, Torres Strait Islander and Māori Cultural Competence resource https://elearning.racp.edu.au/course/view.php?id=79
- RACP Ethics resource https://elearning.racp.edu.au/course/view.php?id=182
- RACP Leadership, Management, and Teamwork resource\*
- Advanced Life Support course or equivalent https://www.racp.edu.au/docs/default-source/default-documentlibrary/minimum-standards-for-resuscitation-competency-in-basictraining.pdf?sfvrsn=4

The RACP Basic Training Orientation resource should be completed by the end of the Foundation phase. The other courses can be completed in any sequence over the course of training, though it is recommended that trainees complete them in the Foundation phase.

#### Teaching program requirements



During their training, trainees are required to have named individuals or entities for the following supervision roles:

- Network Director (where a network exists only)
- Director of Physician
- Education Supervisor
- Rotation Supervisor
- Progress Review Panel\*

People may act in multiple supervision roles.

\* Progress Review Panels will be introduced in the second half of 2020

<sup>\*</sup>resource is not yet available

#### Assessment program requirements



#### 1 Registration form

Apply online https://members.racp.edu.au/registration/introduction/start/ by 28 February

|      | 11,7  | ,   |
|------|---|---|
|      | First half of 2020  | Second half of 2020   |
|      | using the Basic Training Portal   | using the new system  |
|      | 1 Learning Needs Analysis   | 1 Learning plan   |
| 0000 | <ul> <li>Between January 2020 – February 2020 (at<br/>the start of the Foundation phase)</li> </ul> | <ul> <li>Learning plan to cover the phase and rotations</li> </ul>  |
|      |   | • ~June 2020  |
| Q    | 1 Professional Qualities Reflection   | 6 Learning captures   |
| A    | <ul> <li>Between January 2020 – ~June 2020</li> </ul>   | <ul> <li>~June 2020 – January 2021</li> </ul>                       |
|      |   | Minimum of one per month  |
|      | 2 Mini-Clinical Evaluation Exercise   | 6 Observation captures  |
|      | <ul> <li>Between January 2020 – ~June 2020</li> </ul>   | <ul> <li>~June 2020 – January 2021</li> </ul>                       |
|      | Approximately one per quarter   | Minimum of one per month  |
|      | ~2 Ward/Service Consultant Reports*   | ~2 Rotation progress reports  |
| 10 8 | <ul> <li>January 2020 – ~June 2020</li> </ul>   | <ul> <li>~June 2020 – January 2021</li> </ul>                       |
|      | <ul> <li>At the end of each rotation</li> </ul>   | <ul> <li>At the end of each rotation</li> </ul>                     |
|      | * Not collected on the Basic Training Portal  |   |
|      | 1 Mid-phase (year) progress report  | 1 Phase progress report   |
| áll  | ~June 2020  | <ul> <li>Towards the end of the phase (year) of training</li> </ul> |
|      |   |   |

Images of assessment program requirements

# Appendix 1 – clinical experience requirements

Over the course of Basic Training in Adult Internal Medicine, trainees are required to:

#### **Clinical experience**

- Complete 36-months of certified training time, of which:
  - 24-months must be in **core** rotations, including a minimum of:
    - 3 months in general and acute care medicine
    - 12 months in medical specialties
  - 12-months may be spent in either 'core' or '**non-core**' rotations

#### **Location of training**

- Complete training in at least two different accredited training settings.
- Complete at least 24 months of training in accredited training settings in Australia and/or New Zealand.

| Rotatio        | n type                          | Minimum time required     | Maximum time allowed | Related Knowledge Guide(s) and additional notes   |
|----------------|---------------------------------|---------------------------|----------------------|---|
| Core rotations | General and acute care medicine | 3 months<br>(10-13 weeks) | 24 months            | <ul> <li>General Medicine https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/general-medicine</li> <li>Medical Obstetrics https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/medical-obstetrics</li> <li>Notes</li> <li>General medicine rotations may include, but do not exclusively consist of:         <ul> <li>peri-operative medicine</li> <li>obstetrics medicine</li> <li>admitting medical registrar</li> <li>medical assessment unit</li> </ul> </li> </ul> |

| Rotatio | n type               | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes   |
|---------|----------------------|-----------------------|----------------------|---|
|         |                      |                       |                      | <ul> <li>acute assessment</li> <li>adolescent and young adult medicine</li> <li>A total of 12 months general and acute care medicine can count as 'core' rotations. A further 12 months can count as 'non-core' rotations.</li> </ul>   |
|         |                      |                       |                      | Trainees should only complete up to 6 months of general medicine at any one training setting.   |
|         | Medical specialties* | 12 months             | 33 months            | Notes   |
|         |                      | (44-52 weeks)         |                      | To count as adequate medical specialty training time, trainees will need to spend at least 50% of their time in the specialty, in at least two of the following areas:  inpatients consults ambulatory care  Up to 6 months in any one specialty can count as 'core' rotations. An additional 6 months can count towards the 'non-core' training requirement. |
| *       | Cardiology           | 0 months              | 6 months             | Cardiology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/cardiology   |
| *       | Clinical genetics    | 0 months              | 6 months             | Genetic and Metabolic Medicine https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/genetic-and-metabolic-medicine   |
| *       | Clinical haematology | 0 months              | 6 months             | Haematology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/haematology   |

| Rotatio | n type                        | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes  |
|---------|-------------------------------|-----------------------|----------------------|--|
| *       | Clinical immunology / allergy | 0 months              | 6 months             | <ul> <li>Immunology &amp; Allergy https://www.racp.edu.au/trainees/basic-<br/>training/curricula-renewal/standards/knowledge-guides/view/immunology-<br/>allergy</li> </ul>                                    |
| *       | Clinical pharmacology         | 0 months              | 6 months             | Pharmacology, Toxicology and Addiction Medicine     https://www.racp.edu.au/trainees/basic-training/curricula-     renewal/standards/knowledge-guides/view/pharmacology-toxicology-and-     addiction-medicine |
| *       | Endocrinology                 | 0 months              | 6 months             | Endocrinology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/endocrinology  |
| *       | Gastroenterology              | 0 months              | 6 months             | Gastroenterology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/gastroenterology  |
| *       | Geriatric medicine            | 0 months              | 6 months             | Geriatric Medicine https://www.racp.edu.au/trainees/basic-<br>training/curricula-renewal/standards/knowledge-guides/view/geriatric-medicine  |
| *       | Infectious diseases           | 0 months              | 6 months             | <ul> <li>Infectious Diseases https://www.racp.edu.au/trainees/basic-<br/>training/curricula-renewal/standards/knowledge-guides/view/infectious-<br/>diseases</li> </ul>  |
| *       | Medical oncology              | 0 months              | 6 months             | Medical Oncology https://www.racp.edu.au/trainees/basic-<br>training/curricula-renewal/standards/knowledge-guides/view/medical-<br>oncology  |
| *       | Nephrology                    | 0 months              | 6 months             | Nephrology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/nephrology  |
| *       | Neurology                     | 0 months              | 6 months             | Neurology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/neurology  |

| Rotatio | n type                                     | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes   |
|---------|--|-----------------------|----------------------|---|
| *       | Palliative medicine                        | 0 months              | 6 months             | Palliative Medicine https://www.racp.edu.au/trainees/basic-<br>training/curricula-renewal/standards/knowledge-guides/view/palliative-<br>medicine   |
| *       | Rehabilitation medicine                    | 0 months              | 6 months             | <ul> <li>General Medicine https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/general-medicine</li> <li>Geriatric Medicine https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/geriatric-medicine</li> <li>Notes</li> <li>Rehabilitation medicine rotations can only count towards 'core' rotations if they are part of a Geriatrics or Neurology rotation, supervised by a consultant with FRACP.</li> </ul> |
| *       | Respiratory medicine and/or sleep medicine | 0 months              | 6 months             | Respiratory and Sleep Medicine https://www.racp.edu.au/trainees/basic-training/curricula-renewal/standards/knowledge-guides/view/respiratory-and-sleep-medicine   |
| *       | Rheumatology                               | 0 months              | 6 months             | Rheumatology https://www.racp.edu.au/trainees/basic-training/curricula-<br>renewal/standards/knowledge-guides/view/rheumatology   |
|         | Other specialties**                        |                       |                      |   |
| **      | Anaesthetics                               | 0 months              | 3 months             |   |
| **      | Emergency medicine                         | 0 months              | 3 months             | General Medicine https://www.racp.edu.au/trainees/basic-<br>training/curricula-renewal/standards/knowledge-guides/view/general-medicine   |

| Rotatio            | n type                  | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes  |
|--------------------|-------------------------|-----------------------|----------------------|--|
|                    |                         |                       |                      | Notes  |
|                    |                         |                       |                      | Up to 3 months can be counted as a 'core' rotation and an additional 6 months can be counted as an 'non-core' rotation.  |
|                    | General paediatrics     | 0 months              | 6 months             | Notes  |
| **                 |                         |                       |                      | General paediatrics can count up to 6 months of 'core' rotations. In total, no more than 6 months of paediatric training (core and/or non-core) will count towards the overall clinical experience requirements for Basic Training in Adult Internal Medicine.   |
| **                 | Intensive care medicine | 0 months              | 6 months             |  |
|                    | Nights                  | 0 months              | 6 months             | Notes  |
|                    |                         |                       |                      | Trainees can spend up to 6 months on nights rotations provided the rotation meets the criteria for RACP training, including demonstrated:  |
| Non-core rotations |                         |                       |                      | <ul> <li>Supervision allocations as outlined in the teaching program requirements</li> <li>Relevance of clinical experiences to delivering the learning goals of the program.</li> </ul>   |
| ore r              | Paediatrics             | 0 months              | 6 months             | Notes  |
| Non-c              |                         |                       |                      | In total, no more than 6 months of paediatric training (core and/or non-core) will count towards the overall clinical experience requirements for Basic Training in Adult Internal Medicine. Up to 6 months of General paediatrics can count as 'core' training. |
|                    | Relieving               | 0 months              | 6 months             | Notes  |

| Rotatio | n type                   | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes   |
|---------|--------------------------|-----------------------|----------------------|---|
|         |                          |                       |                      | Trainees can spend up to 6 months on relief rotations provided the rotation meets the criteria for RACP training, including demonstrated:  • Supervision allocations as outlined in the teaching program requirements  • Relevance of clinical experiences to delivering the learning goals of the program.   |
|         | Other non-core rotations | 0 months              | 3 months             | Notes  Director of Physician Education may approve additional rotations provided they meet the criteria for RACP training, including demonstrated:  Supervision allocations as outlined in the teaching program requirements Relevance of clinical experiences to delivering the learning goals of the program.  Other non-core rotations may include:  Addiction medicine Dermatology (Dermatology Knowledge Guides https://www.racp.edu.au/trainees/basic-training/curricularenewal/standards/knowledge-guides/view/dermatology Nuclear medicine General practice Pathology Psychiatry Radiation oncology Surgery Discretionary rotations:  Medical administration Medical education Medical and humanitarian aid organisations^ Post-acute community care Supervised clinical research |

| Rotation type | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and additional notes   |
|---------------|-----------------------|----------------------|---|
|               |                       |                      | ^Experience with medical aid agencies that may be certified towards Basic Training in Adult Internal Medicine includes, but is not limited to Médecins Sans Frontières, Red Cross, and Royal Flying Doctor Service. |

# **Location of training**

Basic Training in Adult Internal Medicine is undertaken at training settings accredited by the RACP.

| Location type             | Minimum time required | Maximum time allowed | Related Knowledge Guide(s) and rotation guidelines   |
|---------------------------|-----------------------|----------------------|--|
| Level 3 teaching hospital | 12 months             | 33 months            | Notes  |
|                           |                       |                      | <ul> <li>At least 12 months training must be spent in a Level 3 teaching hospital</li> <li>Up to 33 months of Basic Training may be undertaken in Level 3 teaching hospitals</li> <li>At least 3 months must be completed outside a Level 3 teaching hospital. Ideally this will be in a Level 1 teaching hospital or a rural secondment site. If adequate rural rotations are available in the state or territory, a 3-month period must be spent in these locations. However, it is recognised that differences exist between states and territories and therefore it is acceptable that the required 3 months be spent in a Level 2 teaching hospital in a non-metropolitan site.</li> <li>If only 12 months are spent in a Level 3 teaching hospital this may include a maximum of 3 months on rotations to Level 1 teaching hospitals or secondment hospitals.</li> </ul> |
| Level 2 teaching hospital | 0 months              | 24 months            | Notes  |
|                           |                       |                      | Up to 24 months training may be spent in Level 2 teaching hospitals  |
| Level 1 teaching hospital | 0 months              | 12 months            | Notes  |
|                           |                       |                      | <ul> <li>Up to 12 months training may be spent in Level 1 teaching hospitals.</li> <li>An additional 6 months of Basic Training may be spent in a Level 1 teaching hospital on rotation from a Level 2 or Level 3 teaching hospital.</li> </ul>  |
| Secondment hospitals      | 0 months              | 6 months             | Notes  |
|                           |                       |                      | <ul> <li>A total of 6 months training may be spent in secondment hospitals.</li> <li>Training in a secondment hospital will be on rotation from a Level 3 or Level 2 teaching hospital. Please refer to the RACP website for a list of recognised secondment settings.</li> </ul>  |

### **Training outside Australia and New Zealand**

- At least 24 months of training must be undertaken in accredited training settings in Australia and/or New Zealand.
- Appropriate overseas training rotations must be able to meet the requirements of training, including meeting the supervision requirements and providing the opportunity for trainees to complete their assessment requirements and achieve learning goals.
- Trainees who are considering undertaking a short period of training overseas will need to get prospective approval from the RACP. Trainees should first speak to their Director of Physician Education and then contact the RACP Basic Training Unit for information on the application process.