

Progression Through Training Policy

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Note: This is a controlled document within the [RACP Policy Framework](#).

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1. INTRODUCTION

RACP training programs are underpinned by curricula standards and learning, teaching and assessment programs which provide a framework for training and progression.

A trainee must demonstrate the required knowledge, skills and professional behaviours expected for each stage of training before they progress to the next stage and then completion of the program.

2. PURPOSE

The policy outlines provisions for completion of training requirements, time limits to complete training programs, prospective approval and certification of training, and failure to progress in training.

3. SCOPE

This policy specifies the progression requirements for RACP trainees (including Fellows in training) enrolled in RACP training programs.

4. POLICY CONTENT

4.1. Completion of training requirements

- 4.1.1 The relevant training program committee is responsible for monitoring and assessing the progression of a trainee through training.
- 4.1.2 A trainee must satisfactorily complete all training program requirements as published by the RACP.
- 4.1.3 A trainee must satisfactorily complete all training requirements in accordance with relevant published guidelines, policies, deadlines or committee approved extensions. This includes completion of examination requirements within published attempt and time limits.
- 4.1.4 A trainee must remain registered with the RACP until all requirements for the training program are satisfactorily completed.
 - 4.1.4.1 A Basic Trainee must continue to work in an accredited training setting and complete training requirements under supervision unless they are in a period of approved interruption.
- 4.1.5 A Basic Trainee must satisfactorily complete all Divisional Basic Training program requirements including examinations to be eligible to apply for approval into the relevant Advanced Training program.

PREP curricula: A trainee is accepted into a training program once their first application for prospective approval of Advanced Training has been approved by the relevant training program committee.

New curricula: A trainee must meet the program entry criteria to be approved entry into an Advanced Training program.

- 4.1.6 An Advanced Trainee must satisfactorily complete all relevant training program requirements to be eligible to apply for Fellowship. The relevant training program committee will consider the training undertaken throughout the whole program for eligibility of completion and/or admission to Fellowship of the relevant Division, Faculty or Chapter.

4.2. Time limits to complete training programs

- 4.2.1 The time limit to complete training programs seeks to balance flexible training arrangements with timely progression through training and the need to ensure the validity and currency of training.
- 4.2.2 Training programs must be completed within the time limit for the length of the program as set out below*. Training program requirements include but are not limited to, satisfactory completion of clinical experience requirements, examinations, work-based assessments, projects, and modules.

Minimum length of program	Time Limit
6 months	15 months
2 years	6 years
3 years	8 years
4 years	10 years
5 years	12 years

*In March 2020, the College Education Committee approved a 12-month extension to the time limit to complete training for all trainees who started training in 2020 or earlier, in recognition of the exceptional circumstances due to COVID-19. This extension applies to the training program(s) that the trainee was registered in for the 2020 training year.

- 4.2.3 Time limits do not include approved training interruptions due to full-time parental leave and medical leave, (see Flexible Training policy).
- 4.2.4 If a trainee is undertaking dual or conjoint training the time limits for each RACP program will be adjusted. Typically, one additional year will be added to each program's time limit, which may be further extended upon consideration of outstanding training requirements and consideration of periods where training in one program inhibited training in the other.
- 4.2.5 Any training time certified as recognised prior learning will be deducted from the time limit to complete training.
- 4.2.6 If a trainee is unable to complete the requirements within the specified time limit they are not eligible to continue in training.
- 4.2.7 A trainee who has completed Basic Training (Divisions) must commence Advanced Training (Divisions) within five years of completion of the Basic Training program (see Flexible Training policy).

4.3. Registration and application for approval of training

- 4.3.1 Registration and applications for approval of training must be submitted prospectively to the relevant training program committee by the published deadline.
- 4.3.2 Registrations or applications received after the published due date may attract a late fee.
- 4.3.3 Late registrations or applications will not be accepted from one month after the published deadline for applications.

4.4. Prospective approval of training

- 4.4.1 The suitability of the proposed training period will be determined by the relevant training program committee, or its delegate.
- 4.4.2 The proposed training period must be consistent with the training requirements of the relevant RACP training program and appropriate for the stage in training, as determined by the committee.
- 4.4.3 The period of training prospectively approved at any one time will not be greater than 12 months.
- 4.4.4 Short term training periods must meet clinical/professional experience requirements and standards for training.

Approval of short term training periods of less than one continuous month will be determined by the relevant training program committee.
- 4.4.5 The trainee will be notified of the suitability of the training period and its approval status.
- 4.4.6 The trainee's nominated supervisor, and/or where appropriate the nominated Training Program Director, will also be notified of the outcome of the application for prospective approval of training.

4.5. Absence during training

- 4.5.1 For each year of training, a full-time (1.0 FTE) trainee may take absence for up to eight weeks (40 working days). Part-time trainees and trainees completing training periods shorter than 12 months may take absence during training, calculated on a pro-rata basis.
- 4.5.2 Unused absence during training cannot be carried over and taken during a subsequent year of training.
- 4.5.3 Absence during training exceeding the amount entitled per training period will reduce the period of training eligible for certification.

- 4.5.4 If a trainee is continuously absent during training for longer than provided for in 4.5.1 they must apply in writing for an interruption from training (see Flexible Training policy).
- 4.5.5 A trainee can take up to 2 weeks (10 working days) of Isolation Leave per clinical year without it affecting their certifiable training time or RACP absence from training allowance. Isolation Leave is leave that is taken due to a jurisdictional or workplace policy requiring that a trainee is excluded from participation in the workplace due to risk of transmitting a communicable disease. To confirm eligibility for this leave, trainees will need to provide evidence of their requirement to isolate such as a medical certificate, evidence from their employer or a Statutory Declaration.

4.6. Certification of training and progression decisions

- 4.6.1 The relevant training program committee will assess a trainee's progress.
- 4.6.2 A period of training cannot count for more than 1.0 FTE in a single training program. For example, a trainee who trains for 60 hours per week for a six-month period cannot have the term certified for more than six months of training time.
- Likewise, a trainee concurrently undertaking multiple programs (i.e. dual training) cannot have periods of training recognised cumulatively across programs that equate to more than 1.0 FTE. For example, a dual trainee concurrently undertaking Job A at 0.8FTE for program A and Job B at 0.4 FTE for program B cannot have 1.2 FTE certified across both programs. The maximum FTE that can be certified across roles for dual training in a given training period is 1.0 FTE. The trainee will need to identify the proportion of each role's FTE that will be considered for certification towards training.
- 4.6.3 In the case of dual training, a period of training may be certified by more than a single training program committee.
- 4.6.4 The committee will not consider completion of a training program where the trainee has outstanding financial obligations to the RACP. The RACP reserves the right to defer progress decisions where a trainee has outstanding financial obligations.
- 4.6.5 **Training will be certified** where the trainee has satisfactorily completed all training requirements for the training period, and progression criteria has been met.
- 4.6.6 Certification decisions may be made in units of weeks or months. Irrespective of the units used, training periods undertaken will be recognised in one-week increments.
- 4.6.7 **The certification of training decision may be deferred** where all training requirements for the training period have not been satisfactorily completed by the trainee and, due to the exceptional circumstances of the case, the committee has determined to grant an extension for the trainee to complete and submit the outstanding training requirements. Extensions may be granted for a maximum of three months. If the outstanding requirements are not completed by the extension due date they will no longer be eligible for certification.

4.6.8 **Training may be partially certified** where:

- a) the committee has determined that the prospectively approved training period differed from the training which was completed.
- b) the trainee has been absent from training in excess of the amount entitled (refer to 4.5).
- c) the trainee has interrupted their training, which was not accounted for when prospective approval was sought (see Flexible Training policy).

4.6.9 **Training will not be certified** where:

- a) the trainee has not satisfactorily completed all training requirements for the prospectively approved training period by the relevant deadline(s), or during an extension period if granted by the committee (refer to 4.6.7).
- b) the trainee did not achieve the required standard during the training period in which case the trainee will be required to undertake additional training requirements.

4.6.10 **Where the trainee has an unresolved performance or progression difficulty** the committee will review the trainee's progress to inform the certification and progression decision and determine further support and or management of the case as set out in item 4.7.1.

4.6.11 The trainee will be notified of the training program committee's certification decision.

4.7. **Failure to progress in training**

4.7.1 A trainee experiencing difficulties progressing in training, will be referred to the Training Support Pathway.

4.7.2 Failure to progress may lead to involuntary discontinuation. A trainee who is exited from training may apply for an alternative RACP training program. Applications to commence in an alternative RACP training program will be considered by the relevant training program committee on a case-by-case basis with reference to the applicant's RACP training history.

4.7.3 A trainee who fails to complete examinations within the relevant exam attempt limits (either number of attempts or time limit to use attempts) will be ineligible to continue in the training program.

5. **RECONSIDERATION, REVIEW AND APPEALS**

Rights of reconsideration, review and appeal are set out in the College By-Law: Reconsideration, Review and Appeals Process.

5.1. Exceptional circumstances

Provisions for special consideration of exceptional circumstances are set out in the RACP Special Consideration for Assessment Policy.

6. REVIEW OF POLICY

This policy will be reviewed every three years or as required in the event of legislative changes or requirements. The policy may also be changed as a result of other amendments.

Staff and members of the College may provide feedback about this document by emailing RACPPolicy@racp.edu.au.

7. DEFINITIONS

Term	Means
Absence during training	is any absence during an approved training period. It includes but is not limited to annual leave, study leave, sick or carers leave, conference leave, long service leave and absence due to industrial action. Rostered days off are not considered an absence from training. Leave taken to attend a course or conference will not be considered an absence during training if attendance is a mandatory RACP training program requirement. Leave taken to fulfil meeting attendance requirements as a trainee representative on an RACP committee will not be considered an absence during training.
Assessment program	is where multiple measures of trainees' knowledge, skills, and professional qualities over time are aggregated and synthesised to inform judgements and provide feedback about progress. It involves the planned and deliberate use of assessment methods to provide an overall picture of the trainee's competence over a specified period.
Board	the Board of Directors of the College.
Certification of training	is prospectively approved training which is deemed satisfactory and complete by the relevant training program committee or progress review panel. It is the process of verifying that a trainee has met the program requirements for the training period being considered.
College	The Royal Australasian College of Physicians, ACN 000 039 047, an incorporated body limited by guarantee.
Conjoint training	involves a trainee concurrently undertaking two separate programs independently, each leading to the award of a different Fellowship.
Exam attempt	is counted once a trainee has commenced the examination.
Fellow, Trainee, and Member	have the same meaning as in the College Constitution
Full Time Equivalent (FTE)	is a minimum 38-hour work week.
Learning and Teaching program	is the strategies and methods to learn and teach curricula standards, including required and recommended learning activities. The learning and teaching program helps trainees to direct their own learning and guides supervisors and accredited training settings/networks in planning and delivering teaching activities.

Term	Means
Prospective approval of training	is the process of applying for approval of the proposed training program with the relevant RACP training program committee before commencement of the training position or by the relevant deadline. The Faculty of Public Health Medicine requires that trainees apply for prospective approval of training via Learning Contracts.
RACP registration	PREP curricula: complete an application for approval of training or application for interruption of training. New curricula: trainees must submit their rotation plans or interruption application ahead of the rotation start date and/or published deadlines. Trainees commencing in a training program must also submit a Training Application as part of their first registration.
Satisfactorily complete	that all training requirements for a training program or period of training have been met/the minimum standard for a training requirement has been met.
Training program	is any education program of the RACP's Divisions, Faculties and Chapters. Basic Training and Advanced Training are considered separate programs for this policy.
Training program committee	is the relevant training program committee, its delegate or progress review panel responsible for oversight of trainee progress in an RACP training program.
Training requirements	the components of a training program that a trainee must satisfactorily complete to progress through training. Mandatory program requirements and progression criteria in new curricula are linked to the certification of training, progression through training and program completion.

8. HISTORY

Revision	Effective Date	Summary of Changes
1.0	01.01.2013	New policy
2.0	01.01.2017	Full revision
3.0	01.08.2020	Redraft of the policy to align with new curricula
3.1	02.09.2020	Update to time limit to complete training due to COVID-19
3.2	25.02.2022	Update to the definition of absence during training
3.3	01.01.2023 (approved on 02.12.2022)	Redraft of the policy to align with the Flexible Training policy and administrative update and transfer to new policy template.
3.4	11.09.2023	Updated provisions regarding dual and conjoint training time limits
3.5	31.01.2024	Addition of Isolation Leave allowance, effective from 31.01.2024
3.6	27.03.2025	Addition of requirements and definitions to align with the new curricula, alignment of committee titles as part of the Education Governance Review Initiative and trainees concurrently undertaking multiple programs.