



COLLEGE OF INTENSIVE CARE MEDICINE OF AUSTRALIA AND NEW ZEALAND



TRAINING POSITIONS
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TRAINING POSITIONS

Terms in Medicine and Anaesthesia.

It is recognised that being able to secure suitable terms at registrar level in anaesthesia and medicine are often difficult for the trainees. In some health districts a lot of effort has been taken by local SOTs and Units to 'create' suitable terms within their hospitals or they form part of a planned rotation. In other circumstances the trainees are left much to their own devices to find a suitable position, clearly in competition with trainees from ANZCA, RACP and ACEM.

In general at present, all anaesthesia posts to be suitable for recognition by CICM need to be ANZCA approved. ANZCA has asked the CICM that requests to accredit anaesthesia posts be referred to them for review. This does not necessarily mean that the post would not be suitable for CICM training, even if not meeting the needs of ANZCA accreditation. Similarly, medical posts that have RACP accreditation are automatically suitable for recognition by CICM.

A number of trainees have accepted positions without prior discussion with the College as to their accreditation status. Where positions are not accredited by RACP and ANZCA, there have been some difficulties created in trying to determine if they would then be suitable for our trainees. The Board is presently considering options for such accreditation but as a general principle, if the posts do not have the necessary case mix or supervision in place to meet ANZCA or RACP accreditation for training, there may be some issues for our trainees as well.

It is a very helpful role of the SOT when assisting the trainee with training planning, especially where there is not a defined rotation available for the trainee, that positions for medicine or anaesthesia which are not approved by RACP or ANZCA need to be discussed with the Censor before taking up these positions as there is no guarantee that they will be able to be approved for CICM training.

TRAINEE IN DIFFICULTY

How the College Responds to a Trainee in Difficulty - A Short Summary

Recently there have been a few questions from SOTs of how the College deals practically with trainees identified as having difficulties. There are many pathways for the College being alerted to a trainee in difficulty. Assistance from the College will aim to be supportive and commensurate with the problems identified. The details of the approach is detailed in the College Training Documents T-13 *Guidelines for Assisting Trainees with Difficulties* and T-14 *The Training Performance Review*, and in the Regulations Section 12: *Review and Reconsideration Processes*, and Section 13: *Appeals Processes*.

The College's training department can be contacted at any time by a trainee, SOT, or Fellow about any aspect of trainees having problems. There is a wide

range of expertise and advice available, including the ability to speak to Senior Fellows with specific Board directed responsibilities for this area. The College will endeavour to gather information from all relevant parties before giving considered advice in the interests of moving the trainee forward towards independent consultant practice. An early recognition of a problem and a consistent approach especially where a trainee is moving between supervising hospitals is very important.

All training assessments are reviewed for scores or comments that may indicate the potential for a trainee having difficulty. These are passed onto the Censor along with the trainees training file for review. Where trainee performance has been considered not up to the expected standard, there is a request if not clear from the ITA to ensure that there is a remediation plan in place with an appropriate timeframe and criteria for resolution rather than just telling a trainee there is a problem and expecting it to be resolved itself. This request for clarification will go to the SOT and the trainee to ensure that the training period has been satisfactory and can be accredited. This is a difficult decision when an area falls below the minimal acceptable standard. Trainees are only allowed one ITA in training that is not at the expected standard and so the gravity of the problem and the complexity of the remediation required needs to be clear to all parties. After this clarification the ruling of the SOT concerning the recommendation for training accreditation will be almost always upheld.

However, there are some situations where there have been extremely poor reports or repeated poor performance but still the time has recommended to be accredited and clearly should not have been. If time with unsatisfactory performance is automatically accredited (which it will be after clarification) and a trainee is moving from job to job there is a real chance (and this has occurred) they may continue with accredited time but continue to fall below the standard; at this point dealing with the situation in fairness to the trainee becomes very difficult for everyone. Any remediation plan needs to be notified to the College so that appropriate supervision can be organized especially with trainees moving between appointments to ensure that difficulties are resolved. It is also stressed that Supervisors make clear that if a problem is unlikely to be remediated in the time of appointment in a particular job, then it is valuable for the trainee to have this training plan understood by the next SOT and discussions should be with the trainee so that such training plans can be passed across professionally. All trainees are expected to produce their training portfolio when starting under the supervision of a new SOT as this is part of their training contract. Also there are usually employer obligations that may be relevant here to consider.

In such situations, more detailed information and discussions are held with the SOT, trainee and the Censor to try to understand the trainee's issues and ensure that appropriate and agreed to remediation plans are in place. This has sometimes involved formal interviews at the College with the trainee and suspension from where the problems have been considered not able to be remediated at this time.

In general most problems trainees encounter are resolved by simple and timely advice but supervision of training does require formulation of training plans that are communicated clearly to all parties involved in training.

Rob Boots

Censor

SOT LIAISON OFFICER

A message from Mike Anderson

On behalf of the College I would like to thank all the Supervisors of Training who have to date provided feedback regarding the proposed curriculum changes. The feedback received was taken into serious consideration and proved very helpful in assisting the Curriculum Review Committee with their final draft of resolutions for the Board, which were recently approved. These will be available on the website shortly.

SOT WORKSHOPS

BEST PRACTICE FOR PROVIDING FEEDBACK

The workshops for Supervisors on giving feedback will continue in 2012 and are currently scheduled as follows:

WELLINGTON - 26 July 2012

MELBOURNE - 7 August 2012

This workshop is specifically designed to help you improve your skills in providing feedback to trainees, and how to identify and provide remediation for a poorly performing trainee., therefore I strongly encourage you to attend. For more information visit our website [here](#) or email [Laura Fernandez Low](mailto:Laura.Fernandez.Low).

Finally I wish to thank each of you for the hard work you contribute to the College's training program. As a former Supervisor myself I recognise the pivotal role of SOTs in the training structure and am grateful for your commitment particularly in a role that is often overlooked or deemed less prestigious as others. However let me encourage you to continue with your efforts and not underestimate the positive influence you can have on a trainee.