

Introduction

The College acknowledges the need for Fellows and other psychiatrists to enter a refresher program following an extended period of absence from the profession. This program is accessible to Fellows and Affiliate psychiatrists who have:

- Had a break in their practice for a period of three or more years. This would include, for example, psychiatrists who have been away from the workplace because of illness, or family commitments, or practised in another area of medicine,
- Worked exclusively administrative, academic or another role removed from direct clinical practice and are seeking to update clinical knowledge and skills,
- Had a break in their practice of less than three years but have identified a need for a refresher program in their Professional Development Plan.

It is important to recognise that this is a refresher program and not a remedial, retraining or advanced training program. As the Refresher Program involves self review and reporting to improve the psychiatrist's abilities to function in the workplace, all activities undertaken during participation in the Program can be recorded for Continuing Professional Development (CPD).

Key Objectives

The program is a self-directed, tailored learning experience that will encourage the development of knowledge, skills and attitudes in a professional who has been away from active clinical practice to a level where that practitioner can operate safely and confidently in the workplace. In addition, it will endeavour to meet the needs of both the employers, patients and the wider community.

Participants will establish learning objectives that will result in them being able to demonstrate the following:

- a) Knowledge of current developments in the field,
- b) The necessary skills to be able to perform the clinical practice to which they are returning,
- c) That they are able to meet the challenges of changes in clinical practice and the service
- d) Ethical standards of practice and
- e) A commitment to continuing professional development

Process

To participate in the Program the following processes are required:

- Prospective participants to complete an application form
- A mentor to be identified to support the participant (the mentor can be identified by a participant or contact the CPD Manager for assistance in finding a mentor)
- Mentor and participant to set learning goals and activities using the "*Specialist Refresher Mentoring Learning Agreement*"
- Timelines for activities to be set between mentor and participant. The length of the refresher program will vary according to the participant's needs but is likely to take 3-6 months
- Participant to complete a learning portfolio
- Mentor and participant sign off on completion of learning agreement
- Portfolio once completed should be submitted to the CPD Office with learning agreement
- Evaluation documentation to be sent to participant and mentor
- The College will acknowledge completion of the refresher program

For any further information contact the CPD Team:

Tel: +61 3 9640 0646 or Email: cpd@ranzcp.org