

### Scope

The program's aim is to assist psychiatrists identified by regulatory bodies requiring remediation and as such the scope reflects members currently practicing as a specialist and associated with the College / CPD program as either a Fellow or an Affiliate.

The program is **not** for medical practitioners who are not practicing as specialists, such as; trainees (associate members), international medical graduates, retirees, or honoraries. Rather other more appropriate programs are available to them.

### The Specialist Performance Remediation program outline

#### 1. Introduction

The College acknowledges that it may be called upon by Fellows/Affiliates, regulatory authorities and possibly others, to assist colleagues practicing in psychiatry, by providing an individual, tailored specialist performance remediation program. The College may be requested by a Regulatory Authority (i.e. MBA / MCNZ) and/or a specialist Registered Health Practitioner, in this case a Fellow/Affiliate of the College, to undertake a formal Remediation program as a result of the Regulatory Authority's assessment on performance. Note: this is a Specialist Performance Remediation program and therefore excludes other issues such as conduct and, health and cognitive issues which should be resolved addressed prior to engaging in the program.

#### 2. Objective

The program is a directed, supported, individual, tailored set of learning experiences and feedback that will address the issue(s) identified by the regulatory authority and encourage the development of knowledge, skills and attitudes.

#### 3. Process

To participate in the program the following will be required:

- The applicant must complete the application form, thus informing the College that there are restrictions or conditions placed on the Fellow/Affiliate's registration
- The College (possibly the Regulatory Authority – as in Health Practitioner Regulation National Law Act 2009) along with the participant, identifies a suitable supervisor
- There will be an application fee and ongoing costs reflective of the plan on admission to the program
- The Supervisor and participant to set out the plan for the program, using the professional development plan as a guide, with the format reflective of need.
- The Plan to be submitted to Professional Practice Review Committee (PPRC) for approval
  - Minimum 1 year program (or by order of the regulatory authority)
  - Minimum Mandatory Requirements include:
    - Reflective Portfolio
    - Supervisor and Peer Reports
    - Active engagement in a College Peer Review Group (Voluntary open disclosure to peer review group is recommended)
    - A Practice Visit report – by a College Accredited Practice Visitor
    - Full participation in the College CPD program
  - Other aspects of continuing professional development as identified by assessment by Regulatory Authority and/or Supervisor
- Progress and completion reports to occur each quarter to the PPRC
- Final evaluation report from supervisor through PPRC to Regulatory Authority.
- College appeals process is available to the participant for appeal any report outcomes (see Policy)

## **Supervision**

This role is crucial to the success and outcomes of the program. The Supervisor, a central driver of the program, assessor and arbitrator, needs to be supported by peers and receives full College medico/legal coverage and indemnity as effectively an employee of the College.

## **Program Evaluation**

Whilst the need to evaluate any training and remediation program as well as its processes has been identified; a formal evaluation framework with supporting tools has not been created. Rather, the format from the Specialist Refresher Program that used the four levels of evaluation (Kilpatrick 1994) would be made available post the first program to inform an action learning approach to review and improve the program for subsequent participants.

## **For further information contact:**

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