

SHOW CAUSE

Communique from Chair CFT, June 2019



When I first became a psychiatry trainee in 2001 a few of the registrars training alongside me had been in training for quite some years, a few for decades. Life got in the way of getting on with training.

Today the RANZCP 2012 Fellowship program has a [Progression Through Training Policy](#) and conversely a [Failure to Progress Policy](#).

You can be assured that together we will do the best to meaningfully progress your training. This is a rightful tension, where there are reciprocal expectations that we should assist you, and you should participate. We will meet our responsibility to you to deliver training in a timely manner. It also delivers to the communities of Australia and New Zealand an outcome for the resources devoted to specialist training.

Not progressing through training triggers the Show Cause (SC) process administered by the Committee for Training (CFT).

As we developed the SC process, the CFT looked to other Colleges for guidance of how to frame what constituted SC. We arrived at a very pastoral definition that focused on the needs of the trainee, which was not associated with lists of inclusion or exclusion but where each application was judged on a case by case basis by the members of the CFT. The process has been calibrated to be as generous as possible, although training cannot continue in perpetuity if there is absolutely no success.

SC is generated in the following circumstances:

- Failure to achieve a deadline (e.g. pass the MCQ Exam by 48 months, other exams by 72 months)
- Three or more fails of the same assessments (including rotations)
- Failure to commence rotation based targeted learning
- Failure to complete Stage 2 within 36 FTE months
- Exceeding your Break in Training (5 years) or Not in Training (1 year) time
- Exceeding your maximum training time (13 calendar years)

The CFT also considers applications to extend the training trajectory. It has done so for some trainees who have provided evidence. This usually includes the support of their Director of Training and/or the Local Training Committee.

SC can be an extremely anxiety provoking process. The College staff +61 (0)3 9640 0646 trajectory@ranzcp.org will assist you in identifying what you should provide to the CFT for a SC application. It will often involve evidence from others including your Director of Training and Supervisor(s) and/or Local Training Committee. It may also include relevant other evidence depending on your circumstances.

With permission this Fellow has allowed me to present his de-identified case:

The first interaction with the CFT was a prospective request for a trajectory extension for the MCQ Exam to avoid the SC deadline at 48 months. This was simply a request, and relevant evidence accompanied the application for the 12-month extension that was granted. Thus, the MCQ Exam SC deadline was moved to 60 months. The MCQ Exam was then passed at the third attempt and in under 60 months. The SC process for the MCQ Exam was avoided. The trainee then failed the Essay-style Exam a third time and was required to SC. SC was clearly demonstrated with considerable evidence before the CFT. A clear learning plan, including various

frameworks of support, was detailed by supervisors and the Local Training Committee. The CFT approved a fourth attempt at the Essay-style Exam which would generate further Targeted Learning if not successful, and a fifth attempt at the exam which would generate a return to the SC process if not successful. This person is now a Fellow, having completed all training requirements including the summative assessments. The CFT noted the considerable support of the local training networks, and the tenacity of this trainee to ensure success to achieve the standard required, amid very challenging personal circumstances. A theme noted throughout the dialogue with people supporting the trainee was the clinical acumen of the person.

Please do not hesitate to reach out to the Training team if you are unclear about our SC processes. We have a statement that outlines the process of SC with a flow diagram, which can be read in conjunction with this communique.

Apart from local resources available to assist you, confidential advice is available to all members of the RANZCP. Call the [Member Welfare Support Line](#) on 1800 941 002 (AUS) or 0800 220 728 (NZ) for support on any issue that affects your physical or mental wellbeing. Please be aware that this service operates between 8.30am – 5pm AEST Monday–Friday (or call out of hours and leave a message to receive a call-back).

I wish you the very best in your training journey.

Dr Warren Kealy-Bateman

Chair, Committee for Training