

Remediation during the Substantial Comparability Pathway is the process by which Specialist International Medical Graduates (SIMGs), who are making unsatisfactory progress, are assisted, counseled, supported and monitored adequately. The unsatisfactory progress is most likely to be signaled by Supervisor assessment/Report, and/or by CBD Assessor reports; and possibly by 360° Feedback reports or other Workplace based Assessment feedback; and may also be required by the SCARP or the CSIMGE.

It is a requirement of the pathway that the candidate has the opportunity to undertake remediation to maximise the chance of reaching the standard at the next stage.

As the Substantial Comparability placement requires satisfactory completion of Workplace based Assessments (WBAs) and as the placement is conducted over a short period of time, if remediation is required, it is expected that it will be implemented on recognition of the problem/s and will address identified problem/s as soon as possible, in a clear way with practical solutions, using adult learning principles.

Role of the Supervisor

- To maximise the possibility of the SIMG making satisfactory progress on the Substantial Comparability Pathway, the nominated Supervisor should ensure that the candidate is aware of the standards required for successful completion of the required WBAs.
- The initial Supervisor Report has been placed first in the order of WBAs out of consideration of the centrality of the Supervisor in the support /remediation process.

Initial remediation process

- If the nominated Supervisor has grounds to believe at any stage that the candidate is not meeting the required standards in their clinical work, then the nominated Supervisor should:
 - Discuss their concerns with the candidate;
 - Counsel the candidate and try to identify reasons why they are not meeting training goals or responding adequately to feedback, such as:
 - the candidate's language and communication skills, especially fluency, comprehension, grammar, semantics and colloquial knowledge
 - matters of acculturation and adaptation to the wider and local culture
 - the candidate's attitudes, experience, skills, training
 - the candidate's personal situation
 - the supervisory relationship
 - understanding, adaptation to, and acceptable by the local system, team and Health Service
 - Through discussion with the candidate, the nominated Supervisor and candidate should verify the particular problem/s, identify goals for correction /improvement, and set in place practical mechanisms for achieving these goals e.g. use of particular resources so that progress can be achieved within the necessary time frame, usually two – three months.
 - The nominated Supervisor should regularly review the progress towards the goals in the Remediation Plan with the candidate. This may require increased frequency of supervision.

Analysis of the problem(s)

This is an exercise in evaluation and analysis of the problem(s) encountered as well as giving appropriate feedback and should involve a meeting with the nominated Supervisor to review the relevant formative and summative assessment forms as well as any other sources of information that may be relevant.

Some of the considerations:

- What is the candidate's understanding of the reason for the unsatisfactory aspect(s) of the WBA?
- What opportunities for preparation were available and accessed (relevant to Case based Discussion)?
- Were there any common problematic themes identified in the assessment forms?
- Were any deficits identified that might guide the candidate?
- Was there an attempt to address such deficits?
- How satisfactory was the level of supervision?

Remediation Plan as a formal requirement

Documentation

- A Remediation Plan should include clear goals pertinent to the identified problem, and have an aim of improving the candidate's progress in fulfilling the required WBA objectives, a clear timeframe within which these goals are to be achieved, and specific progress review dates.
- Such plans may for example outline provision of additional support and supervision, additional training sessions, completion of learning tasks in a timely manner by the candidate, or improvement in aspects of clinical performance.
- The Remediation Plan is to be in writing and should be developed by both the candidate and nominated Supervisor and, if appropriate, the Assessor. *The Assessor may contribute to the candidate's understanding of the problem(s) but is not responsible for the construction of the plan to address the problem(s).*
- It is advised that the nominated Supervisor and, if relevant, the Assessor document remedial issues accurately and directly, and avoid "glossing over".
- The nominated Supervisor and candidate will be required to sign off on the Remediation Plan before the commencement of the remediation period and the unsatisfactory aspect(s) must be remediated before the next WBA. The declaration will state that the candidate will complete the remediation program by the time of the next WBA.
- Before the next WBA, the nominated Supervisor and candidate will need to declare that the approved formal remediation program has been completed, that the candidate has engaged/has not engaged satisfactorily in the remediation, and satisfactory outcomes have been/have not been achieved. That is, the candidate is required regularly to meet with the Supervisor to ensure adequate mentoring is provided.
- The Remediation Plan should be submitted to the Substantial Comparability Assessment Review Panel (SCARP) for their ratification and/or comment.

Process

- Remediation Plans should be developed as soon as possible after receiving the results of the relevant WBA: Supervisors Report, Case based Discussion or 360° Feedback, or other evidence of significant problems. It is necessary to ensure that the remedial aspect(s) are managed before the next WBA.
- It is important not to delay remedial discussion and interventions. The nominated Supervisor should be actioning the points mentioned in the Remediation Plan as soon as possible after the identification of the problem and providing feedback, using adult learning principles, pending SCARP ratification.
- The SCARP will be responsible for ratifying the feedback and, if need be, will make further review or comment. *The SCARP does not implement the remediation process.*

- The remediation should be planned to cover the period before the next WBA, therefore the candidate's 12-month Assessment Schedule should be referred to when developing the Remediation Plan.

Continuing remediation process

- A remediation process with a clear Remediation Plan, goals and timeframe should continue to be followed and reviewed regularly by the candidate and nominated Supervisor until the candidate makes satisfactory progress.
- The candidate's progression on the Substantial Comparability Pathway will need to be reviewed if improvements have not been made by the time of the next WBA, following remediation. If this is the case, the SCARP will be required to make a recommendation to the CSIMGE as to whether the candidate should have their placement extended or whether they should be withdrawn from the pathway.