Fellowship Program Outline

Fellowship Program Overview	The RANZCP has adopted the seven CanMEDS roles to articulate the Fellowship Competencies. The Fellowship Competencies are end-point competencies for all trainees engaged in attaining Fellowship of the College. Typically, 60 months full time equivalent (FTE) to complete. ○ Stage 1 (12 months FTE) ○ Stage 2 (24 months FTE) ○ Stage 3 (24 months FTE) • Progression between stages depends on attainment of Fellowship Competencies as demonstrated by successful completion of all mandatory assessments AND time spent in rotations.
Formal Education Course	• All trainees must enrol in and complete a College-accredited Formal Education Course, during the first 3 years (FTE) of training. • Stage 1 and 2 syllabuses developed to inform Formal Education Courses.
Formative assessment: Workplace-based Assessments (WBAs)	• WBAs are used for formative assessment of competencies, NEVER as a mechanism to 'mark' or 'pass/fail' – they provide an indicator to both the supervisor and the trainee as to how the trainee is progressing. • Supervisors are required to be competent in conducting WBAs and able to provide the trainees with meaningful and effective feedback. • Supervisors will use a minimum of three WBAs to inform their assessment of each EPA. • Trainees are responsible for arranging WBAs with a supervisor. • WBAs tools have been selected by the College and include: - Case-based Discussion (CbD), Mini-Clinical Evaluation Exercise, Observed Clinical Activity (OCA), Independent Observed Clinical Activity (IOCA), Professional Presentation and Direct Observation of Procedural Skills (DOPS). • Although formative, it is mandatory to do one OCA/IOCA every 6-month FTE rotation.
Summative assessment: Entrustable Professional Activities (EPAs)	• Progression through training requires trainees to be entrusted to perform specific EPAs to an appropriate standard for the stage of training; these are Basic, Proficient and Advanced. • Each 6-month FTE rotation requires two EPAs to be entrusted. • Trainees are responsible for planning their EPAs throughout their training. Typically, 3–5 is recommended. Please refer to the Trainee Progress Trajectory. • Fellowship EPAs across all Stages DO NOT have to be signed off by a supervisor who has a Certificate in the respective area of practice; however, supervisors must be accredited and current.
In-Training Assessment (ITA) mid-rotation forms and end-of-rotation reports	• ITA forms and reports are completed online on the InTrain platform. • Formative mid-rotation In-Training Assessment Forms must be completed between the supervisor and trainee and should be held in the trainee's record. • Formative mid-rotation ITAs should be completed at the mid-point of the rotation but may be completed earlier if required. • Summative end-of-rotation In-Training Assessment Reports MUST be signed by the DoT and received by the College Training Department within 60 days of completion of the rotation.
Summative assessment: Psychotherapy Written Case	• It should be successfully completed by 60-months FTE training. Competence expected to end of stage 3 standard. • Trainees are required to complete the Psychotherapy Written Case, consisting of one long psychotherapy intervention (minimum of 40 sessions) and an 8000–10000 words write-up of the case.
Summative assessment: Scholarly Project	• College-approved project of 3000–5000 words must be successfully completed by 60-months FTE training, to attain Fellowship, which will be marked at end of stage 3 standard. • Trainees are encouraged to plan their Scholarly Projects, considering the time it will take to complete the project and the availability of their proposed supervisor. • The Scholarly Project Subcommittee governs the conduct and assessment of the Scholarly Project. • Examples of appropriate Scholarly Projects include: a quality assurance project or clinical audit; a systematic and critical literature review; original and empirical research (qualitative or quantitative); a case series. • Other Scholarly Projects may be approved on a case-by-case basis. • Trainees may be exempt from undertaking a Scholarly Project if, in the last 10 years, they have demonstrated competency with a substantially comparable project, completed a doctoral, research Masters or Honours thesis in a field relevant to psychiatry or were a major author of an article published in a recognised peer-reviewed English-language journal relevant to psychiatry.
Summative assessment: MCQ and MEQ Examinations	• The MCQ Examination is set at a standard expected at the end of Stage 3. ○ The MCQ Exam is a computer-based multiple-choice test, undertaken at a Pearson VUE testing centre. It is 190 minutes in duration and comprises 140 Multiple Choice Questions (MCQ) and two Critical Analysis Problems (CAPs), covering foundational knowledge in psychiatry. Trainees should plan to attempt the MCQ Exam during Stage 2. The Modified Essay Questions (MEQ) Examination has a clinical focus and assesses capacity for critical thinking about clinical practice. It is assessed at the standard expected at the end of Stage 3. ○ The Modified Essay Question (MEQ) 150 minutes examination is a computer-based format from 2026.
Self-paced online learning requirements: Critical Thinking in Psychiatry (CTIP) learning modules	• From October 2025 – August 2026, completion of these learning modules was optional • From August 2026, the CTIP learning modules become a mandatory requirement and can be completed at any stage of the training. • Trainees and SIMGs who have previously passed the Critical Essay Question (CEQ) Examination will not be required to complete the CTIP modules or any replacement activity prior to Fellowship. • The CTIP learning modules are designed to strengthen critical thinking skills in psychiatric practice. Each module includes interactive content and reflective exercises and allows for self-paced progression through the content. • The CTIP modules are available online in Learnit and their completion will be recorded in inTrain.
Progression through Training	• Trainees must successfully complete the Fellowship Program's assessments within the time requirements to progress through training towards Fellowship. • The Progression through Training Policy and Trainee Progress Trajectory detail the mandatory deadlines for the completion of each summative assessment. • The Failure to Progress Policy sets out the requirements for trainees who do not adhere to those deadlines, including the completion of a targeted learning and the requirement to submit a training review application in order to remain in the Fellowship Program. Trainees may need to undertake targeted learning after unsuccessful attempts at exams and assessments including rotations not being passed or when they have not passed an assessment within the required timeframe. Trainees may need to undertake the training review process due to: continued unsuccessful attempts at exams and assessments, including rotations not being passed, not completing exams and assessments within the required deadlines, breaks in training extending over 5 years, not entering rotation-based targeted learning within the required timeframe, not achieving mandatory Stage 1 or Stage 2 EPA within the required timeframe, exceeding 12 months not in training and if they are not eligible for Fellowship after 13 calendar years.

Stage 1 Basic

Minimum 12 months FTE accredited training in approved Adult Psychiatry training post which 6 months is in an acute setting.

Supervision

- Minimum 4 hours/week for 40 weeks, of this:
  - 2 hours/week outside ward rounds and case review.
  - Minimum 1 hour individual supervision of clinical work.
- WBAs will typically occur in supervision time.
- EPAs may or may not be formally signed off in supervision time.

Stage 1 Adult Psychiatry EPAs:

1. Use of an antipsychotic medication in a patient with schizophrenia/psychosis.
2. Providing psychoeducation to a patient and their family and/or carers about a major mental illness.

The Stage 1, First 6 Months FTE Rotation Exception Rule

A trainee in the first 6-month FTE rotation of Stage 1 may pass that rotation and its corresponding end-of-rotation ITA form before being entrusted with any EPAs. This rule may only be applied in the first 6-month FTE rotation of Stage 1 and cannot be applied in any other Stage or rotation.

Attaining Stage 2 EPAs while in Stage 1:

Trainees should, together with their Director of Training (DOT) and supervisor, refer to the 'Trainee Progress Trajectory' and plan for the 4 x Stage 2 General Psychiatry EPAs and the 3 x Psychotherapy EPAs.

The trainees may also achieve these in Stage 1. In exceptional circumstances, the trainees may, with their DOT's approval, achieve other Stage 2 Area of Practice EPAs. The expected standard for Stage 2 EPAs remains Proficient.

Trainees should familiarise themselves with the following key policy documents:

- Stage 1 Mandatory Requirements
- Progression through Training

Stage 2 Proficient

Minimum 24 months FTE accredited training in an approved training program.

Supervision

- Minimum 4 hours/week for 40 weeks annually.
- 1 hour/week individual supervision of clinical work.

Mandatory Areas of Practice

Mandatory area of practice rotations and Stage 2 EPAs (must be entrusted by end of Stage 2):

- **Consultation–Liaison Psychiatry (6 months FTE)**
  - a) Care for a patient with delirium EPA.
  - b) Manage clinically significant psychological distress in the context of a patient's medical illness in the general hospital EPA.
- **Child & Adolescent Psychiatry (6 months FTE)**
  - c) Develop a management plan for an adolescent where school attendance is at risk EPA.
  - d) Clinical assessment of a prepubertal child EPA.

Trainees will achieve competent performance to a proficient level in the following areas of practice, which are achieved through entrustment of specific EPAs to a proficient standard:

- **Addiction Psychiatry**
  - e) Management of substance intoxication and substance withdrawal EPA.
  - f) Comorbid mental health and substance use problems EPA.
- **Psychiatry of Old Age**
  - g) Behavioural and psychological symptoms in dementia (BPSD) EPA.
  - h) The appropriate use of antidepressants and antipsychotics in patients aged 75 years and over EPA.

Elective rotations

Trainees will also undertake two elective 6-month (FTE) rotations in the following areas of practice, achieving competence to a proficient standard demonstrated by EPAs:

- Addiction
- Adult
- Psychiatry of Old Age
- Forensic
- Indigenous
- Other areas of practice as approved by the College

Rural pathway opportunity for C-L rotation

Trainees who are in an accredited rural* training post, can apply to complete their mandatory consultation-liaison requirements while remaining in their rural post. Trainees need to contact their Director of Training to discuss the opportunity, suitability, and the application process.

Stage 2 General Psychiatry EPAs. Attain by the end of Stage 2, can be attained in Stage 1:

1. Demonstrating proficiency in all the expected tasks associated with prescription, administration and monitoring of ECT.
2. The application and use of the Mental Health Act.
3. Assessment and management of risk of harm to self and others.
4. Assess and manage adults with cultural and linguistic diversity.

Stage 2 Psychotherapy EPAs. 2 of 3 must be attained by the end of Stage 2. Can be attained in Stage 1, or 3rd EPA can be attained by end of Stage 3:

1. Psychodynamically informed patient encounters and managing the therapeutic alliance.
2. Supportive psychotherapy.
3. Cognitive–behavioural therapy (CBT) for management of anxiety.

Trainees should familiarise themselves with the following key policy documents:

- Stage 2 Mandatory Requirements
- Progression through Training

Stage 3 Advanced

Minimum 24 months FTE accredited training in an approved program.

Supervision

- 4 hours per week for 40 weeks annually.
- 1 hour/week individual supervision of clinical work.

Advanced Certificates

Trainees may undertake a Certificate of Advanced Training during this stage.

College-established Areas of Practice

Trainees can complete 24 months FTE in a single area of practice or could achieve competent performance to an advanced level in a single or multiple areas of practice:

- Addiction
- Adult
- Child & Adolescent
- Consultation–Liaison
- Forensic
- Indigenous
- Psychiatry of Old Age
- Psychotherapies
- Research/Academic
- Youth Psychiatry
- Other areas of practice as approved by the College

EPAs

During Stage 3, trainees must complete eight Stage 3 EPAs and the remaining Stage 2 psychotherapy EPA if outstanding. A minimum of two EPAs should be entrusted at an advanced level for each 6 FTE month rotation in Stage 3. If training at less than full time, trainees must achieve a minimum of one EPA per 6 calendar months.
Stage 3 FELL (Fellowship) EPAs can be attained in any rotation whereas AOP (area of practice) EPAs can be attained in the relevant area of practice only.

Formal education course

No syllabus for generalist trainees who are encouraged to attend an adult psychiatry Formal Education Course (FEC), if available, or a FEC in their area of subspecialty training if doing a Certificate program.

Clinical currency

Trainees may undertake 12 months of research/academic or specialised administrative/managerial training during Stage 3.

Leadership and Management

Each Branch Training Committee (BTC) approves the options for formal leadership and management training in their state/country.

Stage 3 Psychotherapy

Trainees must provide psychotherapy to a minimum of three patients for at least six sessions each.

Trainees should familiarise themselves with the following key documents:

- Stage 3 mandatory requirements
- Progression through training

Multiple Choice Questions (MCQ) Examination

Modified Essay Questions (MEQ) Examination

Clinical Competency Portfolio Review (CCPR)

Scholarly Project

Psychotherapy Written Case