

# Continuing Professional Development

## Specialist Performance Remediation program - Outline



### 1. Introduction

The RANZCP 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 (SPRP). The RANZCP may be requested by a Regulatory Authority (i.e. Medical Board of Australian, MBA / Medical Council of New Zealand, 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, health and cognitive issues which should be resolved addressed prior to engaging in the program.

### 2. Scope

The program's aim is to assist psychiatrists who have been identified as requiring remediation. As such the scope reflects members currently practicing as a specialist and associated with the College and the 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, or retirees. Other more appropriate programs are available to them.

### 3. 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.

### 4. Process

#### Application / Eligibility

- 1.1 The Fellow / Affiliate must complete the Specialist Refresher Program Application Form [Refresher and remediation programs | RANZCP](#).
- 1.2 The RANZCP (represented by the CPD Manager) and Fellow / Affiliate must jointly agree on a suitable educational supervisor.

#### Learning Plan development

- 1.3 Using the educational framework of the Program, the Fellow / Affiliate and educational supervisor will determine learning needs and develop learning outcomes as part of the Learning Portfolio to:
  - a) Address knowledge of current developments in the field,
  - b) Develop clinical skills so that the Fellow / Affiliate can resume clinical practice competently and ethically and
  - c) participate in the RANZCP CPD program.

The learning portfolio and Specialist Refresher Program Mentoring Learning Agreement must be submitted to the CPD Manager and Chair of the CCPD for approval before the Fellow / Affiliate begins undertaking the activities outlined in the learning portfolio [Refresher and remediation programs | RANZCP](#).

The learning portfolio must include:

- 1.3.1 A learning plan for 3-6 month that incorporates any / all CanMEDs competencies..
- 1.3.2 Copy of proposed (initial) learning plan preferably utilising SMART framework. This learning plan can include attendance at various courses / workshops and conferences.
- 1.3.3 Agreed formats for evidence of achievement of progress through the Specialist Refresher Program.
- 1.3.4 The frequency of educational supervisor reports. After an absence of between 2 to 3 years and returning to the same workplace, reports at 1,3 and 6 months will be expected. When Fellows are returning to different work environments in the field, an induction plan (for the first week), and reports at 1,3 and 6 months will be required. For Fellows with less than two years absence from the workplace, report frequency will be proportionate to the length of absence and the length of the program, and agreed by CPD Manager, educational supervisor and Fellow / Affiliate.

The learning plan may also include requirements relating to:

- 1.3.5 multi-source feedback (i.e. survey minimum of two peers, manager, clinical director and two other nominated multi-disciplinary staff members). Other methods of feedback may be required if the Fellow / Affiliate is in a solo-practice or private practice.
  - 1.3.6 Completion of a peer supervisor report (i.e. workplace).
  - 1.3.7 Maintaining a PRG register of attendance / active participation.
  - 1.3.8 Completion of advanced cardiac life support if Fellows / Affiliates are returning to a hospital environment.
  - 1.3.9 Other matters e.g. submission of a Peer Practice Report.
- 1.4** To support the Fellow's / Affiliate's progress, the educational supervisor must liaise with the CPD Manager regarding progress and, at the program's conclusion, submit necessary evaluation documentation for the CPD Manager and CPD Chair's consideration. This may be noted in CCPD Minutes and escalated as per clauses 1.5 and 7.5.

## **Supervision**

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

### **For further information contact:**

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