## **Queensland Rural Generalist Pathway**



### Trainee in Need Policy

### Overview

The Queensland Rural Generalist Pathway (QRGP) team provides advice and support to junior medical officers who aspire to a career in rural medicine. The team recognises that Trainees may face personal and professional challenges during their undergraduate and postgraduate medical training and is committed to providing comprehensive assistance to individuals, particularly in times of need.

### **Purpose**

The purpose of this policy is to outline the methods by which the QRGP team will identify and assist a Trainee in need.

### Scope

This policy applies to any individual, either undergraduate or postgraduate, who has been accepted onto the QRGP and who has requested or been identified as requiring assistance with a sensitive matter. Individuals accepted onto the QRGP are referred to as Trainees.

### **Membership**

The Trainee in Need team is a small subset of the experienced QRGP team which assists Trainees throughout their Rural Generalist Training. Membership of the team includes but is not limited to the QRGP Medical Director, Manager and the Trainee's Rural Generalist Training Advisor (RGTA).

### **Engagement**

Trainees give consent for the Trainee in Need team to be engaged as required through their acceptance of a training position on the QRGP.

All members of the QRGP team have an obligation to refer an issue for consideration based on their own observations or on notification from a supervisor or colleague of the Trainee:

- where a Trainee's competence is observed to be substandard;
- in the event of a serious event affecting the welfare of a Trainee or others; or
- where a Trainee's behaviour or performance is considered to fall under the criteria for Notifiable Conduct.

Alternatively, the Trainee in Need team can be engaged by:

- a Trainee who has self-identified a need for assistance;
- a Trainee's RGTA, a QRGP team member, concerned colleague or employing/training facility who has identified a need on the Trainee's behalf.

In the first instance, the Trainee's RGTA will discuss the matter with the QRGP Medical Director to ascertain whether the RGTA is able to adequately support the Trainee without referral to the Trainee in Need team.



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### **Process**

Notificatio

 QRGP team is made aware of a Trainee in need and discusses circumstances with the QRGP Medical Director. If required a request to engage the Trainee in Need team is made.

Engagement

 Trainee in Need team convenes to discuss the Trainee's circumstance and assess the severity and urgency of any action required, ensuring consultation with the Trainee occurs as appropriate.

Support

- The team works with the Trainee to identify the type and scope of support required.
- In consultation with the Trainee, the Trainee in Need team will use their professional judgement to determine the involvement of relevant stakeholders such as hospital/health service facilities, Colleges as appropriate.

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- The Trainee in Need team assesses progress of the original case referral and makes a determination about the Trainee's ongoing needs.
- The Trainee in Need team will follow up with the Trainee as necessary.

### Note:

- Supporting documentation relevant to Trainee in Need discussions will be retained in a restricted access location.
- Trainee issues will be kept in confidence unless the Trainee provides consent otherwise.
- The Trainee in Need team is not exempt from mandatory reporting responsibilities under National Law (refer to Ahpra for more information).

### **Supporting documents**

This policy should be read in conjunction with the RGTA Handbook and the QRGP Orientation Handbook.

#### **Definitions**

**Serious event** is an event that has had or is likely to have significant impact on the safety and/or wellbeing of a Trainee or others.

**Notifiable Conduct** is defined as per Section 140 of the Health Practitioner Regulation National Law (Queensland).

### Further information

Contact the QRGP team on 1800 680 291 or rural\_generalist@health.qld.gov.au.

