

The Australasian
College of
Dermatologists
ACN 000 551 824



THE AUSTRALASIAN COLLEGE
OF DERMATOLOGISTS

ACCREDITATION STANDARDS FOR TRAINING POSITIONS

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The Australasian College of Dermatologists
Suite 2A, Level 2, 9 Blaxland Road, Rhodes NSW 2138
PO Box 3785, RHODES NSW 2138

Telephone: (02) 8765 0242
Facsimile: (02) 9736 2194
Email: admin@dermcoll.edu.au

ACD CRITERIA FOR ACCREDITATION OF COLLEGE TRAINING POSITIONS

The Criteria for Accreditation of College Training Positions is as described in the College Standards for Accreditation of Training Positions.

The Criteria outlines the minimum criteria requirement to be met by a Training Facility Network. However the College encourages Training Facility Networks to meet all criteria.

Mandatory Criteria is considered as absolutely necessary by the College for the provision of education and training to trainees. Training Facility Networks must meet each mandatory criterion for full accreditation of a training position to be granted. Mandatory criteria can be identified by the use of the word '**must**'. For example, *trainees **must** actively participate in supervised dermatological clinics each week.*

If a position being accredited is less than 1 Full Time Equivalent, all Criteria as listed in the Standards should be apportioned on a part time pro rata basis.

If during a review it is found that a Training Facility Network is unable to fulfil each of the mandatory criteria, a recommendation of development required in this area will be documented, and an effective strategy for change is required. If this strategy is not complied with, accreditation of a training position may be withdrawn. For more information please refer to the current copy of the College's Accreditation Reviews and Outcomes Guidelines available on the College website www.dermcoll.edu.au.

A Training Facility Network where a training position is principally based **must** notify the College when and/or if there will be or has been any significant change to the way in which education and training is delivered. Notification is particularly important if the change affects the Training Facility Network in meeting fulfilment of the mandatory criteria.

ACD RATING SCALE FOR ACCREDITATION OF COLLEGE TRAINING POSITIONS

During a review the Criteria as listed in the Standards will be assessed by a three point rating scale. Each Standard will be given a rating of either:

- Below Accreditation Standard
- Expected Accreditation Standard
- Above Accreditation Standard

The rating scale is determined by simultaneous assessment across five variables. The variables relate to:

- **Strength of evidence** – judged by corroborating verbal and documentary evidence (inspection as appropriate)
- **Consistency of application** – judged by assessing whether the standard/criterion is being met in all appropriate circumstances on all appropriate occasions
- **Maintenance over time** – judged by assessing the length of time a process has been in place or the period over which outcomes can be demonstrated.
- **Sustainability infrastructure** – judged by assessing the level and sophistication of infrastructure in place to support the process outcomes (infrastructure includes staff, equipment, technology, support, space and time as appropriate to the circumstances)
- **Quality improvement** – judged by assessing the presence or absence of the elements of the quality cycle (monitoring, assessment, action and evaluation)

Definitions of rating scale with reference to each of the variables:

	Below Accreditation standard	Expected Accreditation standard	Above Accreditation standard
Strength of Evidence	There is scant or no documentary evidence. Verbal evidence supports some achievement.	Basic documentation is available and corroborates verbal evidence.	A range of corroborating documentation is available.
Consistency of application	Number of circumstances where the standard is not achieved at all.	Few circumstances where the standard is not achieved.	There is consistent application in all circumstances.
Maintenance over time	Most achievements are the result of recent efforts	Position has achieved basic requirements of the standard/criterion for some time.	Most of the provisions of the standard are met and have been for some time.
Sustainability infrastructure	Little or no infrastructure.	Basic infrastructure is in place.	Infrastructure to support continuous achievement is in place.
Quality Improvement	Little or no evidence of performance review.	Little evidence of on-going performance review and no evidence of improvement actions.	Reviews of performance are conducted with evidence of continuous improvement and effort to strive for best practice.
Summary	Requirements of standard scarcely met. Minimal effort made by the hospital to address the standard/criterion.	The requirements of the standard are generally met in most circumstances.	Accreditation standards are fully met or exceeded

ACD STANDARDS FOR ACCREDITATION OF COLLEGE TRAINING POSITIONS:

The following Standards are used when accrediting a College training position.

Standard One: Education and Training

Training positions provide educational and clinical training opportunities that contribute to enabling trainees to attain the competencies of the ACD curriculum and the requirements of the ACD four year training program.

- 1.1 Schedule of Learning Experiences
- 1.2 General Dermatological Clinics
- 1.3 Surgical Sessions
- 1.4 Patient Case mix
- 1.5 Dermatopathology
- 1.6 In Training Assessment
- 1.7 Inpatient Exposure
- 1.8 Research
- 1.9 Meetings and Conferences

Standard Two: Supervision and Coordination

Training positions provide effective supervision to support trainees in acquiring the necessary skills, behaviours and knowledge to become competent dermatologists, including an increasing degree of independent responsibility as the Trainee progresses.

- 2.1 Supervisor of Training
- 2.2 Clinical Supervisors
- 2.3 Supervision of International Medical Graduates
- 2.4 Feedback and Responsibility
- 2.5 Training Facility Network

Standard Three: Equipment, Facilities and Clinical Support

Training positions provide access to the equipment, facilities and clinical support that contribute to enabling Trainees' to deliver and manage patient care across the breadth of the curriculum.

- 3.1 Equipment
- 3.2 Supervision
- 3.3 Diagnostic laboratory services

Standard Four: Learning and Working Environment

Participating training facilities provide an environment that fosters a commitment to learning and a structure that delivers and monitors safe practices.

- 4.1 Educational Services
- 4.2 Orientation
- 4.3 General Education
- 4.4 Trainee Wellbeing
- 4.5 Supervision Support
- 4.6 Audit Program

STANDARD 1: EDUCATION AND TRAINING

1.1 Schedule of Learning Experiences

- 1.1.1 Trainees **must** have one formal structured education session each week (or equivalent), which is protected teaching time (this may be out of hours time).
- 1.1.2 Trainees **must** have rostered "On Site Professional Development (half day per week pro rata per full time equivalent of unstructured time).

Education sessions are based on principles of adult learning and a range of teaching methods is used.

Education sessions are developed with reference to the curriculum and cover an extensive range of dermatology topic areas (linked to learning outcomes of the curriculum).

On Site Professional Development is to be used for Professional Development activities: examples include private study, fulfilment of research and publication requirements and attendance at tutorials. Trainees may spend this time doing clinical work if absolutely necessary and are required to give priority to urgent matters at their institution if there is no other trainee available during this time to attend to them. The Supervisor of Training and Head of Department are required to make every effort to ensure that this time is available to the trainee for the purpose it is intended.

1.2 General Dermatological Clinics

Trainees **must** attend a minimum of four **supervised** general dermatology clinics.

Trainees may attend no more than two unsupervised general dermatology clinics per week.

Supervised general dermatology clinics should include both new and review patients with a variety of dermatological conditions, and no diagnostic restriction, which are seen on a referred basis. This includes rural rotations.

One clinic in paediatric dermatology, a three hour session in a private practice setting or a subspecialty clinic, is equal to one general dermatology clinic.

Only one telehealth session per week may be considered as a dermatology clinic providing the session is not limited to audio, is 3 hours in duration and includes a minimum of 5 patients.

If the training position provides less than two supervised general dermatology clinics, any one trainee may occupy this training position for a maximum of six months.

A supervised clinic is defined as a clinic attended by one or more clinical supervisors, supervising no more than five trainees (it is recommended that a supervisor with 5 trainees should not have a patient load and be free to supervise).

1.3 Surgical Sessions

Trainees **must** attend at least one dermatological surgery session per week (or equivalent), and at least one session per fortnight must be **directly** supervised.

Within the training facility network, trainees must have the opportunity to perform essential procedures and observe (or perform where appropriate) advanced procedures documented in the Procedural Dermatology Curriculum.

Facilities can make application for special consideration in exceptional circumstances if this surgical standard cannot be achieved. Applications will be considered by the NACC and the NEdC and if special consideration is granted, the position must be linked to another position within the training facility network that meets the standard.

1.4 Patient Casemix

Trainees **must** be exposed to a suitable number of patients to obtain the breadth and depth of experience as defined by the Curriculum.

Caseload – Trainees see a minimum of **12 new** patients and **20 review** patients per week.

Casemix – Trainees obtain clinical training experience as defined by the specialist content modules of the curriculum.

1.5 Dermatopathology

Trainees **must** receive instruction in dermatopathology per week and **must** attend at least one dermatopathology training session per week.

Facilities and protected time are available for instruction in dermatopathology, mycology, microbiology, immunology and patch testing.

1.6 In Training Assessment

In Training Assessments **must** be conducted in accordance with College Policy.

Rotation Learning Plans, completed by trainees, are reviewed by Supervisors of Training.

Supervisors are available to complete all work based assessments (ProDAs, DermCEXs and CbDs) in the day to day clinical environment.

Summative In Training Assessment (SITA) are to be conducted twice per year. International Medical Graduates who are required to complete less than 24 months of upskilling must complete a SITA every 3 months.

International Medical Graduates working predominately in private practice must complete two case based discussions and DERMCEXs externally and annually.

Performance Improvement and Performance Improvement Follow Up forms are completed when required.

1.7 Inpatient exposure

Trainees should be directly involved in the management of inpatients.

Trainees are involved in the management of inpatients and see and assess all consultations referred to the Department of Dermatology.

1.8 Research

Trainees should have the opportunity to participate in research.

Trainees are encouraged to prepare and publish research papers to meet training requirements.

Trainees should have access to medical records once ethics approval is obtained.

1.9 Meetings and Conferences

Trainees should be given leave to attend mandatory conferences and/or courses. Trainees are encouraged to attend relevant conferences and meetings and are to have the opportunity for conference leave.

Mandatory conferences include the 1st and 3rd year training days; 2 ACD Annual Scientific Meetings or equivalent in the first three years of training.

STANDARD 2: SUPERVISION AND COORDINATION

2.1 Supervisor of Training

2.1.1 Trainees **must** have a designated Supervisor of Training.

2.1.2 The Supervisor of Training (SoT) **must** fulfil their role and responsibilities.

The Supervisor of Training must be FACD or equivalent.

The Supervisor of Training should have a minimum of three years Post-Fellowship continuous experience, though more is preferable.

At training facilities with multiple consultants (more than 2) the Supervisor of Training **cannot** also be the Head of Department.

The Supervisor of Training should be readily available to the trainee.

The Supervisor of Training is allocated no more than five trainees at any one time.

The Supervisor of Training should have regular one on one supervision with their trainees (regular is defined as at least one clinic per fortnight).

The Supervisor of Training participates in College supervisors' course and/or meetings, or has completed the College online supervisors' course, or can demonstrate attendance at a related supervisor's instruction training.

The SoT **must** conduct their duties as outlined in the current version of the ACD Training Program Handbook, Dermatology.

2.2 Clinical Supervisors

2.2.1 Trainees **must** be assisted/supervised by a sufficient number of appropriately qualified Clinical Supervisors.

2.2.2 The Clinical Supervisor(s) **must** fulfil their role and responsibilities.
All Clinical Supervisor(s) must be FACD or equivalent.

All Clinical Supervisors should have a minimum of two years Post-Fellowship continuous experience, though more is preferable.

Each Clinical Supervisor is allocated no more than 5 trainees at any one time, depending on the type of clinic; however ratio of 5 trainees to one Clinical Supervisor is not ideal. It is recommended that a ratio of 3 trainees to one Clinical Supervisor is ideal.

Each Clinical Supervisor has regular supervision of trainee/s. (regular is defined as at least one clinic per month)

All Clinical Supervisor(s) participate in College supervisors' course and/or meetings, or have completed the College online supervisors' course, or can demonstrate attendance at a related supervisor's instruction training.

The Clinical Supervisor(s) **must** conduct their duties as outlined in the current version of the ACD Training Program Handbook, Dermatology.

2.3 Supervision of International Medical Graduates

International Medical Graduates who are required to complete 6-12 months upskilling in private practices must have a minimum of two supervisors who are FACD.

2.4 Feedback and Responsibility

Constructive feedback and increasing responsibility **must** be given to trainees.

Regular constructive feedback – formal and informal - on performance is provided by supervisors.

Trainees are given increasing responsibility, commensurate with level of experience.

2.5 Training Facility Network

The training position **must** form part of a Training Facility Network, within a State Training Structure.

Each State Training Structure has a designated Director of Training.

The training position participates in a scheduled rotational system within its Training Facility Network. Rotations for each trainee are coordinated by the Director of Training to provide each trainee with maximum exposure to all aspects of the curriculum over the course of the training program, and are arranged to reflect increasing experience.

A trainee should usually spend no longer than twelve or twenty four months (depending on their training facility) in any one accredited training position.

A trainee should spend no longer than twelve months in private practice. Exceptions may be granted depending on location and funding requirements.

International Medical Graduates (IMG) working in private practice should be given the opportunity to attend public hospital clinics on a regular basis. IMGs who require 24 month upskilling and the fellowship examinations should complete at least 50% of their training in a public teaching hospital.

Training Facility Networks and Dermatological Departments must abide by the rostering and job allocation of trainees including "visiting registrars" as recommended by the State Training Structure's Director of Training.

Trainees are to have access to learning opportunities provided within both the Training Facility Network and the State Training Structure.

STANDARD 3: EQUIPMENT, FACILITIES AND CLINICAL SUPPORT

3.1 Equipment

Equipment **must** enable trainees to be involved in a range of clinical experiences.

Each training position **must** have access to the following within their Training Facility Network:

- Dermatoscope
- Microscope
- Cryotherapy devices
- Electrosurgical devices, especially hyfrecator
- Resuscitation equipment

The following **must** be available within the State Training Network:

- Phototherapy machines: NB UVB or BB UVB, PUVA, Bath PUVA, Hand and foot PUVA
- Pulsed dye laser, PDT light source.
- Other lasers: CO2 or erbium, Non-pulsed dye vascular, Tattoo, Pigment, Hair removal
- Intensified pulsed light
- Superficial X-Ray machine

3.2 Supervision

Training facilities should allow trainees to be supervised appropriately.

Training facilities allow trainees to be supervised effectively while obtaining clinical experience.

A designated area must be provided for the trainee, and resource materials are to be easily accessible when required.

3.3 Diagnostic Laboratory Services

Diagnostic laboratory services **must** be accessible and available.

Diagnostic laboratory services within the Training Facility Network are accredited by the appropriate body.

STANDARD 4: LEARNING AND WORKING ENVIRONMENT

4.1 Educational Services

Educational services and facilities that support the delivery of the training program **must** be provided.

Trainees have access to:

- A medical library.
- Major dermatological texts and journals as listed on the College's reading list.
- Download journals.
- View College learning materials on line.
- Designated private study area that is isolated from busy clinical areas.
- Tutorial rooms (when required).

4.2 Orientation

Orientation for new trainees **must** be provided.

Orientation **must** include Workplace Health and Safety Inductions for each facility to be attended in the Training Facility Network.

Trainees must partake in orientation to the facility and department practices.

It is recommended that there be trainee to trainee handover of positions.

4.3 General Education

General educational activities **must** be provided.

The trainee must:

- Have access to the publicised weekly educational activities (e.g. grand rounds).
- Have the opportunity to present cases.
- Be able to attend monthly journal club sessions.
- Have the opportunity to attend educational programs in other disciplines if appropriate.

4.4 Trainee Wellbeing

Training Facility Networks **must** support the training program with practices that support the wellbeing of trainees.

Rosters and work schedules need to take into account the principles outlined by the AMA.

Training Facilities must ensure that trainees partake in overtime in accordance with the AMAs Nationals Code of Practice – Hours of Work, Shift work and Rostering for Hospital Doctors; and in accordance with the relevant Federal and State Government Award and Guidelines, in particular with regard to continuous on call duty.

Training Facilities must comply with all Federal and State Laws and Regulations relevant to providing a training opportunity and safe working environment for College trainees, including Workplace Health and Safety Standards, the Anti-Discrimination Act and Anti-Bullying Codes. Trainees must be made aware of these, and any other relevant Standards, Acts and Codes.

Training Facilities

Training Facility Networks must:

- Ensure trainees have appropriate terms and conditions of service including a position description and contract– common to other medical specialties.
- Ensure trainees are not required to work excessive hours.
- Ensure trainees have physical security and safety when leaving work at unusual hours.
- Ensure trainees have the provision of transport when work induced fatigue prevents trainees from driving home.
- Ensure trainees are not required to undertake excessive travelling throughout their rotations
- Ensure trainees have access to appropriate accommodation if they are required to rotate to a rural setting.
- Protect the best interests of the College and its trainees, and not engage in behaviour that harms or is reasonably likely to harm the interests of College.

4.5 Supervision Support

Training Facilities should promote commitment to the training program by providing support for Supervisors of Training and Clinical Supervisors.

Supervisors of Training and Clinical Supervisors **must** have access to the Moodle online education course.

Supervisors of Training and Clinical Supervisors have the opportunity to attend education session in their training networks and in Hospitals.

Supervisors of Training and Clinical Supervisors should have negotiated time for supervision/teaching of trainees, and negotiated leave to attend Supervisor Training courses/workshops.

4.6 Audit Program

An audit and peer review program should be regularly conducted.

All Training Facility Networks should have a case review system conducted within the department/practice. Trainees should have the opportunity to be involved in this review.