



Failed SITAs (IMGs) Policy

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Related Policies/Regulations	Trainee Program Handbook; Unsatisfactory Performance Policy

PURPOSE

The purpose of this policy is to outline the way forward for IMGs requiring different amounts of upskilling who fail their SITA/s.

SCOPE

This policy applies to all IMGs requiring 6 or 12 months of upskilling enrolled in an accredited training position run by the ACD who demonstrate an unsatisfactory SITA.

DEFINITIONS / KEY WORDS / ABBREVIATIONS

IMG refers to International Medical Graduate

SITA refers to Summative In-Training Assessment

PIF refers to the Performance Improvement Form

DoT refers to the Director of Training

SoT refers to the Supervisor of Training

SSP refers to Supplementary Supervision Program instituted to give additional support and supervision related to knowledge, skills or professional qualities

AMC refers to Australian Medical Council

NTC refers to the National Training Committee

BoD refers to the Board of Directors

ASC refers to the Academic Standards Committee

PTC refers to Post-training Candidate

THE POLICY

IMGs in 6, or 12 month upskilling positions who fail a SITA may still be recommended for Specialist Recognition by the IMG Assessment Committee. Granting of FACD will be dependent upon successful completion of PIFs and any other requirements made by the Supervisor and or DoT.

IMGs who are completing 24 months upskilling are bound by the same rules as all other trainees.

1.0 Unsatisfactory SITA for 6 Month IMGs– Dermatology Training Program

IMGs in this category of training are not required to sit the Fellowship Examination.

The DoT and SoT will:

- Implement an SSP which will require the completion of a PIF
- Determine the length of time for the PIF to a maximum of three months
- Allocate a mentor to the IMG if they do not already have one
- Meet regularly with the IMG during this period to ensure all possible support / resources are implemented to address the areas of concern
- Notify the IMG that they are now a PTC and will be unable to fill an accredited training position
- Notify the IMG Assessment Committee that the IMG is on a PIF and to await the results of the PIF period before considering any recommendation regarding Specialist Recognition

If the IMG fails to meet the desired learning outcomes outlined in the PIF they will no longer be able to continue training, nor will they be granted Specialist Recognition. They may, however, apply to the full training program through the normal process.

2.0 Unsatisfactory SITA for 12 Month IMGs– Dermatology Training Program

IMGs in this category of training are not required to sit the Fellowship Examination.

The DoT and SoT will:

- Implement an SSP which will require the completion of a PIF
- The length of time for the PIF will be three months with a further three month follow-up if required
- Allocate a mentor to the IMG if they do not already have one
- Meet regularly with the IMG during this period to ensure all possible support / resources are implemented to address the areas of concern
- If the PIF occurs at the end of the training period, notify the IMG that they are now a PTC and will be unable to fill an accredited training position

- Notify the IMG Assessment Committee that the IMG is on a PIF and to await the results of the PIF period before considering any recommendation regarding Specialist Recognition

If a trainee receives another unsatisfactory SITA and / or a failed PIF they will be seen as unsatisfactory in their performance:

- The NTC and ASC will be notified and they will be placed on probation
- The processes of probation as outlined in the Unsatisfactory Performance Policy will be followed.
- The PIF, follow-up PIF and Probation together may only extend for a maximum twelve month period additional to the original twelve months of training.

Should the IMG have not made satisfactory progress and fulfilled all their training requirements, they will no longer be able to continue training, nor will they be granted Specialist Recognition. They may, however, apply to the full training program through the normal process.

Note: An SSP requiring a PIF can be implemented at other times if significant concerns are identified outside the SITA and PIF process, by the SoT in consultation with the DoT.

3.0 Appeal

Decisions relating to dismissal from training or other action may be appealed in accordance with the College Appeals Process.