



Mentoring Policy

Policy Domain:	Education
Policy Area:	Trainees/Post-training Candidates
Policy Author:	Academic Standard Committee
Contact:	Director Education Services
Version:	2018_v1
Approval Details:	Board of Directors
Effective Date:	February 2018
Review Date:	December 2019
Related Policies/Regulations	Candidate in Difficulty, unsatisfactory performance, post training candidate policy

PURPOSE

The purpose of this policy is to outline the situations in which mentoring should or could occur and how mentoring would be put into practice.

SCOPE

The policy discusses mentoring situations and types of mentors for IMGs, PTCs, ABTSI trainees and Candidates in Difficulty in the dermatology program.

DEFINITIONS / KEY WORDS / ABBREVIATIONS

Mentoring means that a more experienced Fellow agrees will establish a one-to-one relationship with a trainee or post-training candidate.

IMG refers to an international medical graduate.

Upskilling refers to IMGs who need to complete a period of three, six or twelve months' training but do not have to sit the Fellowship examinations.

PTC refers to a post-training candidate who has completed the four year training program but by virtue of failure of either the written examinations or the vivas is required to complete an additional year in a non-accredited position so that they may re-sit their examinations.

ABTSI refers to an Aboriginal and Torres Strait islander trainee

THE POLICY

Formal mentoring will be put in place for all IMGs participating in the dermatology training program, IMGs up-skilling, ABTSIs and all PTCs of the dermatology training program. In certain situations trainees in difficulty will be appointed a mentor.

Mentors

All mentors must complete the Mentoring in the Workplace CPD module concurrently with their mentoring duties. The module details the procedures for mentoring.

Mentoring for IMGs in the Dermatology Training Program

All IMGs completing two years in the dermatology training program will be appointed a personal mentor for twelve months. Where possible the mentor should be a Fellow who came into dermatology as an IMG.

Mentoring for IMGs who are Upskilling

All IMGs in an up-skilling position will be appointed a mentor for twelve months. The mentor must be a Fellow who came into dermatology as an IMG.

Mentoring for PTCs

All PTCs will be appointed an academic mentor and a personal mentor, who may be the same person, for twelve months. The academic mentor will be a Fellow who completed their Fellowship Examinations within the last four years. The personal mentor should be someone more experienced than the academic mentor. Neither mentor may be someone from the mentee's cohort.

If the PTC is an IMG, then the rules for mentoring of IMGs in the dermatology training program also apply.

Mentoring for ABTSIs

All ABTSI trainees will be appointed an academic mentor and a personal mentor, who may be the same person, for twelve months. The academic mentor will be a Fellow who completed their Fellowship Examinations within the last four years. The personal mentor should be someone more experienced than the academic mentor. Given the small numbers of ABTSI trainees, it may be suitable for a mentor from ABTSI background outside of the College to be appointed.

Mentoring Candidates in Difficulty

Any trainee identified as being in difficulty may be appointed a mentor. This may be a clinical mentor, personal mentor or outside mentor e.g. counsellor. The length and type of mentoring will depend upon the level of the issue: non-critical, major or critical. See the Candidate in Difficulty Policy for more detail.