

Trainee in Need Policy

1. 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.

2. Purpose

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

3. 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.

4. 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 Advisory (RGTA).

5. 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:

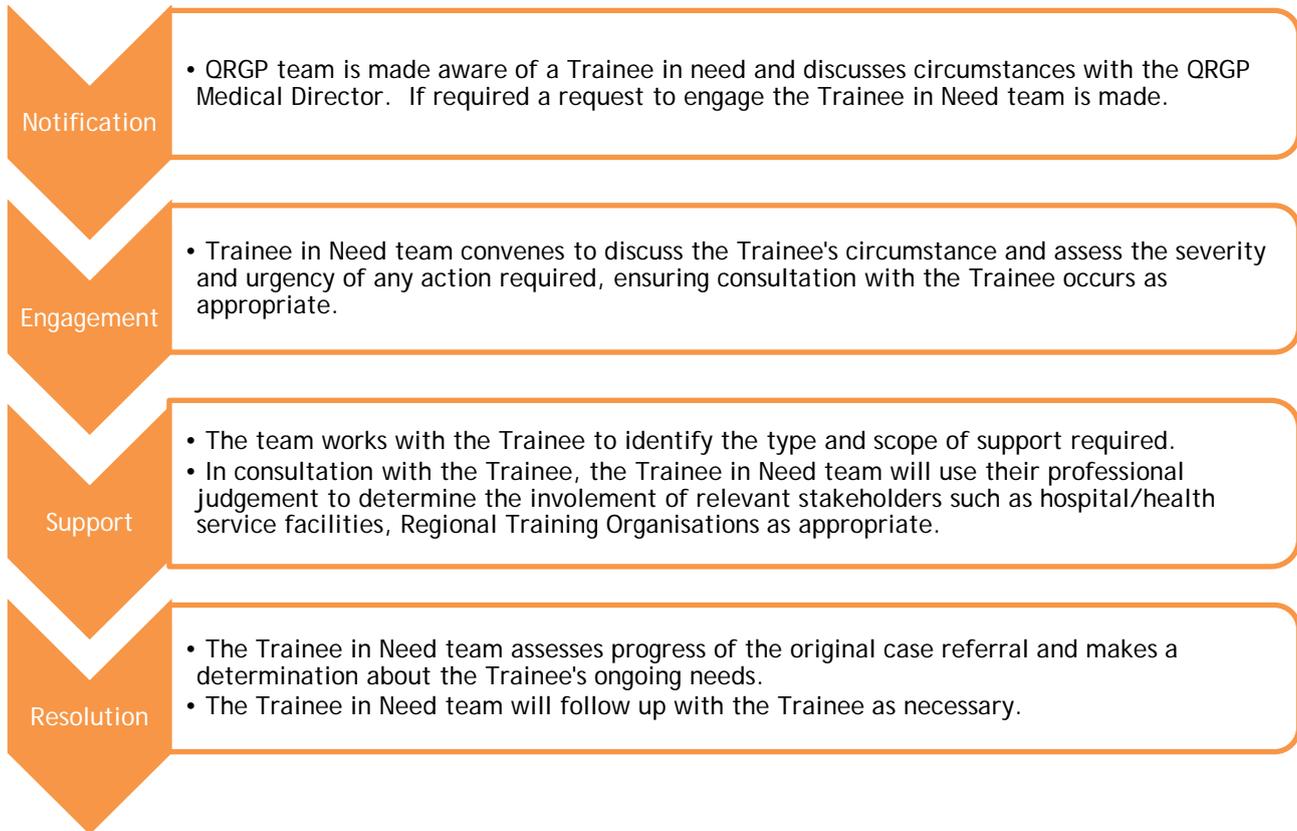
- where a Trainee's competence is observed to be substandard;
- in the event of a serious event affecting the welfare of a Trainee or others; or
- where a Trainee's behaviour or performance is considered to fall under the criteria for Notifiable Conduct.

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 or not the RGTA is able to adequately support the Trainee without referral to the Trainee in Need team.

6. Process



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 <https://www.ahpra.gov.au/> for more information).

7. Supporting documents

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

8. 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).