### 2012 (competency-based) Fellowship Program Outline

| **2012 (competency-based) Fellowship Program overview** | **The RANZCP has adopted the seven CanMEDS roles to articulate the Fellowship Competencies. The Fellowship Competencies are end point competencies for all trainees engaged in attaining Fellowship of the College.**  
**Typically 60 months full time equivalent (FTE) to complete.**  
**Implementation begins:**  
  - Stage 1 (1st year): 1 December 2012 (NZ); 1 January 2013 (Australia)  
  - Stage 2 (2nd and 3rd years): December 2013  
  - Stage 3 (4th and 5th years): December 2015.  
**Trainees in the 2003 Training Program may apply to the College for transition if they believe they are eligible.**  
**Progression between stages depends on attainment of Fellowship Competencies as demonstrated by successful completion of all mandatory assessments AND time spent in rotations.** |
| --- | --- |
| **Formal Education Course** | **All trainees must be enrolled in a Formal Education Course.**  
**Stage 1 and 2 syllabuses developed to inform Formal Education Courses.** |
| **Incorporation of the 2003 regulations training experiences into the 2012 Fellowship Program** | **The following experiences are embedded in the Fellowship Competencies and demonstrated by successful achievement of the Learning Outcomes (assessed on the summative end-of-rotation In-Training Assessment Report):**  
  - Ethical conduct and practice  
  - Working with people with mental illness, their families and carers  
  - Working with non-government and other community organisations  
  - Longitudinal management of patients with enduring psychiatric illness  
  - Working with patients from culturally and linguistically diverse backgrounds.**  
**Branch Training Committees (BTCs) continue to provide learning opportunities to help trainees achieve the Learning Outcomes.**  
**Requirement to undertake a specified number of activities per year to meet working with consumers and carers, non-government and other community organisations training objectives has been removed.** |
| **Summative assessment: Psychotherapies** | **Competence to a proficient level in psychotherapies demonstrated by end of training.**  
**Trainees are required to complete the Psychotherapy Written Case, consisting of one long psychotherapy intervention (~ 1 year or 40 sessions) and an 8000–10,000 word write-up of the case. Trainees will be encouraged to undertake this by the end of Stage 1.**  
**The case will be assessed at Junior Consultant standard.**  
**Trainees are encouraged to treat low acuity/high prevalence disorders.**  
**The Progression through Training Policy and Trainee Progress Trajectory detail the mandatory deadlines for the completion of each assessment.**  
**Summative end-of-rotation In-Training Assessment Reports MUST be submitted to the College in Melbourne within 60 days of completion of the rotation.** |
| **Summative assessment: Scholarly Project** | **College-approved project of 3000–5000 words must be successfully completed to attain Fellowship, which will be marked at Junior Consultant standard.**  
**Trainees are encouraged to plan their Scholarly Projects, considering the time it will take to complete the project and the availability of their proposed supervisor.**  
**A Scholarly Project Subcommittee has been established to govern the conduct and assessment of the Scholarly Project.**  
**Examples of appropriate Scholarly Projects include: a quality assurance project or clinical audit; a systematic and critical literature review; original and empirical research (qualitative or quantitative); a case series.**  
**Other Scholarly Projects may be approved on a case-by-case basis.** |
| **Formative assessment: Workplace-based Assessments (WBAs)** | **WBAs are used for formative assessment of competencies, NEVER as a mechanism to ‘mark’ or ‘pass/fail’ – they provide an indicator to both the supervisor and the trainee as to how the trainee is going.**  
**Supervisors are required to be competent in conducting WBAs and able to provide the trainee with meaningful and effective feedback.**  
**Supervisors will use a minimum of three WBAs to inform their assessment of each EPA.**  
**Trainees are responsible for arranging WBAs with a supervisor.**  
**WBAs tools have been selected by the College and include: Case-based Discussion (CBD), Mini-Clinical Evaluation Exercise, Observed Clinical Activity (OCA) and Professional Presentation.**  
**Although formative, it is mandatory to do one OCA every 6-month FTE rotation (this is effective rotation 1, 2015).** |
| **Summative assessment: Entrustable Professional Activities (EPAs)** | **Progression through training requires trainees to be entrusted to perform specific EPAs to an appropriate standard for the stage of training; these are Basic, Proficient and Advanced.**  
**Each 6-month FTE rotation requires two EPAs to be entrusted.**  
**Trainees are responsible for planning their EPAs throughout their training. Typically, 3–5 are recommended. Please refer to the Trainee Progress Trajectory.**  
**Fellowship EPAs across all Stages DO NOT have to be signed off by a supervisor who has a Certificate in the respective area of practice; however, supervisors must be accredited and current.** |
| **In-Training Assessment (ITA) mid-rotation forms and end-of-rotation reports** | **Formative mid-rotation In-Training Assessment Forms must be completed between the supervisor and trainee and should be held in the trainee’s record.**  
**Summative end-of-rotation In-Training Assessment Reports MUST be submitted to the College in Melbourne within 60 days of completion of the rotation.** |
| **Summative assessment: Examinations** | **Written examinations are set at a Junior Consultant standard.**  
  - The 3-hour MCQ exam comprises Extended Matching Questions (EMQs) and Critical Analysis Problems (CAPs), covering foundational knowledge in psychiatry. Trainees should plan to attempt the MCQ exam during Stage 2.  
  - The 3-hour Essay-style exam comprises Modified Essay Questions (MEQs) and a Critical Essay Question (CEQ). The Essay-style exam has a clinical focus and assesses capacity for critical thinking about clinical practice.  
  - OSCE (Objective Structured Clinical Examination) – Trainee is assessed over 12 stations. This clinical exam is held in Stage 3 and set at a Junior Consultant standard.** |
| **Progression through Training** | **Trainees must successfully complete the Fellowship Program’s assessments within the time requirements to progress through training towards Fellowship.**  
**The Progression through Training Policy and Trainee Progress Trajectory detail the mandatory deadlines for the completion of each assessment.**  
**The Failure to Progress Policy sets out the requirements for trainees who do not adhere to those deadlines, including the completion of a remedial plan and the requirement to show cause in order to remain in the Fellowship Program after continued failure (including failure to attempt and/or pass by the deadline as well as three or more fails of the same assessment).**  
**This policy also affects trainees who are still not eligible for Fellowship after 13 years (calendar time), trainees on a break-in-training for 2 years continuously or 5 years in total and trainees who are not allocated to a training program.** |
### Stage 1 Basic

| 12 months FTE – first intake December 2012.  
Minimum 12 months FTE accredited training in approved Adult Psychiatry training post; 6 months in an acute setting. | 24 months FTE – first intake December 2013.  
Minimum 24 months FTE accredited training in an approved training program. | 24 months FTE – first intake December 2015.  
Minimum 24 months FTE accredited training in an approved program. |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Supervision</strong></td>
<td><strong>Supervision</strong></td>
<td><strong>Supervision</strong></td>
</tr>
</tbody>
</table>
| • Minimum 4 hours/week for 40 weeks, of this:  
o 2hours/week outside ward rounds and case review.  
o Minimum 1 hour individual supervision of clinical work. | • Minimum 4 hours/week for 40 weeks annually.  
1 hour/week individual supervision of clinical work. | • 4 hours per week for 40 weeks annually.  
1 hour/week individual supervision of clinical work. |
| **Mandatory Areas of Practice** | **Mandatory Areas of Practice** | **Advanced Certificates** |
| Mandatory area of practice rotations and Stage 2 EPAs (must be entrusted by end of Stage 2):  
• Consultation-Liaison Psychiatry (6 months FTE) | EPAs:  
a) Care for a patient with delirium.  
b) Manage clinically significant psychological distress in the context of a patient’s medical illness in the general hospital.  
• Child & Adolescent Psychiatry (6 months FTE) | Trainees may apply and, if successful, enrol in one of the seven Certificates of Advanced Training in a College–established Area of Practice. |
| EPAs:  
c) Develop a management plan for an adolescent where school attendance is at risk.  
d) Clinical assessment of a prepubertal child. | a) Addictive Psychiatry  
b) Comorbid mental health and substance use problems.  
• Psychiatry of Old Age EPAs:  
  e) Behavioural and psychological symptoms in dementia (BPSD).  
h) The appropriate use of antidepressants and antipsychotics in patients aged 75 years and over (or under 75 with excessive frailty). | Other areas of practice as approved by the College |
| Trainees will achieve competent performance to a proficient level in the following areas of practice, which are achieved through entrustment of specific EPAs to a proficient standard:  
• Addiction Psychiatry  
  e) Management of substance intoxication and substance withdrawal.  
f) Comorbid mental health and substance use problems.  
• Child & Adolescent Psychiatry (6 months FTE) | a) Adult  
b) Consultation-Liaison  
c) Indigenous  
d) Psychotherapies  
e) Other areas of practice as approved by the College |

#### Elective rotations

Trainees will also undertake two elective 6-month (FTE) rotations in the following areas of practice, achieving competence to a proficient standard demonstrated by EPAs:
- Addiction
- Forensic
- Psychiatry of Old Age
- Adult
- Indigenous
- Other areas of practice as approved by the College

#### Stage 2 General Psychiatry EPAs. Attain by the end of Stage 2, can be attained in Stage 1.

1. Demonstrating proficiency in all the expected tasks associated with prescription, administration and monitoring of ECT.  
2. The application and use of the Mental Health Act.  
3. Assessment and management of risk of harm to self and others.  
4. Assess and manage adults with cultural and linguistic diversity.

#### Stage 2 Psychotherapy EPAs. Attain by the end of Stage 2, can be attained in Stage 1. 3rd EPA to be attained by end of Stage 3.

1. Psychodynamically informed patient encounters and managing the therapeutic alliance.  
2. Supportive psychotherapy.  

Refer to the Trainee Progress Trajectory and the EPA policy and procedure for EPA timing.

---

**MCQ exam**

**Essay-style exam**

**Objective Structured Clinical Examination (OSCE)**