

Progression policy

Policy purpose

This policy outlines our expectations of you to demonstrate progress toward a Rural Generalist (RG) endpoint.

Overview

Our pathway supports you to attain Rural Generalist qualifications (FACRRM or FRACGP-RG) and transition to independent practice.

We've been helping trainees navigate the challenges that may arise during this time for nearly 20 years. The support mechanisms we've created are designed to optimise your likelihood of successful progression.

We know that personal and professional challenges, or a change to your career intent, can arise during your training. Your wellbeing and career intentions are important to us. We encourage you to speak with us as soon as you can if you need help or you're considering a change to your training endpoint.

Expectations

We expect you to:

- meet the milestones outlined below
- demonstrate professional respect
- actively engage in career discussion and professional touchpoint opportunities available to you as key support structures of our pathway
- respond to our communication to you.

Milestones

- College enrolment
- Demonstrated progression through training
- Completion of training and attainment of FACRRM or FRACGP-RG
- Transition to independent Rural Generalist practice

Professional touchpoints

- Regular Career Planning Interviews (CPI) with your Rural Generalist Training Advisor (RGTA).
- Timely correspondence with our administrative team, including completion of enrolment requirements when you commence with us and responding to requests for information or updates during your training.
- Attendance and participation in QRGP workshops where expected.

Career Planning Interviews

You are expected to actively participate in Career Planning Interviews (CPI) with your RGTA:

- twice a year during any hospital and/or GP-based training you do prior to Advanced Skills Training (AST)
- once a year during and post AST.

If your RGTA decides that a formal CPI is not required, you're still expected to engage in informal discussions with us regarding your progress and intentions.

Training

You're expected to:

1. Enrol in FACRRM or FRACGP-RG training no later than in the second year of commencement with us and commence training with your college by the third year.

If you do not apply to a college by your second QRGP year, you'll need to get a written exemption from your RGTA and our Medical Director.

2. Complete your RG training within a maximum of 10 calendar years from QRGP commencement.

It usually takes about 4 to 5 years to get your fellowship from when you join a college.

3. Complete most of your training in Modified Monash (MM) 2-7 locations, with at least 12 months in a MM 3+ location.

If you require extended time in a MM 1 location outside of prevocational years and AST for any reason, you should prospectively discuss this with your RGTA.

4. Notify our Medical Director in writing of any AHPRA conditions or inability to maintain your general registration for any reason within 10 business days.

We know this can be a source of great distress and uncertainty, and we prioritise support during this time.

Leave

You need to tell us about any leave period of more than 8 weeks for any reason. This helps us offer you appropriate support and/or limit contact where appropriate.

If you're intending to leave Queensland, you should have a CPI with your RGTA before you leave to discuss your intentions, ongoing support, and training status with us, or transfer to another jurisdiction.

Inactive training status

If you do not meet our expectations as outlined, you may be transitioned from active training status to inactive. Inactive status determinations are decided by a Progression Review Panel that meets twice a year and includes senior clinical and administrative QRGP staff. Your RGTA is consulted during this process, and they may contact you for an update on your circumstances.

Our panel may consider the following, for example, when reviewing your training status:

- being enrolled on the QRGP for 7 or more years without attaining a RG endpoint
- demonstrated pattern of limited/no progress towards a RG endpoint (including not having joined a college training program or having joined an alternate non-RG specialist college)
- demonstrated pattern of limited/no formal contact with your RGTA (i.e. no CPIs completed, declined/no answer at least twice in a row when we ask you to do a CPI)
- demonstrated pattern of no contact with our administrative team despite multiple requests for contact or information
- demonstrated pattern of not practising in a rural location or telling us you have no intention to practise in a rural location (outside of circumstances already supported by us).

The panel will consider the above as well as any additional information available from you and your RGTA and determine whether to allocate you an active or inactive training status. The panel may also recommend you be withdrawn.

If the panel is unable to come to a decision or recommendation, the final decision rests with our Medical Director.

If you need remediation or extra support from your RGTA, you will remain active during this period. Your RGTA will talk with you about how best to support you during this time.

At subsequent reviews, you may be deemed either eligible to resume active status, remain inactive (limited to 12 months' duration, or 2 review panel periods, whichever occurs first) or progress to withdrawal from the QRGP.

Withdrawal

If you consistently do not meet our expectations, and we are unable to contact you, we will tell you that we intend to withdraw you by writing to you via the email address we have on file.

You have 10 business days to tell us why you should not be withdrawn. The panel will make a final decision after receiving your response or after the 10 days has passed.

If you want to appeal our withdrawal decision for any reason, you need to follow the appeals process outlined below.

You can ask us to withdraw you from the QRGP at any time, for any reason. We ask you to speak with your RGTA or another member of our team before you write to us and ask to be withdrawn.

Appeals process

You have 10 business days from the notification date of the panel's decision to submit a written appeal. Your appeal must be addressed to the QRGP Manager and sent via email to rural_generalist@health.qld.gov.au.

Your appeal should include:

- detailed reasons for your appeal, including any relevant supporting evidence or documentation
- your desired outcome or resolution.

We will acknowledge receipt of your appeal within 5 business days.

The Progression Review Panel will consider your appeal. If the panel does not alter its original decision after reviewing your appeal, the Manager will provide your appeal to a senior Queensland Rural Medical Service clinician delegate (the Delegate), who was not involved in the initial decision, for review.

The Delegate may ask you or other relevant parties for additional information and will consider all relevant information, including your training history, progress, and any extenuating circumstances.

We will tell you the outcome of your appeal in writing within 28 business days unless extenuating circumstances occur. We will keep you informed of the expected timeline for the review process if this is the case.

The Delegate may uphold the panel's original decision, modify the decision, or overturn the decision. If your appeal is upheld, you will be reinstated to active status or have your withdrawal reversed, with specific conditions and support measures outlined as needed.

The decision of the Delegate is final and binding. No further appeals will be considered.

We encourage you to talk to your RGTA or other support resources during the appeal process. We will maintain your confidentiality throughout the appeal process.

If you have questions or need further information, please contact us:

Phone: 1800 680 291

Email: rural_generalist@health.qld.gov.au