
Sample Remediation Contract

Source: Victoria Felix Medical Education

Regional Training Provider

*This remediation contract is completed for every registrar on formal remediation in the RTP, prior to the commencement of **each term** of remediation. It is used as a guide to negotiate and define the remediation program with the registrar, the medical educator and the supervisor.*

The arrangements described in this contract are subject to the GPET policy: Performance Assessment, Monitoring and Intervention (PAMI) in Australian General Practice Training.

By signing this document the registrar, the medical educator and the supervisor indicate that they understand the nature and the structure of the remediation term and their respective responsibilities.

The completion of this form or the activities it outlines does not preclude the registrar from pursuing an appeal of the decision for remediation, according to the RTP Policies and Procedures for Appeal.

Dr [name] a [term] registrar with

Regional Training Provider

requires a remedial placement in [term description]

Period of remediation: Start date: End date:

This remedial term is required because of:

- failure to achieve a satisfactory level of competence during the original placement in
- consistent difficulties identified throughout training in the following areas:
- inadequate attention to, or failure to, maintain the standards of the profession as described in ACRRMs or the RACGP's *Ethical Behaviour in General Practice. Protecting the Interests of Patients, General Practitioners and the Community, 2001.*

Comments:

The following specific learning and/or personal needs have been identified:

- 1.
 - 2.
 - 3.
-

REMIEDIATION CONTRACT FOR Dr

PART I. OBJECTIVES OF THE TERM OF REMEDIATION:

A. The Registrar

During the remedial term, Dr _____ agrees to participate in the development and fulfilment of an individual learning plan (attached) based on the following identified personal and learning needs.

1.

2.

3.

B. Requirements

During the remediation term, Dr _____ (the registrar) the Supervisor(s) and the Regional Training Provider agree to address the personal and learning needs identified above.

The summary of the learning plan for addressing these needs follows.

1.

a) The supervisor(s) have agreed to:

b) Dr _____ (the registrar) has agreed to:

c) The RTP/medical educator has agreed to:

2.

a) The supervisor(s) have agreed to:

b) Dr _____ (the registrar) has agreed to:

c) The RTP/medical educator has agreed to:

PART II. ROLE OF THE REMEDIAL SUPERVISOR(S):

1. During the remedial term, Dr _____ (remedial supervisor/s) agrees to provide supervision of Dr _____ (the registrar) from the commencement date _____ to the completion date _____ .
 2. During the remedial term, the remedial supervisor/s agree to meet with Dr _____ (the registrar), to review and discuss progress or lack thereof in attaining the objectives of the remedial placement, to keep records of these meetings, and to submit them regularly to the registrar's medical educator.
 3. Other agreed roles:
 4. At the end of the remedial term the remedial supervisor/s agree to provide feedback to the registrar and the medical educator on whether the registrar has or has not met the objectives of the term of remediation.
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PART III. ASSESSMENT OF COMPLETION OF REQUIREMENTS

1. To satisfactorily complete the requirements of the remedial term, Dr _____ (the registrar) must:

- 1.
- 2.
- 3.

2. Possible outcomes of the remediation term:

The outcome of the remediation term will be determined by the medical educator in consultation with the relevant college censor (the college censor). They will assess the satisfactory completion of requirements as outlined above and the registrar's progress against the learning plan.

Upon completion of the remediation term, the following outcomes may occur.

- The registrar may resume training with training time extended by the duration of the remediation term. The remediation term does not count towards completion of training
- The registrar will be required to undertake a further remediation term.
- The medical educator in consultation with the college censor will recommend to the RTP that the registrar should be excluded from continuing with Australian General Practice Training.

3. Signatures:

By signing this document, the registrar indicates that he/she understands the nature and the structure of the remedial term. (This does not in any way preclude the registrar from pursuing an appeal of the decision for remediation, according to the RTPs Policies and Procedures for Appeal.)

.....
Signature of registrar

.....
Date

By signing this document the remedial supervisor/s and the RTP/medical educator indicate that they understand the nature and the structure of the remedial term and their roles within it.

.....
Signature of remedial supervisor

.....
Date

.....
Signature of medical educator

.....
Date

By signing this document the college censor indicates that they have been consulted during its development and that they concur with the approach as outlined.

Name of college censor

.....
Signature of college censor

.....
Date

PART IV OUTCOME OF REMEDIATION

This form has been completed by the medical educator and has been ratified by the relevant censor at a meeting held on:

Dr _____ (the registrar) has completed a term of remediation as outlined in the learning plan (attached) in the area/s of _____ during the period from _____ to _____.

The registrar's performance during the term of remediation:

- Exceeded expectations
- Fully met expectations
- Failed to meet expectations

- Specific areas of weakness were fully resolved
- Specific areas of weakness were partially resolved
- Specific areas of weakness were not resolved

Comments:

New weaknesses (if any) identified since term of remediation began:

- 1.
- 2.

Final Outcome of the term of Remediation:

Overall, the term of remediation is considered to be successful unsuccessful

Recommendation:

The registrar will:

- Resume training in AGPT with no loss of time or extension of training
- Resume training in AGPT with training time extended as recommended by the Medical Educator. The extended term of training will be from _____ to _____
- Undertake an additional remedial term, from _____ to _____ (a further remediation agreement is required)
- Be placed on probation (a further remediation agreement must be developed)
- Be excluded from AGPT (specify)
- Other (specify)

APPENDIX B

Comment [TR1]: Where's appendix A?

SAMPLE REPORTING PRO FORMA DEFINING THE IRIS FIELDS FOR REMEDIATION

(Confidential after first entry)

Registrar Name: Registrar Number:

Training Pathway: General Rural

Current RTP:

On attachment: yes no **Parent RTP:**

Number of thirteen week Units completed up to the time of requirement for remediation:

H: B: A: G: S: **Other (specify):**

Need identified by: Hospital GP Supervisor Medical Educator

Other (specify):

Coordination of remediation: Medical Educator Registrar College Censor

GP Supervisor Hospital Supervisor ACRRM /RACGP []

Name of remediation coordinator:

Phone: () **Email:**

Period of remediation: Start date: End date:

Location of the remediation:

Review and Completion: Satisfactory Unsatisfactory

If unsatisfactory, further planned action:

Entered into IRIS: Yes No **Reported to GPET:** Yes No

Summary of Learning/Remediation Plan Attached: Yes No

.....
(Signature)

.....
(Signature)

Name of Medical Educator

Printed Name of College Censor