



# Trainee and SIMG in Difficulty

## Policy and Procedure

# Contents



# Trainee and SIMG in Difficulty Policy and Procedure

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## Purpose

The Royal

This term does not allow a person to be exempt from

# 1. Policy

## 1.1 Principles for Supporting a Trainee/SIMG in Difficulty

Managing an individual who is considered to be in difficulty is based on the following principles:

- **Early intervention**

The person should be identified as early as possible when displaying issues with meeting



- Ensure the appropriate workplace policies are adhered to, and the appropriate hospital areas are engaged when



bullying, harassment and discrimination, sexual misconduct, drug and alcohol abuse, breaches of workplace policies, and unacceptable standards of work that may affect patient





## 2.2 Subspecialties

### 2.2.1 Identifying a Trainee in Difficulty

Where RANZCOG identifies that a subspecialist trainee is in difficulty, it will be escalated

## 2.2.5 Notifying the Trainee of the



### 2.3.6 Monitoring and Evaluation

Until there is a noticeable improvement in the SIMG's performance, they will be reviewed at a future committee meeting, where applicable, and additional adjustments could be made to their pathway. During this time, if the SIMG and Supervisor notice any significant (positive or negative) change in the SIMG's performance, they are required to report that to RANZCOG in addition to any report submissions.

### 2.3.7 Failure to Progress

Until there is a noticeable improvement in the SIMG's performance, they will be reviewed at a future committee meeting, where applicable, and additional adjustments could be made to their pathway. During this time, if the SIMG and Supervisor notice any significant (positive or negative) change in the SIMG's performance, they are required to report that to RANZCOG in addition to any report submissions.

### 3. Wellbeing Support

We recognise that Applicants under this Policy may need extra support and advise the following support available to them:

#### Internal support

RANZCOG Training Support Unit is a confidential service for trainees and SIMGs to discuss any concerns related to their wellbeing on +61 (08) 6102 2096 or by email at [traineeliasion@ranzcof.edu.au](mailto:traineeliasion@ranzcof.edu.au).

#### External counselling or assistance

There are a range of organisations external to the College who can assist, including Employer Assistance Programs (EAPs); Practitioner Advisory Services; Australian Medical Association support bodies; New Zealand Doctors Health Advisory Services; and organisations such as Beyond Blue and Lifeline.

Converge International, specialists in psychology and wellbeing, is a service available for College Fellows, FRANZCOG trainees, SIMGs, Associate (Procedural and Advanced Procedural) trainees and staff can contact [Converge](#)

All sessions are entirely confidential, and the first four sessions (in any 12-month period) are fully subsidised by the College. To contact Converge, call 1300 687 327 (Australia), 0800 666 367 (New Zealand) or from other countries on +61 3 8620 5300. To book a session online visit the Converge website.

Other external resources:

- Beyond Blue
- Lifeline
- Lifeline Aotearoa
- [DRS4DRS](#) (For Associate (Procedural) Members in Australia)
- [Doctors Health Advisory Services \(DHAS\)](#) (For Associate (



## 5. Appendices

### 5.1 Appendix A

Example Situation	Policies that can provide support and guidance
Physical or mental health issues that impact the person's ability to meet their training requirements.	<ul style="list-style-type: none"><li data-bbox="863 367 1385 400">• Additional Support Policy and Procedure</li></ul>