

<b>Portfolio:</b>	<b>Education</b>	<b>Ref. No.</b>	<b>REG-2070</b>
<b>Team:</b>	<b>Surgical Education and Training</b>		
<b>Title:</b>	<b>Dismissal from Surgical Training</b>		

## 1. PURPOSE AND SCOPE

Trainees appointed to the Surgical Education and Training (SET) program may be dismissed if their clinical and/or professional performance does not meet the standards set by RACS.

Council of RACS has approved a set of principles that apply to all trainees in the SET program. Individual specialty training programs are responsible for formulating and publishing detailed training regulations for their program that comply with the principles of this policy and provide transparency of process to trainees.

## 2. KEYWORDS

Surgical Education and Training; SET; dismissal; misconduct; unsatisfactory performance.

## 3. DISMISSAL

3.1. Trainees may be dismissed from the SET program for any one or more of the following:

- 3.1.1. Unsatisfactory performance;
- 3.1.2. Misconduct;
- 3.1.3. Failure to complete training requirements within specific timelines;
- 3.1.4. Failure to comply with written direction of RACS, its Boards and Committees;
- 3.1.5. Failure to pay training related fees by due deadlines;
- 3.1.6. Failure to maintain general medical registration or general scope registration;
- 3.1.7. Material change to a trainee's employment or medical registration status which impacts on the trainee's ability to fully participate in the SET program;
- 3.1.8. Failure to achieve or maintain employment in an accredited training post; and
- 3.1.9. Other circumstances as specified by the relevant Specialty Training Board.

3.2. A trainee cannot be dismissed on the basis of a single period of unsatisfactory performance.

3.3. Interruption will not be granted if the trainee has received notice of dismissal.

3.4. A trainee must be afforded procedural fairness in any dismissal proceedings.

3.5. Proceedings must be conducted free of bias or prejudice.

3.6. A dismissed trainee must be notified within five (5) working days of the decision.

3.7. Dismissed trainees will receive a copy of documentation relied on when making the decision.

### 3.8. Reconsideration, Review and Appeal

Trainees may challenge a decision through the Reconsideration, Review, and Appeal regulation.

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#### 4. ASSOCIATED DOCUMENTS

##### Regulations

Reconsideration, Review and Appeal  
 SET Misconduct  
 Ill, Injured and Impaired Trainees

##### Other

Specialty Training Board Regulations  
 Natural Justice – Guidelines for Committees and Decision Makers

**Approver** Education Committee  
**Authoriser** Council