

22 July 2022

Via Email: [REDACTED] & [REDACTED]

Dear Ms Marshall, Mr Spittal & Dr Mattelo

Notification of potential breach of the RACP Training Provider Standards

I write to inform you of complaints received in relation to concerns regarding training at Bathurst Hospital.

The RACP is committed to ensuring the quality of workplace training and compliance with the [Accreditation Standards](#) throughout the accreditation cycle.

In my position as Chair of the Adult Internal Medicine Basic Training Accreditation Subcommittee (the committee) I have reviewed information provided from various sources and would like to request a detailed plan addressing the following:

Criterion 1.3 A trainee receives an orientation to each new Setting and rotation.

Ensure all trainees receive a formal orientation.

Criterion 1.4 Trainee and educator work arrangements enable the delivery of high-quality care and optimises learning and wellbeing.

Review resourcing and workload monitoring process. To alleviate the workload for trainees, please consider creating formalised role descriptions for the trainees and ensure referrals for admission, inpatient team sizes and response to referrals of inpatients for consultation are the responsibility of the consultants.

Criterion 1.5 Handover occurs when there is a transition in care & Requirement 1.5.1 Consultant supported handover occurs at least daily.

Ensure consultants attend handover. Consider formalising an admissions matrix to assist in creating an even patient load for consultants which will help to reduce any conflicts over ownership of patients.

Criterion 4.6 Trainee rosters are accurate, fair, flexible, and timely.

Review rosters to alleviate significant imbalances in registrar workload. Reduce the frequency of contacting trainees outside of rostered working hours or for reasons outside their job description.

Criterion 2.3 The Setting has a learning environment and culture which values, supports, and delivers equitable physician training & Criterion 2.4 The Setting provides a safe, respectful learning environment and addresses any behaviour that undermines self and/or professional confidence as soon as it is evident.

Improve overall workplace culture including consultants' team work and support for each other, support for the trainees and the relationship with the emergency department.

Criterion 6.1 A trainee is supported to maintain health and wellbeing and seek help if needed.

Ensure trainees health and wellbeing are being supported to reduce the risk of burnout.

Criterion 7.7 A trainee has protected time for formal learning & Requirement 7.7.1 The Setting provides a minimum of four hours of formal learning per week with two hours being protected.

Ensure four hours of formal learning is provided with two hours being protected.

Criterion 8.1 The training provider establishes a trainee has accessible, timely and supportive supervision for all aspects of training while recognising the principle of increasing professional responsibility.

Ensure consistent support and quality supervision is provided by all consultants.



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I would request that a detailed plan in relation to the above is also provided no later than **Friday 29 July 2022**. The plan should address how the criterion and recommendations above are being managed to ensure that trainee welfare and supervision is not compromised. This action plan needs to have clear measurable outcomes.

Thank you for your cooperation in this matter and please do not hesitate to reach out the Accreditation Team: accreditation@racp.edu.au if you have any queries.

Yours sincerely,

A/Prof Michael Woodward
Chair, Accreditation Subcommittee
Adult Internal Medicine Division Basic Training Committee

Cc: *Dr Riton Das, Director of Physician Education, Bathurst Hospital*