



1. Purpose & Scope

The purpose of this policy, for Trainees appointed to the Post Fellowship Education and Training (PFET) Program in Transplantation Surgery, is assessment against the standards for satisfactory performance in training as determined by GSA.

The GSA Transplant Training Committee has approved a set of principles that apply to all Trainees in the PFET Program in Transplantation Surgery. The GSA Transplant Training Committee is responsible for formulating and publishing detailed training regulations for the PFET Program in Transplantation Surgery that comply with the principles of this policy and provide transparency of process to Trainees.

2. Definitions

Listed here are all key terms and acronyms used in the policy, and their definitions.

Acronym – Key Word	Definition
GSA	General Surgeons Australia
PFET	Post-Fellowship Education & Training
TTC	Transplant Training Committee
Board	GSA Board of Directors

3. Policy

3.1 Assessment of Performance during Clinical Training

3.1.1 Clinical Rotations

Trainees have twelve (12) months from the date of offer to secure employment in a Transplant post that has been approved for training by the GSA Transplant Training Committee.

Each rotation will have an allocated surgical supervisor who coordinates the assessment of the training. Rotations are maximum 12 months duration. The training year commences from the date of commencement of employment in an accredited Transplant training post.

3.1.2 Standards of Assessment

The TTC determines and publishes the standards that a Trainee needs to meet for satisfactory progression in the PFET Program in Transplantation Surgery.

3.1.3 Summative and Formative Assessment

Trainees are required to undertake formative assessment and summative assessment. Formative assessment is all assessments during rotations that allow Trainees and/or their supervisors to reflect on an individual Trainee's progress and

to identify areas for improvement. Summative assessment is ongoing and determines the overall status of the rotation.

Regular formative feedback and assessment of the Trainee by consultant members of the Unit is necessary, to identify and reinforce good performance and to review areas of deficiency or underperformance. These are in addition to the formative mid-year In Training assessment and should happen continuously throughout the term in the context of the surgical teaching environment. Trainees are encouraged to seek continual feedback and reflect on their own learning.

All rotations must include formative and summative assessment. The TTC determines the frequency of formative and summative assessment reporting.

3.1.4 Accreditation of Rotations

The TTC is responsible for the review of the assessment reports and for confirming that the Surgical Supervisor has applied the appropriate standards of assessment. The GSA TTC is responsible for confirming the accreditation of clinical rotations.

3.2 Unsatisfactory Performance

3.2.1 Unsatisfactory Performance

GSA is committed to the concepts of natural justice and procedural fairness. Where a Trainee has been rated as unsatisfactory the TTC must ensure that the Trainee is aware of his/her deficiencies, has a remedial plan in place, the duration of the probationary period, and the consequences of failure to improve.

4. Documents and Forms

1. PFET Program in Transplantation Surgery Training Regulations
2. GSA PFET Transplant Surgical Supervisors Policy
3. GSA PFET Transplant Appeals Process Policy

5. Implementation

The policy will be available on the GSA website.