

Raising Standards – Protecting Patients

ACCSM POLICY STATEMENT

WELLBEING AND SUPPORT DURING TRAINING



The ACCSM recognises the importance of the wellbeing and welfare of all Fellows, members, staff and Trainees.

The College is committed to making welfare resources and support available for any staff member, member or trainee regarding personal, career or mental health issues.

In respect of training programs for surgery and medicine, all staff, preceptors, committee members and supervisors must abide by relevant ACCSM policies and procedures relating to acceptable conduct.

POLICY FRAMEWORK

The ACCSM supports trainee wellbeing by promoting appropriate behaviour and helping to prevent situations that contribute to a decline in wellbeing from occurring.

In addition to supporting the principles in *Good Medical Practice: A Code of Conduct for Doctors in Australia*, the ACCSM has the following statements, policies and procedures that are designed to always promote positive interactions, and pathways towards resolution when concerns about trainee welfare are raised.

- The *ACCSM Grievance Policy* defines the process for ACCSM members and employees to raise issues relating to bullying, discrimination and harassment and any offences of victimisation and defamation. It identifies the roles and responsibilities of the College and its members in relation to bullying, discrimination and harassment; and sets out the process for raising a grievance and the possible consequences for any stakeholder who engages in bullying, discrimination, or harassment of another stakeholder.
- The *ACCSM Complaints Policy* sets out the circumstances where a general

- complaint may be made regarding the training program and the process ACCSM will use to seek resolution of that complaint.
- The *ACCSM Code of Practice* aims to protect the public by upholding the highest professional standards amongst its members.
 - The ACCSM Diversity Statement commits to a culture of diversity and inclusion among its staff and its membership, and all those associated with the College. The College embraces and celebrates the differences and similarities of all, regardless of gender, age, ethnicity, culture, expression, sexual orientation, religion and disability. The ACCSM recognises that diversity leads to better decision making and better outcomes for the organisation, its members, and patients.
 - The *ACCSM Flexible Training Policy* allows trainees who have changed circumstances to enter into alternative training arrangements. This includes part time training deferment of training, medical and wellbeing or other forms of extended leave.
 - ACCSM Accreditation Standards require commitment from all facilities participating in training by:
 - Demonstrated support from executive and staff to understand the training requirements and support the trainee
 - Demonstrated ability to provide 1-1 supervision across all learning outcomes
 - Support for trainees to attend workshops, courses, training days and other learning opportunities

SUPPORT PATHWAYS AND RESOURCES FOR TRAINEES

The following supports are available for trainees who may be experiencing difficulty:

- Training Preceptors have a key role in mentoring, guiding and supporting trainees throughout the training program. The ACCSM provides Preceptor training resources, which include feedback and evaluation mechanisms, teaching on the run, preceptor training and workshops (including networking opportunities to foster peer support).

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- Dean, Faculty: to assist with general trainee advice, progression, and twice annual trainee updates.
 - Censor in Chief: to assist primarily with examinations.
 - ACCSM Education Officer: to assist with administrative advice and support, trainee progression, policies and procedures, assessments, rotations, flexible training arrangements, and examinations.
 - ACCSM General Manager, for discussion and resolution of matters that need to be escalated by staff.
 - The ACCSM Employee Assistance Program (EAP) is available for all members to access free of charge.
 - Osler CPD Home, the CPD partner of the ACCSM, has several resources relating to practitioner self-care, including (but not limited to) the following. Osler regularly updates its library with new resources:
 - Supervision and mentoring
 - Examining, assessing and evaluating
 - Performance appraisal
 - Self-evaluation and reflection
 - Burnout
 - Coaching and mentorship
 - Feedback (helping, not harming)
 - Self-care

EXTERNAL SUPPORTS AND RESOURCES

The ACCSM recognises and endorses the following resources:

- The [*Drs 4 Drs*](#) support line and online resources.



- [LifeLine](#) crisis support.
- Support and training resources offered by medical indemnity insurance providers.
- The Australian Medical Association position statement: *Health and Wellbeing of Doctors and Medical Students 2020*.

Document history	
This version drafted	June 2024
Approved by BOC	29 August, 2024
Effective	30 August, 2024