

ARCP Outcomes

Explanation of the ARCP outcomes

Recommended Outcomes of the Review Panel

1. Achieving progress and competencies at the expected rate (clinical)

This should be awarded to trainees who are making satisfactory progress (equivalent to a RITA C.) Satisfactory progress is defined as achieving the competencies within the curriculum approved by GMC at the rate required.

1. Achieving progress and competencies at the expected rate (academic)

This should be awarded to academic trainees who are making satisfactory progress.

2. Development of specific competencies required – additional training time not required.

This should be awarded to trainees whose progress has been acceptable overall but there are some competencies which have not been fully achieved and need to be further developed (equivalent to a RITA D). The TPD/Educational Supervisor must make it clear to the trainee and the employers what must be done to achieve the required competencies and the assessment strategy for these.

3. Inadequate progress made by the trainee – additional training time required.

This is awarded to trainees who have not met all of their required competencies and their progress is not considered to be adequate (equivalent to a RITA E).

The panel will have 'identified' that a formal additional period of training (normally a maximum of 1 year) is required which will extend the duration of the training programme (e.g. the anticipated CCT/CESR date). Where an outcome 3 is anticipated the trainee must attend panel.

The trainee/employer/educational supervisor must receive clear recommendations from the panel about what additional training is required and the circumstances under which it should be delivered.

A Learning plan must be devised and agreed with the trainee and educational supervisor and sent to the Deanery within 2 – 3 weeks of the outcome being issued. (Please see separate information sheet on learning plans.)

4. Released from training programme with or without specified competencies.

This is awarded to trainees when it is recommended that they be released from the training programme (withdrawal of NTN) if there is insufficient and sustained lack of progress, despite having had additional training to address concerns over progress.

The panel should ensure that any achieved competencies are documented. The trainee will be required to give up their NTN. A trainee must not be awarded an outcome 4 without having received at least one outcome 3.

There is an appeals mechanism for trainees against the decision to release them from a training programme. (Please see separate sheet on appeals process.)

5. Incomplete evidence presented – additional training time may be required.

This is awarded when the panel can make no statement about progress or otherwise since the trainee supplied either no information or incomplete information. The trainee may require additional time to complete their programme. The additional time begins from the date the panel should have considered the trainee.

The trainee will have to supply the panel with a written account within five working days as to why the documentation has not been made available to the panel.

The panel does not have to accept the explanation given and can require the trainee to submit the documents by a designate date, noting that “additional” time is being used in the interim.

If the panel accepts the trainee’s explanation for the delay, it can choose to recommend that additional time has not been used. The panel must then consider the documentation and issue an outcome (they do not have to physically meet to issue an outcome).

If the trainee does not submit the required documents the panel should issue an outcome 3 – inadequate progress by the trainee – additional training time required.

6. Gained all the required competencies: will be recognised as having completed the training programme and for the award of a CCT or CESR.

This is awarded when the trainee is completing the training programme (equivalent to a RITA G). The panel will need to consider the overall progress of the trainee and ensure that all the competences of the curriculum have been achieved prior to recommending the trainee for completion of the training programme to the relevant Royal College.

7. Outcome for Fixed-Term Specialty Training (FTSTA)

This is awarded to FTSTAs who have completed certain competencies.

Trainees undertaking FTSTAs will undertake regular in-work assessments and maintain documentary evidence of progress during their fixed term appointment. This evidence will be considered by the ARCP panel and should result in an FTSTA outcome which should document the competences achieved. The outcome should be sent to the trainee’s educational supervisor for that year of training who should arrange a follow-up meeting even if the end of the appointment year has been reached. Where this is not possible, the educational supervisor should send a copy of

the outcome to the trainee so that the trainee can retain a copy of the outcome in their portfolio. The Deanery will also keep a copy on record.

Should unsatisfactory progress be made an outcome 2 & 3 should be issued.

8. Out of programme research, approved Clinical Training or a career break (OOPR/OOPT/OOPC)

This is awarded when the trainee is out of programme (equivalent to a RITA F).

The panel should receive documentation from the trainee on the required form indicating what they are doing during their out of programme (OOP) time. If the trainee is out of programme on a GMC prospectively approved training placement which will contribute to the competences of the trainee's programme, then an OOPT document, as well as in-work assessments etc demonstrating the acquired competences should be made available to the panel in the usual way.

If the purpose of the OOP is research the trainee must produce a research supervisor's report along with the OOPR indicating that appropriate progress in research is being made, in achievement of the registerable degree.

If a doctor is undertaking a career break, a yearly OOPC request should be sent to the panel, indicating that the trainee is still on a career break with their indicative intended date of return.

9. Outcome for doctors undertaking top up training in a training post.

This is awarded to doctors undertaking top-up training following assessment through Article 14. The doctors should submit the appropriate in-work assessments and documentation to the annual assessment outcome so that the panel can make a recommendation, based on the evidence, as to whether the objectives set by GMC have been achieved.