

# Policy



AOA  
AUSTRALIAN  
ORTHOPAEDIC  
ASSOCIATION

## AOA 21: TRAINING PROGRAM REQUIREMENTS



AOA



*Excellence* in Orthopaedic  
Surgical Education and Training

# AOA 21: Training Program Requirements

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## Purpose and Scope

The AOA 21 Training Program is comprised of three unique Stages of Training – Introduction to Orthopaedics, Core Orthopaedics and Transition to Practice.

This document outlines the training program requirements of each Stage of Training for Australian Orthopaedic Association (AOA) Trainees in the AOA 21 Training program.

This document applies to trainees in the AOA 21 Training Program.

## Introduction to Orthopaedics

1. During Introduction to Orthopaedics, the Trainee must:

### *Training Time*

- 1.1. Complete a minimum of 12 months training time (full-time equivalent) in an accredited training post
  111. The Trainee will have a maximum of two (2) years to complete Introduction to Orthopaedics. Trainees who do not complete Introduction to Orthopaedics within two years will be dismissed from the program.
  112. Please refer to the *Flexible Training Policy* for arrangements specific to part time and interrupted training

### *Education*

- 1.2. Successfully complete:
  121. AOA Bone Camp
  122. RACS Care of the Critically Ill Surgical Patient (CCrISP) course.
  123. RACS Training in Professional Skills (TIPS) course

*RACS courses may have been completed prior to commencing training. Please see [www.surgeons.org](http://www.surgeons.org) for application procedures for CCriSP and TIPS Courses*

### *Research*

#### 1.3. Select a Research Pathway

- 1.3.1. If project pathway selected, submit a research proposal
- 1.3.2. If coursework pathway selected, indicate which course will be undertaken
- 1.3.3. If PhD pathway selected, submit an expression of interest in a PhD post

### *Exams*

#### 1.4. Pass the Orthopaedic Principles and Basic Science (OPBS) Examination

*Please see [www.surgeons.org](http://www.surgeons.org) for the Conduct of the Orthopaedic Principles and Basic Science Examination Policy*

### *Feedback and Assessment*

#### 1.5. Complete feedback entries and workplace based assessments sufficient to demonstrate that Expectations of Performance for Introduction to Orthopaedics have been achieved. This includes:

##### *Trainee Feedback Entries*

- 151. Trainees must actively seek feedback on a regular basis. A rate of at least one Feedback Entry each week is required.

##### *Workplace based Assessments (WBAs)*

- 152. Trainees must complete multiple WBAs each 3-month training period.
- 153. Trainees must complete a minimum of one of each of the following WBAs each 3-month training period:
  - Patient Consultation Assessment (PCA)
  - Management Plan Assessment (MPA)
- 154. Trainees must have a minimum of one Surgical Skills Assessment (SSA) that indicates a score of three on the global scale, for the following procedures:
  - Internal fixation of a distal radial fracture
  - Internal fixation of a proximal femoral fracture
  - Internal fixation radial and ulna shaft fracture
  - Internal fixation of a Weber C or bi-malleolar fracture
  - Tension band wiring of the olecranon or patella
  - Hemiarthroplasty of a hip
  - Intramedullary nailing of a femoral or tibial shaft fracture
  - External fixation of a fracture or dislocation

### *eLog*

- 1.6. Contemporaneously record all surgical procedures

## Monitoring and Review

- 1.7. Complete a:
  171. Performance Appraisal with their Trainee Supervisor at the conclusion of each 3-month training period resulting in submission of a 3-monthly Performance Appraisal Form
  172. Progress Review with their Director of Training at the conclusion of each 6-month training period resulting in submission of a 6-monthly Progress Review Form

## Core Orthopaedics

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2. During Core Orthopaedics, the Trainee must:

### *Training Time*

- 2.1. Complete a minimum of 24 months training time in an accredited training post
  211. The Trainee must complete Core Orthopaedics within seven (7) years from commencement of training. Trainees who do not complete Core Orthopaedics within seven (7) years from commencement of training will be dismissed from the program.
  212. Please refer to the *Flexible Training Policy* for arrangements specific to part time and interrupted training

### *Education*

- 2.2. Successfully complete RACS Early Management of Severe Trauma (EMST) Course *EMST may have been completed prior to commencing training or during Introduction to Orthopaedics. Please see [www.surgeons.org](http://www.surgeons.org) for application procedures for the EMST Course*
- 2.3. Demonstrate mandatory attendance at Bone School
  231. Bone School includes relevant in training exams, RACS *Intercultural Competency for Medical Specialists* and *Aboriginal and Torres Strait Islander Health and Cultural Safety* online modules, and other mandatory learning activities as directed.

### *Research*

- 2.4. Continue to work on their selected Research pathway as follows:
  241. If project pathway selected, the trainee must demonstrate significant progress towards completion of the project
  242. If coursework pathway selected, the trainee must be enrolled in their selected course before the end of Core Orthopaedics
  243. If PhD pathway selected, the trainee must demonstrate significant progress towards completing their PhD

### *Exams*

## 2.5. Pass the RACS Fellowship Examination

251. To be eligible to apply to sit the RACS Fellowship Examination (FEX), the Trainee must demonstrate:
- Successful completion of the RACS EMST course
  - Completion of the following orthopaedic modules: Trauma, Shoulder, Knee, Hip and 2 other modules of trainee's choice (i.e. 6 of 11 modules in total)
  - An overall rating of 'Progressing Well' on the two most recent 3-monthly Performance Appraisal forms
  - That they will have completed a minimum of 18 months full-time equivalent training time in Core Orthopaedics at the time of sitting the exam
  - The support of their Director of Training and RTC Panel
  - Payment of fees owed to AOA and RACS.

- 2.5.2 Except in cases of parental leave\*, applications to sit the Fellowship Examination:
- while on Interruption of Training will not be approved. The trainee must be in active training at the time of sitting the exam.
  - will not receive final approval unless the trainee is in active training at the time of sign-off.

*Eligible Trainees on an approved interruption of training for parental leave\* purposes may apply to sit, be approved to sit and/or sit the Fellowship Exam whilst on interruption as determined on a case-by-case basis.*

*Applications to sit the Fellowship Examination must be made to RACS. Please see [www.surgeons.org](http://www.surgeons.org).*

*\*Parental leave as defined by the Fair Work Ombudsman and National Employment Standards*

### *Feedback and Assessment*

- 2.6. Complete feedback entries and workplace based assessments sufficient to demonstrate completion of Orthopaedic Modules. This includes:

#### *Trainee Feedback Entries*

261. Trainees must actively seek feedback on a regular basis. A rate of at least one Feedback Entry each week is required.

#### *Workplace based Assessments*

262. Trainees must complete multiple WBAs each training period.
263. Trainees must complete regular:
- Patient Consultation Assessment (PCA)
  - Management Plan Assessment (MPA)
  - Case Based Discussion (CbD) and
  - Surgical Skills Assessment (SSA).
264. Trainees must have WBAs in their portfolio to satisfy the Orthopaedic Module requirements

#### *eLog*

- 2.7. Contemporaneously record all surgical procedures

### *Monitoring and Review*

- 2.8. Complete a:
  281. Performance Appraisal with their Trainee Supervisor at the conclusion of each 3-month training period resulting in submission of a 3-monthly Performance Appraisal Form
  282. Progress Review with their Director of Training at the conclusion of each 6-month training period resulting in submission of a 6-monthly Progress Review Form
- 2.9. Complete all Orthopaedic Modules

## Transition to Practice

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3. During Transition to Practice, the Trainee must:

### *Training Time*

- 3.1. Complete a minimum of 12 months training time (full-time equivalent) in an approved training post
  - 3.1.1. The Trainee will have a maximum of two (2) years to complete Transition To Practice. Where there are no performance issues, Trainees who do not complete Transition To Practice within one year will no longer be allocated to a training post, and will not be required to complete regular assessments, but may continue to work towards completion of training program requirements up until the maximum training time.
  - 3.1.2. RTC Chairs may recommend continuation in a training post where this is needed for remediation or supervision purposes. This will apply in blocks of 6-month training periods.
  - 3.1.3. Please refer to the Flexible Training Policy for arrangements specific to part time and interrupted training

### *Education*

- 3.2. Successfully complete all AOA 21 Workshops  
*AOA 21 Workshops may be completed any time following commencement of training.*
- 3.3. Demonstrate mandatory attendance at Transition to Practice Education Sessions

### *Research*

- 3.4. Successfully complete their selected Research pathway

### *Feedback and Assessment*

- 3.5. Actively seek feedback on a regular basis. A rate of at least one Feedback Entry each week is required.

3.6. Complete CPD Requirements as outlined below:

361. Step 1 - Develop a Professional Development Learning Plan

362. Step 2 - Complete 50 hours of CPD activities during the year, as follows.

Category	Requirement
Reviewing Performance	A minimum of 25 hours
Measuring Outcomes	(including a minimum of 5 hours in each of these two categories.)
Educational Activities	A minimum of 12.5 hours
<i>Your choice of activities to make up the remainder of the required hours.</i>	

363. Step 3 - Reflect on the Professional Development Learning Plan

Please refer to the *Guidelines for TTP Continuing Professional Development*, the *AOA 21 Training Program Handbook* or CPD Online for further information.

*eLog*

3.7. Contemporaneously record all surgical procedures

*Monitoring and Review*

3.8. Complete a:

381. Progress Review with their Director of Training at the conclusion of each 6-month training period resulting in submission of a 6-monthly Progress Review Form