

# AOA 21: Active Learning Policy

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## Purpose and Scope

This document outlines the expectations of the Australian Orthopaedic Association (AOA) for Trainees in the AOA 21 Training program to actively engage in their learning and the potential consequences where these expectations are not met.

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

## Expectations for Active Learning

1. At the commencement of each training year the Trainee must:
  - 1.1. Pay the invoiced membership and training fees. If the Trainee fails to pay the training fee, the Trainee's membership will be reviewed.
  - 1.2. Complete an Annual Training Agreement. If the Trainee fails to return a completed Training Agreement by the due date, the Trainee will receive a formal warning in accordance with the Review of Continued Participation in the Training Program policy.
2. According to the Training Agreement the Trainee must:
  - 2.1. Achieve the objectives of surgical training, which are to acquire skills, knowledge and experience as outlined in the Curriculum for Education and Training in Orthopaedic Surgery.
  - 2.2. Be an active participant in the training program, taking advantage of the educational experiences and opportunities presented.
  - 2.3. Observe all relevant AOA and RACS policies in relation to surgical training and
  - 2.4. Comply with all regulations and reasonable directions of AOA and RACS.
3. The Trainee is required to complete the allocated clinical rotations for the duration of training within the provisions of the AOA 21 Flexible Training Policy.

4. The AOA 21 Training Program Requirements outline the activities the Trainee must complete during each Stage of Training.
5. The AOA 21 Training Program Requirements specify the minimum expectations for:
  - 5.1. Completion of education activities, including Bone School and courses
  - 5.2. Completion of Research Requirements and Examinations
  - 5.3. Regular completion of Feedback Entries and Workplace Based Assessments (WBAs), eLog and monitoring and review activities
6. Where a Trainee does not complete training program requirements:
  - 6.1. With the regularity specified by the Training Program Requirements, the Trainee will receive a formal warning in accordance with the Review of Continued Participation in the Training Program policy.
  - 6.2. Within the maximum timeframes specified by the Training Program Requirements, the Trainee will be dismissed.
7. At the conclusion of each 3-month training period during Introduction to Orthopaedics and Core Orthopaedics, the Trainee must complete a Performance Appraisal with their Trainee Supervisor.
  - 7.1. The purpose of the 3-monthly Performance Appraisal is to review the Trainee's performance in training, to provide feedback and direction for learning and to identify where a trainee may require additional support.
  - 7.2. The Trainee must demonstrate that they are responsive to feedback.
  - 7.3. Where it is identified that the Trainee requires additional support, the Trainee must engage with the remediation process as outlined in the AOA 21 Additional Support policy.
8. At the conclusion of each 6-month training period the Trainee must complete a Progress Review with their Director of Training.
  - 8.1. The purpose of the 6-monthly Progress Review is to monitor the Trainee's progress through each Stage of Training, to provide feedback and direction for learning.
  - 8.2. The Trainee must demonstrate that they are responsive to feedback.
9. At the conclusion of each 6-month training period the Trainee must complete a Trainee Survey. If the Trainee fails to return a completed Trainee Survey by the due date, the Trainee will receive a formal warning in accordance with the Review of Continued Participation in the Training Program policy.
10. Dismissed Trainees may reapply to the AOA 21 Training Program in accordance with RACS Policy: *Former Trainees Seeking to Reapply to Surgical Training* (available at [www.surgeons.org](http://www.surgeons.org)).