



## **Proposal for Special Arrangement of Trainer Eligibility to tackle the Exceptional Situation of Trainer Shortage**

### Introduction

After the establishment of a paediatric subspecialty, trainer status is granted to new subspecialty fellows who have three years' experience or more working in that subspecialty.

Due to the recent surge in specialists leaving the different training institutions of paediatric subspecialties, some training institutions have encountered a shortage of accredited trainers to sustain the training. The subspecialties that mandate two or more trainers at one institution are particularly affected. The shortage of trainers may adversely affect the continuity of training. It may reduce the number of new subspecialists in the medium term.

Hong Kong College of Paediatricians would like to address the difficulty in sustaining training in paediatric subspecialty by proposing this special arrangement in accrediting subspecialty trainers.

### The proposal

In accredited subspecialty training institutions that anticipate or encounter a shortage of trainers, the College proposes that a fellow who has passed the exit assessment of that particular subspecialty at least one year before can be accredited as a subspecialty trainer under this special arrangement. The trainer so accredited shall only provide training under the supervision of another fully accredited trainer of that subspecialty in the first year.

A trainer so accredited is strongly encouraged to complete training in medical education by attending courses of medical education.

The trainer shall be accredited for training by this special arrangement for two years until full accreditation is attained after three years' experience is accrued. The trainer status shall expire when one leaves the institution where the application is made.

#### The process of accreditation

A training institution encountering such a shortage of trainers to sustain its subspecialty training shall write to apply with the relevant subspecialty board with the justifications and qualifications of applying for the special accreditation for subspecialty board's consideration. The subspecialty board will consider the necessity of such application and make a recommendation to the Committee for Subspecialty Boards. The Committee will then make a recommendation to the College Council for endorsement.

#### The duration of the extraordinary arrangement

Due to the unstable manpower situation, the College proposes that the special arrangement is applicable till 31 December 2027. This measure will be reviewed based on the situation and necessity at that time.

14 March 2023

Endorsed by Academy EC 11 April 2023