

ARCP outcome	Description	Trainee can request review	Trainee can appeal
Outcome 1 - Satisfactory progress – Achieving progress and the development of competences/ capabilities at the expected rate.	<p>Satisfactory progress is defined as achieving the competences/capabilities in the curriculum approved by the GMC at the rate required.</p> <p>The rate of progress should be defined in the specialty curriculum (e.g. with respect to assessments, experiential opportunities, examinations etc). It is possible for trainees to achieve competences/capabilities at a more rapid rate than defined and this may affect their CCT/CESR(CP)/CEGPR(CP) date (paragraph 4.13).</p>	Not applicable	Not applicable
Outcome 2 - Development of specific competences/capabilities required – Additional training time not required.	<p>The trainee’s progress has been acceptable overall but there are some competences/capabilities that have not been fully achieved and need to be further developed. It is not expected that the rate of overall progress will be delayed or that the prospective date for completion of training will need to be extended or that a period of additional remedial training will be required.</p>	Yes. Review procedure set out in paragraphs 4.161 – 4.165 of the Gold Guide.	
Outcome 3 - Inadequate progress – Additional training time required.	<p>The panel has identified that a formal additional period of training is required that will extend the duration of the training programme (e.g. FPCC end date, core training programme end date or anticipated CCT/CESR(CP)/CEGPR(CP) date).</p>		Yes. Appeal procedure set out in paragraphs 4.161 – 4.163 and 4.166 – 4.180 of the Gold Guide.
Outcome 4 - Released from training programme – With or without specified competences/ capabilities.	<p>The panel will recommend that the trainee is released from the training programme if there is still insufficient and sustained lack of progress despite having had additional training to address concerns over progress. The panel should</p>		Yes. Appeal procedure set out in paragraphs 4.161 – 4.163 and 4.166 –

	<p>document relevant competences/capabilities that have been achieved by the trainee and those that remain outstanding. The trainee will have their National Training Number (NTN)/ Dean’s Reference Number/training contract withdrawn and may wish to seek further advice from the Postgraduate Dean or their current employer about future career options, including pursuing a non-training, service-focused career pathway.</p> <p>If the panel considers that an Outcome 1 is likely on the basis of the evidence available and satisfactory outstanding evidence is received, the panel can give authority to the Chair to issue an outcome 1. However, if the Chair does not receive the agreed evidence to support an Outcome 1 or if the panel considers that an outcome 2, 3 or 4 is likely on the basis of the evidence available, then a panel will be reconvened. This reconvened panel could be undertaken ‘virtually’.</p> <p>An outcome 5 should also be recommended as a consequence of failure to submit Form R or SOAR (paragraphs 4.126 and 4.127).</p>		4.180 of the Gold Guide.
<p>Outcome 5 - Incomplete evidence presented – Additional training time may be required.</p>	<p>The panel can make no statement about progress or otherwise where either no information or incomplete information has been supplied and/or is available to the ARCP panel.</p> <p>The panel should agree what outstanding evidence is required from the trainee and the timescale in which it must be provided to be able to issue an outcome.</p>	No	No

<p>Outcome 6 - Gained all required competences/capabilities – Will be recommended as having completed the training programme (foundation, core or specialty).</p>	<p>The panel will need to consider the overall progress of the trainee and ensure that all the competences/capabilities of the curriculum have been achieved prior to recommending the trainee for completion of the training programme to the relevant foundation school/College/Faculty.</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p>Outcome 10.1 - Progress is satisfactory but the acquisition of competencies/capabilities by the trainee has been delayed by COVID-19 disruption. The trainee is not at a critical progression point in their programme and can progress to the next stage of their training. Any additional training time will be reviewed at the next ARCP.</p> <p>Outcome 10.2 - Progress is satisfactory but the acquisition of competences/capabilities by the trainee has been delayed by COVID-19 disruption. The trainee is at a critical progression point in their programme and additional training time is required.</p>	<p>The outcome 10 acknowledges potential satisfactory progress but recognises additional training time may subsequently be required (which will be reviewed at the next ARCP).</p>	<p>Trainee can request a review of a 10.1 decision. The review procedure set out in the Gold Guide applies to a 10.1 review.</p>	<p>Trainee can appeal a 10.2 decision. The appeal procedure set out in the Gold Guide applies to a 10.2 appeal.</p>

January 2022

Sources:

Gold Guide, 8th edition <https://www.copmed.org.uk/gold-guide-8th-edition/>, Conference of Postgraduate Medical Deans. 'Supporting the COVID Response: Enabling Progression at ARCP', the four UK statutory education bodies.