

Table 2: Evaluation questions for short-term, intermediate-term and long-term outcomes

Short-term outcomes	Evaluation questions
Trainees achieve the professional skills competencies	Do the assessment outcomes demonstrate the development of the professional skills competencies?
Trainees achieve the technical expertise competencies	Do the assessment outcomes demonstrate the development of technical expertise competencies?
Trainees achieve the medical expertise competencies	Do the assessment outcomes demonstrate the development of medical expertise competencies?
Trainers, Faculty and Supervisors are competent in supporting and educating the Trainees	Do Trainers facilitate a safe and effective training environment?
	Do Faculty facilitate a safe and effective training environment?
	Do Supervisors facilitate a safe and effective training environment?
	What is the impact of training on Trainees' wellbeing and mental health?
Is the HTP program meeting its requirements in ensuring accredited hospitals provide a suitable environment for training?	
Selection Process selects candidates that are likely to graduate	Is the selection process identifying candidates who go on to complete surgical training?
Trainees complete research requirements	Are Trainees provided with appropriate resources and support to complete the research requirements?
Intermediate outcomes	Evaluation questions
Trainees complete the assessment and training requirements for Fellowship and are supported into safe practice	Are assessment and training requirements fit for purpose?
	Do hospitals consider Graduates are prepared to transition to safe practice?
	Do Fellows consider Graduates are prepared to transition to safe practice?
	Do other stakeholders consider Graduates are prepared to transition to safe practice?
Do Graduates feel prepared for practice?	
Trainees achieve all of RACS competencies to become a competent and safe surgeon	Are Graduates ready to practice safely in their scope of practice?
	What is the evidence that the performance of Graduates' meets the healthcare needs of consumers and non-surgeons?

Intermediate outcomes cont.	Evaluation questions
Trainees and trainers value and engage with the vital role of scholars, teachers, researchers, health advocate and leaders	What is the perception of graduates on the role of trainer?
	What is the perception of graduates on the role of supervisor?
	What proportion of Graduates become trainers?
	What proportion of Graduates become supervisors?
	What proportion of Graduates become accreditors?
	What proportion of Graduates become faculty?
	What proportion of Graduates become researchers?
	What proportion of Graduates become health advocates?
	What proportion of Graduates become leaders?
	What is the perception of Trainers on their roles?
What is the perception of Supervisors on their roles?	
Long-term outcomes	Evaluation questions
Surgical workforce meets diverse needs of all Australian and New Zealand Communities	Is there diversity in the surgical workforce that reflects that of the community it serves?
	Is there alignment of distribution of the surgical workforce to meet the needs of rural, regional and metropolitan locations?
Communities, health systems and other health professions receive the highest standard of safe, ethical and comprehensive care and leadership	Are surgical outcomes equitable across communities?
	Are communities receiving safe, ethical and comprehensive surgical care?
Facilitate and support sustainable roles for the next generation of Surgical educators, researchers, trainers, and leaders	Is the model for training and supervision flexible to meet contemporary needs?