

International Medical Graduate (IMG)

ASSESSMENT POLICY (AUSTRALIA)
RANZCR March 2022



The Royal Australian
and New Zealand
College of Radiologists®

International Medical Graduate (IMG) Assessment Policy (Australia)

RANZCR

Policy

Name of document and version:

International Medical Graduate Assessment Policy (Australia), Version 3.0

Approved by:

RANZCR Board of Directors

Date of approval:

28 January 2022

ABN 37 000 029 863

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About the College

The Royal Australian and New Zealand College of Radiologists (RANZCR) is a not-for-profit professional organisation for clinical radiologists and radiation oncologists in Australia, New Zealand and Singapore. RANZCR is a membership organisation led by clinicians who are elected by the membership, with oversight from a Board of Directors.

We are the leaders in medical imaging and cancer care. We enable the best practice of clinical radiology, radiation oncology and associated subspecialty areas through engagement, education and advocacy; and by supporting clinical excellence. Our Fellows play a critical role in the diagnosis and monitoring of disease, provide interventional treatments and targeted treatments for cancer.

Our evidence-based culture focuses on best practice outcomes for patients and equity of access to high quality care, underpinned by an attitude of compassion and empathy. As an organisation we are committed to diversity and inclusion and to the training and professional development of our Fellows and trainees throughout their career. We are dedicated to enhancing the health outcomes of Māori, Aboriginal and Torres Strait Islander peoples and to increasing their participation in the professions of clinical radiology and radiation oncology by ensuring our educational programs support best outcomes for them. This includes a commitment to cultural safety in our organisation, for staff and members.

Purpose

To enable the safe and appropriate use of clinical radiology and radiation oncology to optimise health outcomes for our patients and society.

Values

Our leadership values underpin all that we do and embody our focus on quality patient outcomes.

Integrity

We maintain the confidence and trust of our stakeholders through our honesty, transparency and authenticity.

Accountability

We take responsibility for all our actions, behaviours, performance, commitments and decisions.

Inclusivity

We foster an inclusive workplace and clinical environments for people in Australia and New Zealand.

Innovation

We constantly strive to reimagine excellence in everything we do.

Code of Ethics

The Code defines the values and principles that underpin the best practice of clinical radiology and radiation oncology and makes explicit the standards of ethical conduct the College expects of its members.

1. INTRODUCTION

1.1 Commencement

This policy:

- (a) commences operation on 1 May 2022;
- (b) replaces the International Medical Graduate Assessment Policy (Australia) Version 1.2 which will cease operation on 30 April 2022.

1.2 Purpose

RANZCR recognises that International Medical Graduates (IMGs) are qualified clinical radiologists or radiation oncologists in countries other than Australia and New Zealand and is committed to ensuring IMGs will be supported as valued members of the College. RANZCR determines assessment decisions on eligibility of IMGs for specialist recognition for the specialties of clinical radiology (diagnostic and interventional) or radiation oncology in Australia.

The intent of this policy is to provide the framework under which RANZCR will use its expertise and knowledge of the specialties to assess the knowledge, clinical skills and experience of IMGs who are seeking to practise or upskill in either specialty in Australia.

The College is committed to providing clear advice and support to IMGs and other individuals /organisations about assessment decisions. Our application of this policy is underpinned by the College vision and mission statement which have informed the adopted approach.

1.3 Objectives

The objectives of this policy are to establish:

- (i) a fair, transparent, efficient, effective and accountable assessment process;
- (ii) relevant procedures and criteria for the assessment of applicants' comparability to an Australian-trained specialist clinical radiologist or radiation oncologist at the level of newly graduated Fellow;
- (iii) evidentiary requirements concerning the provision and disclosure of applicant information; and
- (iv) a process which reflects the requirements of the Medical Board of Australia and the Australian Medical Council.

1.4 Scope

- (a) The Board has adopted this policy to describe the processes to be followed by the College's IMG Committee ("Committee") when assessing IMGs under the Specialist Assessment pathway.
- (b) This policy only applies to International Medical Graduates (IMGs) who are eligible for the Specialist Assessment pathway and are applying to the College for an assessment of:
 - (i) comparability for specialist recognition (leading to specialist medical registration and Fellowship of the College); and/or
 - (ii) suitability for an area of need consultant-level position.
- (c) This policy does not apply to applicants who are seeking vocational registration in radiation oncology or clinical radiology in New Zealand.

1.5 Definitions

In this policy, unless otherwise indicated by the context:

Ahpra means Australian Health Practitioner Regulation Agency which is the administrative body for the Medical Board of Australia.

AMC means Australian Medical Council which is an independent national standards body for medical education and training. The AMC is an external accreditation entity for the purposes of the Health Practitioner Regulation National Law in Australia.

AoN means Area of Need which are the geographical locations determined by state and territory governments, primarily in rural and remote areas, where there is an inability of employers to attract locally trained specialists.

College means The Royal Australian and New Zealand College of Radiologists.

CPD means Continuing Professional Development. CPD is how health practitioners maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required throughout their professional lives. CPD is also referred to as Continuing Medical Education (CME).

EPIC means Electronic Portfolio of International Credentials which is a tool used by the ECFMG and AMC for the primary source verification of qualifications gained overseas.

ECFMG means Educational Commission for Foreign Medical Graduates. The ECFMG is an organisation that obtains primary source verification of medical education and registration credentials of medical graduates.

DWS means District Workforce Shortage which are geographical areas determined by the Federal Government based on statistical data where the local population has less access to Medicare subsidised medical services.

Fellow means a College member admitted to Fellowship of the Royal Australian and New Zealand College of Radiologists.

FRANZCR means Fellow of the Royal Australian and New Zealand College of Radiologists.

IMG means International Medical Graduates. IMGs are graduates who have completed their primary and specialist medical training in clinical radiology or radiation oncology overseas; outside of Australia and/or New Zealand.

IMG Committee means the College body tasked with addressing all matters relating to International Medical Graduates (IMGs) including administering International Medical Graduate Specialist Recognition assessment and Area of Need assessments.

MBA means Medical Board of Australia. The MBA is responsible for the registration of medical practitioners, developing standards, codes and guidelines as well as investigating complaints about medical practitioners.

National Law means the Health Practitioner Regulation National Law 2009 (Commonwealth) as applicable from time to time.

PSV means Primary Source Verification which refers to the verification of qualifications gained overseas. The PSV verification process is managed by the AMC via the ECFMG using the EPIC tool.

RANZCR Accredited Training Position means a training position recognised by the College within the RANZCR training program. It is a post that enables trainees to acquire the competencies to complete the specialist training program and become a consultant radiation oncologist or clinical radiologist.

RANZCR Accredited Training Site means an organisation that actively engages and is responsible and accountable for the delivery of training in clinical radiology or radiation oncology. These organisations may be public or private entities who are accredited by the College and are required to follow the relevant training curriculum and accreditation standards as set out by the College.

Specialist Assessment means assessment for either comparability to an Australian-trained clinical radiologist or radiation oncologist (Specialist Recognition) or suitability for an Area of Need (AoN) position.

Specialist Recognition means the pathway for international medical graduates who are overseas-trained specialists applying for assessment of comparability to the standard of a specialist trained in that specialty in Australia.

Specialty means a branch of medicine. At RANZCR there are two specialties; clinical radiology and radiation oncology.

Summary of Preliminary Review (SPR) means a summary of the information provided by the candidate in their application and RANZCR Specialist Recognition assessment. The SPR identifies gaps between the candidate's training, assessments/ examinations, experience, recency of practice and CPD against an Australian-trained clinical radiologist or radiation oncologist.

2. GOVERNANCE

2.1 Regulatory Framework in Australia

Section 57 of the National Law provides that an individual is eligible for specialist registration if, among other things, they have successfully completed an examination or assessment required by an approved registration standard for the health profession, to assess the individual's ability to competently and safely practise their specialty.

2.2 Assessment Authority

RANZCR is accredited by the Australian Medical Council (AMC) as the specialist medical college for clinical radiology (diagnostic and interventional) and radiation oncology in Australia and New Zealand. RANZCR is accredited to undertake the following assessments on behalf of the Medical Board of Australia (MBA):

- (i) comparability for specialist recognition; and
- (ii) suitability for an area of need position.

2.3 Roles and Responsibilities

2.3.1 IMG Applicant

- (a) Applicants have a responsibility to:
 - (i) become familiar with the appropriate RANZCR curriculum/learning outcomes documents (available on the [RANZCR website](#)); and
 - (ii) ensure their application is submitted in full and compliant with RANZCR's policy requirements, guidelines and any other program requirements or directions.

2.3.2 RANZCR

- (a) The policy enables RANZCR (as the accredited-specialist medical college for the specialty) to:
 - (i) Assess and make determinations on IMG applications under the Specialist Assessment pathway for:
 - specialist recognition comparability; and/or
 - suitability for an area of need position.
- (b) For the purpose of obtaining specialist medical registration the MBA requires RANZCR to:
 - (i) undertake assessment of qualifications, training and experience (in the specialty) of IMGs for comparability and/or suitability;
 - (ii) undertake assessments to the standard of Australian-trained specialists commencing practice;
 - (iii) make determinations of comparability and/or suitability;
 - (iv) recommend any further training pathway requirements associated with a determination;
 - (v) manage applications as required by the MBA and the Australian Health Practitioner Regulation Agency (Ahpra); and
 - (vi) ensure decisions made under this policy are clear, transparent, equitable and can be administratively reviewed under RANZCR's *Reconsideration, Review and Appeal of Decisions Policy*.
- (c) The role of RANZCR **does not** extend to:
 - (i) granting medical registration;
 - (ii) securing suitable employment for the IMG;
 - (iii) placing any conditions or restrictions on an applicant's medical registration, noting that the MBA/Ahpra is the regulatory body responsible for medical registration;
 - (iv) arranging work or work-related visas;
 - (v) work or salary arrangements;
 - (vi) arranging training placements;
 - (vii) providing any funding or financial support for the purposes above.

3. ELIGIBILITY

3.1 Eligibility for Assessment

To apply for a Specialist Assessment, the applicant must:

- (i) have trained in the specialty and hold a specialist qualification in the specialty overseas; and
- (ii) provide evidence of current or previous overseas registration in the specialty.

3.2 Assessment Pathways

There are **two** assessment pathways for IMGs:

(a) Specialist Assessment Pathway – Specialist Recognition

- (i) For IMGs who are seeking recognition in order to obtain specialist medical registration to practise in Australia.

(b) Specialist Assessment Pathway – Area of Need (AON), concurrent with the Specialist Recognition pathway

For IMGs who have been selected by an employer as suitable for consideration of appointment to a designated AoN consultant position in Australia.

Applicants must:

- (i) have been offered a designated AoN position;
- (ii) meet the criteria for a Specialist Recognition assessment; and
- (iii) apply for a Specialist Recognition assessment or have a valid Specialist Recognition assessment outcome from a prior assessment.

4. APPLICATION PROCESS

4.1 General Information

- (a) FRANZCR is a generalist qualification across the full scope of clinical radiology or radiation oncology as practised in Australia and New Zealand. There is no limited or defined scope in either specialty. Therefore, applicants will be assessed for comparability across the full scope of practice.
- (b) All applicants are assessed on an individual basis with most applicants found partially comparable requiring up to 24 months successful upskilling and completion of the FRANZCR Part/Phase 2 Examinations in clinical radiology or radiation oncology.
- (c) Applicants should review the information in this policy before submitting a Specialist Recognition and/or AoN application for assessment.
- (d) Applicants must:
 - (i) familiarise themselves with the information in this policy; and
 - (ii) understand and fulfil their roles and responsibilities as an applicant on the Specialist Assessment pathway.

4.2 Application Requirements

4.2.1 Primary Source Verification (PSV)

- (a) PSV must be applied for prior to submitting an application to RANZCR for assessment. The PSV process does not have to be complete at the time of College assessment application submission. However, the verification process does need to have commenced.
- (b) All applicants must:
 - (i) apply to have their primary and specialist medical qualifications PSV through the Educational Commission for Foreign Medical Graduates (ECFMG) using the Electronic Portfolio of International Credentials (EPIC) tool; and
 - (ii) complete an AMC online application to establish an AMC portfolio.

- (c) The AMC uploads the EPIC verification outcome status and report to the AMC portal once received from the ECFMG. This portal is used by the MBA for registration purposes and Australian specialist medical colleges for assessment purposes.

4.2.2 Application Submission Process

- (a) Applicants are required to:
 - (i) review the Comparability Assessment Criteria (**Appendix 1**);
 - (ii) download and complete the application form available on the [RANZCR website](#);
 - (iii) submit the PSV application of primary and specialist medical qualifications (through the ECFMG) and establish an AMC portfolio;
 - (iv) obtain and submit any supporting documents with the completed application to RANZCR. Application submission requirements are detailed on the application form;
 - (v) pay the associated fee, noting that within 10 days of receipt of application, a link to an invoice is emailed to the applicant. Processing of the application commences on receipt of assessment fee;

Fees are detailed on the RANZCR website:
www.ranzcr/college/membership/fees
 - (vi) ensure that their application is complete and addresses all of the criteria and requirements, with appropriate supporting documents.
- (b) RANZCR can only consider an application if it:
 - (i) is complete and submitted in the required format; and
 - (ii) contains the required supporting documented evidence.
- (c) Non-compliant or incomplete applications will be managed in accordance with the application guidelines as detailed on the application form.
- (d) In the event the applicant determines not to continue with the assessment application, RANZCR will retain:
 - (i) 50 per cent of the assessment application fee for withdrawals more than four (4) weeks prior to the scheduled interview date; and
 - (ii) 100 per cent of the assessment application fee withdrawals less than four (4) weeks prior to the scheduled interview date.

5. SPECIALIST RECOGNITION ASSESSMENT STAGES

Entry to the **Specialist Recognition (SR) pathway** is dependent on the Specialist Recognition assessment being in alignment with the MBA's definitions of comparability. For applicants found either substantially comparable or partially comparable the pathway to full specialist recognition takes approximately one to four years.

There are **three** assessment stages:

Stage 1 | Interim assessment stage;

Stage 2 | Ongoing assessment stage; and

Stage 3 | Final assessment stage.

The purpose of each assessment stage is briefly explained at 5.1, 5.2 and 5.3 below.

Section 6 of this policy outlines the process for Stage 1 – Interim assessment.

Section 7 outlines the process for Stage 2 – Ongoing assessment.

Section 8 outlines the process for Stage 3 – Final assessment.

5.1 Stage 1 | Interim Assessment Stage

RANZCR determines whether an applicant's training, qualifications, recent specialist practice and continuing professional development (CPD) is comparable to an Australian-trained specialist (comparability assessment) and the requirements to be completed to achieve specialist recognition in Australia.

5.2 Stage 2 | Ongoing Assessment Stage

During the upskilling or peer review stage of the Specialist Recognition process RANZCR continues to monitor and assess individuals on the Specialist Recognition Pathway to ensure that the specialist assessment outcome aligns to the applicant's clinical competencies.

Following assessment, the IMG will be required to undertake a period of supervised practice, which may involve the completion of work-based assessment(s) and/or further training. IMGs found partially comparable will be required to complete the Part/Phase 2 examinations in clinical radiology or radiation oncology.

5.3 Stage 3 | Final Assessment Stage

RANZCR will determine if the IMG has satisfactorily completed their requirements for specialist assessment. Applicants who have successfully completed all College requirements are eligible to apply for specialist medical registration and Fellowship of the College.

Irrespective of successful or unsuccessful completion of pathway requirements, RANZCR will provide applicants and the MBA with the relevant documentation.

6. STAGE 1 – INTERIM ASSESSMENT

6.1 Purpose

- (a) The RANZCR interim assessment process (Stage 1) will determine if the applicant's training, qualifications and professional experience are comparable to an Australian-trained specialist. RANZCR assessment of IMGs will be conducted in a procedurally fair manner.
- (b) The purpose of the assessment of comparability is to determine the following:
 - (i) the applicant's level of comparability with an Australian-trained clinical radiologist or radiation oncologist; and
 - (ii) to identify areas required for further training or professional development and recommend further requirements or assessments to achieve the required level for registration as a specialist clinical radiologist or radiation oncologist in Australia.

6.2 Assessment

The assessment of comparability is based on the professional attributes, knowledge, experience and clinical skills expected of an Australian-trained specialist clinical radiologist or radiation oncologist. In assessing applicants for comparability, RANZCR is required to consider any qualifications, training, assessment, experience, recent practice and continuing professional development (CPD) to determine if these components enable the applicant to practise at a level comparable to an Australian-trained specialist in clinical radiology or radiation oncology.

6.3 Structured Interview

Specialist Recognition assessment includes a virtual or in person face-to-face interview. RANZCR will consider all information provided as part of the application and information provided in the interview. The virtual or in person assessment interview is conducted with a panel of appropriately trained assessors, who will make a determination of comparability.

- (a) RANZCR interviews all applicants. Interviews are conducted either via videoconference or in person at an agreed date and time.
- (b) The purpose of the interview is to determine the applicant's qualifications, training and experience, and their equivalence to the knowledge, skills and abilities expected of an Australian-trained specialist clinical radiologist or radiation oncologist at the level of newly graduated Fellow.
- (c) The interview will be conducted by an interview panel. The interview panel consists of two trained IMG assessors who are representatives of the IMG Committee. The interview panel reviews the applicant's application prior to the interview.
- (d) During the interview:
 - (i) the applicant's primary and specialist training will be discussed along with subsequent specialist experience; and
 - (ii) the applicant has an opportunity to provide any additional information or ask any questions.
 - (iii) the applicant will be assessed in accordance with the comparability definitions and the College's published assessment criteria.
- (e) Subsequent to the Specialist Recognition assessment, as per the MBA Standards and prior to a determination being made, applicants will be provided the opportunity to ensure the College has all the relevant information to make a determination and/or to provide clarification or submit additional information via the Summary of Preliminary Review (SPR).
- (f) Assessment of clinical competence or skills will be undertaken during Stage 2 Ongoing Assessment (i.e., the subsequent period of upskilling/supervised practice and formal examination/s).

6.4 Specialist Recognition Outcome Determinations

6.4.1 General Information

- (a) This policy adopts the definition of substantially comparable, partially comparable, and not comparable as defined by the MBA/Ahpra at the date of this policy and thereafter, as amended by MBA/Ahpra from time-to-time.
- (b) The interim assessment decision will be reported by the College to the MBA and results in one of the following assessments:

- (i) Substantially Comparable;
- (ii) Partially Comparable; or
- (iii) Not Comparable.

6.4.2 Substantially Comparable

- (a) Applicants who are determined by the College to be substantially comparable will require a minimum period of peer review in an Australian RANZCR accredited training site, not less than three months and not more than 12 months full time equivalent. During the peer review period applicants may be required to satisfactorily undertake a range of assessments.
- (b) The responsibility for finding the required peer review position lies solely with applicants.
- (c) All peer review positions must be prospectively approved by RANZCR. Previous practice in Australia cannot be retrospectively approved for peer review.
- (d) A substantially comparable outcome is an interim assessment and shall be noted as subject to specified further requirements. Upon successful completion of the further requirements, a final assessment will be made.

6.4.3 Partially Comparable

- (a) Applicants who are determined by the College to be partially comparable will require a minimum period of upskilling at a RANZCR approved site, not less than six months and not more than 24 months full time equivalent. During the upskilling period applicants may be required to undertake a range of assessments.
- (b) The responsibility for finding the required upskilling position lies solely with applicants.

Upskilling site requirements differ and depend on the period of upskilling specified in the Specialist Recognition assessment outcome:

- (i) applicants requiring up to 12 months upskilling are eligible to undertake upskilling in an unaccredited position in an Australian RANZCR accredited training site or a RANZCR accredited Area of Need site; or
- (ii) applicants requiring more than 12 months upskilling will be required to undertake upskilling in an Australian RANZCR accredited training site.

Positions in accredited training sites are limited and the application process for obtaining such positions is competitive. Neither the College nor RANZCR accredited training sites are responsible for the placement of applicants in RANZCR accredited training sites.
- (c) All upskilling positions must be prospectively approved by RANZCR. Previous practice in Australia cannot be retrospectively approved for upskilling.
- (d) All applicants found partially comparable will be required to undertake the relevant Part/Phase 2 Examinations upon successful completion of the Specialist Recognition assessment upskilling requirements. For further details, refer to section 7.3.
- (e) A partially comparable outcome is an interim assessment and shall be noted as subject to further requirements. Upon successful completion of the further requirements, a final assessment will be made.

6.4.4 Not Comparable

- (a) Applicants who have been determined by the College to be not comparable, have not met the requirements of the College regarding previous training, qualifications, recent specialist practice and continuing professional development, and/or would not reach comparability within 24 months of full-time equivalent training.
- (b) A not comparable outcome is a final assessment. These applicants are referred to the Australian Health Practitioner Regulation Agency (Ahpra) for alternate pathways to medical registration in Australia. Applicants who achieve general medical registration, should they wish, are eligible to apply for specialist training positions along with other medical graduates.

6.5 Specialist Recognition Assessment Outcome Report

- (a) RANZCR will make a determination of comparability with reference to the comparability criteria (Appendix 1).
- (b) The RANZCR Specialist Recognition assessment outcome report will detail the requirements to be completed to achieve Specialist Recognition and will include the following:
 - (i) for applicants found substantially comparable, a minimum period of peer review, not less than 3 months and not more than 12 months; and/ or
 - (ii) for applicants found partially comparable, a specified minimum period of upskilling, not less than six months and not more than 24 months; and/or
 - (iii) RANZCR Online learning modules; and/or
 - (iv) work-based assessment (WBA) tasks; and/or
 - (v) progress reports requirements.
- (c) IMGs on the Specialist Recognition pathway are required to participate in the RANZCR CPD program.
- (d) Applicants found partially comparable will be required to complete the Part/Phase 2 Examinations.
- (e) RANZCR will provide the outcome of the specialist recognition assessment to applicants and the MBA, and the AMC.
- (f) The outcome report is valid for a period of three years from the outcome date, for applicants found substantially comparable or partially comparable.

Refer to section 7.4 'Maximum Timeframe for Completion of Requirements' for further details regarding the timing of the completion requirements.

7. STAGE 2 – ONGOING ASSESSMENT

7.1 Upskilling or Peer Review Position

- (a) It is the applicant's responsibility to source an appropriate upskilling or peer review position. RANZCR is unable to assist with securing suitable upskilling or peer review positions.

- (b) Applicants found partially comparable and requiring up to 12 months upskilling and completion of work-based assessments are eligible to undertake upskilling at an Australian RANZCR accredited training site or may be eligible to complete the upskilling in a RANZCR approved AoN site.
- (c) Applicants found partially comparable and requiring more than 12 months upskilling and completion of work-based assessments will be required to undertake the upskilling in an Australian RANZCR accredited training site.
- (d) Once a suitable position has been secured, it is the applicant's responsibility to submit a suitable training/upskilling plan to the College for approval at least four weeks prior to commencing in the position.
- (e) The Specialist Recognition assessment outcome report is valid for a period of three years from the outcome report date. Applicants are required to commence in the upskilling or peer review position within three years of the outcome report date.

7.2 Progression

7.2.1 Progress Reports

- (a) IMGs are required to successfully complete all the progress reports and work-based assessments and any other requirements as detailed in the Specialist Recognition assessment outcome report.
- (a) The applicant's supervisor is required to submit regular, appropriate and timely Supervisor Reports to the College.
- (b) The applicant will be required to complete the nominated work-based assessments and learning modules and provide evidence of completion.

7.2.2 Monitoring Progress

- (a) The applicant's progress on the Specialist Recognition pathway will be monitored by the IMG's supervisor, College staff and the IMG Committee.
- (b) Should the applicant not progress as expected, or the Specialist Recognition assessment outcome report does not align with the clinical competencies of the applicant, the IMG Committee will review the applicant's Specialist Recognition outcome and progress and make a determination relating to further requirements on the Specialist Recognition pathway.

7.3 Examinations

- (a) IMGs are subject to the same examination conditions, opportunities and attempts as a RANZCR trainee under the relevant exam policies.
- (b) All IMGs are required to have completed all the required upskilling, learning opportunities and assessments as detailed in the Specialist Recognition assessment outcome report by the closing date for the Part/Phase 2 Examination applications.
- (c) The Part/Phase 2 Examination application requires the IMG's supervisor to certify that the applicant has successfully completed all upskilling and associated assessment requirements specified by RANZCR in the Specialist Recognition assessment outcome report.

Refer to the relevant RANZCR Examination Policies for further information at www.ranzcr.com

7.4 Maximum Timeframes for Completion of Requirements

- (a) Maximum timeframes are as per the MBA standards. The starting point for the maximum timeframe is the date the IMG commences in the upskilling/ peer review position.
 - (i) IMGs found partially comparable are required to complete all requirements within four years from the date that the IMG commences in the upskilling position.
 - (ii) IMGs found substantially comparable are required to complete all requirements within two years from the date that the IMG commences in the peer review position.
 - (iii) IMGs are eligible to request an extension of the maximum timeframe for completion of requirements due to special circumstances through RANZCR's [Consideration of Special Circumstances Policy](#).

8. STAGE 3 – FINAL ASSESSMENT

8.1 Successful Completion of Requirements / FRANZCR Eligibility

On successful completion of all Specialist Recognition assessment outcome assessment requirements, RANZCR will notify the MBA that all requirements have been met and the applicant is eligible to apply for specialist medical registration and Fellowship of the College.

The applicant will be provided with the MBA report and a RANZCR Fellowship application.

8.2 Unsuccessful Completion of Requirements

- (a) IMGs who commence the Specialist Recognition pathway requirements as detailed in their Specialist Recognition assessment outcome report and are unable to successfully complete the requirements due to competency, or within the MBA timeframes, are unable to continue on the Specialist Recognition pathway.
- (b) The MBA and Ahpra are notified that the applicant has not been able to achieve Specialist Recognition.
- (c) The applicant is not eligible for reassessment on the Specialist Recognition pathway. The applicant is referred to the Ahpra for alternate pathways to medical registration in Australia.

8.3 Eligibility for Reassessment

- (a) Applicants are eligible to apply for a maximum of two Specialist Recognition reassessments under the following conditions:
 - (i) More than three years have passed since the previous Specialist Recognition assessment outcome report date and the IMG has not commenced in a suitable upskilling (partially comparable) or peer review (substantially comparable) position.
 - (ii) Applicants found not comparable, a minimum of one year has passed since the previous Specialist Recognition assessment outcome report date.
- (b) Area of Need assessments determine the suitability of the Applicant to the specified position, therefore there is no limit to the number of AoN assessment applications. This is subject to the applicant having a valid Specialist Recognition assessment outcome or being eligible for a Specialist Recognition assessment.

9. AREA OF NEED ASSESSMENT PROCESS

9.1 Assessment Overview and Purpose

- (a) Area of Need (AoN) positions are specialist positions declared by Australian state or territory government authorities in places where there is a shortage of medical specialists. These positions are in regional areas. The employer will advise if the position is designated as AoN. After the applicant has secured an AoN position, RANZCR assesses the IMG's qualifications, training and experience for suitability to the position description submitted in the AoN assessment application.
- (b) The purpose of the RANZCR AoN assessment process is to determine if the applicant's training, qualifications, and professional experience are suitable for the approved AoN position as detailed in the AoN application.

9.2 Area of Need Assessment Eligibility

- (a) To be eligible for an AoN assessment, the applicant must have:
 - (i) secured a designated AoN position; and
 - (ii) applied for or have previously undertaken a Specialist Recognition assessment;
 - (iii) applicants should note that it is not possible to undertake a standalone AoN assessment.

9.3 Application Requirements

- (a) Applicants are required to:
 - (i) download and complete either both the Specialist Recognition and AoN assessment application forms or if the applicant has a valid Specialist Recognition assessment outcome, then only an AoN application form is required. Application forms are available on the [RANZCR website](#);
 - (ii) complete all sections of the application/s. The AoN assessment application requires documentation and input from the employing site;
 - (iii) obtain and submit any supporting documents with the completed application/s to RANZCR. Application submission requirements are detailed on the application form;
 - (iv) pay the associated fee, noting that within 10 days of receipt of application/s, a link to an invoice is emailed to the applicant. Processing of the application/s commences on receipt of assessment fee.

Fees are detailed on the RANZCR website:
www.ranzcr.com/college/membership/fees
- (b) RANZCR can only consider an AoN assessment application if it:
 - (i) is complete and submitted in the required format; and
 - (ii) contains the required supporting documented evidence.
- (c) Non-compliant or incomplete applications will be managed in accordance with the application guidelines as detailed on the application form.

9.4 Employer Obligations

- (a) Applicants who have been found partially comparable and requiring up to 12 months upskilling and completion of work-based assessments are eligible to be found suitable to undertake the upskilling requirements in a RANZCR accredited AoN site.
- (b) Area of Need site accreditation approval is to be applied for and granted prior to an applicant's submission of their AoN assessment application. Full details regarding the AoN site accreditation process are provided in the Area of Need Site Accreditation Standards.
- (c) The College will only consider an AoN assessment application where the applicant's employer has:
 - (i) provided an AoN certificate for the specified sites from the relevant authority;
 - (ii) completed the relevant sections of the AoN assessment application and provided the required documentation as detailed in the AoN assessment application; and
 - (iii) received AoN upskilling accreditation approval from the College (if applicable).

9.5 Structured Area of Need Assessment

- (a) Interviews are conducted in person at an agreed date and time; however, assessments may be conducted via videoconference.
- (b) The interview will be conducted by an interview panel. The interview panel consists of two trained IMG assessors who are representatives of the IMG Committee. The interview panel reviews the applicant's application prior to the interview.
- (c) The purpose of the interview and assessment is to determine:
 - (i) the comparability of applicants as detailed in Section 5 and 6 of this policy if not already completed; and
 - (ii) the suitability of the applicant to the nominated position as detailed in the AoN assessment application and position description.
- (d) The dual AoN and Specialist Recognition assessment is conducted in two parts:
 - (i) Part 1: determining comparability as detailed in Section 6 of this policy. If the candidate has a valid Specialist Recognition assessment, the assessors will briefly cover the applicant's training, qualifications and experience; and
 - (ii) Part 2 clinical radiology only: clinical case scenarios and film reading component.

9.6 AoN Outcomes and Determinations

- (a) AoN (suitability) assessments are limited to the specific position as detailed in the AoN assessment application and documentation.
- (b) The AoN outcome determination will be one of the following:
 - (i) **not suitable** for the position; or
 - (ii) **suitable for the position** (with conditions and/or limitations relating to the levels of supervision and modalities that can be undertaken in the position).
- (c) The Specialist Recognition outcome will be made in accordance with Section 6 of this policy.

- (d) Applicants requiring up to 12 months upskilling on the Specialist Recognition pathway are eligible to be found suitable to undertake the upskilling at a RANZCR accredited AoN site.
- (e) Applicants who have completed any relevant upskilling on the Specialist Recognition assessment pathway and are eligible to sit the Part/Phase 2 Examinations in clinical radiology or radiation oncology are eligible to be found suitable to undertake employment in any AoN site.
- (f) Applicants who intend only to work in Australia for a short term (no more than four years) and do not wish to progress to specialist registration are not required to complete all components on the Specialist Recognition pathway while working in the AoN position.
- (g) The AoN outcome determination is for the specific position. Applicants who wish to change to a new position must submit a new application for AoN assessment.

9.7 AoN Assessment Outcome Report

- (a) RANZCR will make a determination of suitability for the applicant to work in the specific position as detailed in the AoN assessment application.
- (b) The RANZCR AoN assessment outcome report will:
 - (i) provide the outcome of the suitability assessment and will be provided to the applicant, employer and MBA via the AMC portal; and
 - (ii) detail the requirements of the position, including any limitations to the scope of practice as detailed in the position description.
- (c) IMGs working in AoN positions are required to participate in the RANZCR CPD program.

10. RECONSIDERATIONS

Reconsideration, Review and Appeal of Decisions

RANZCR has in place a policy for requesting a reconsideration of College decisions. The *Reconsideration Review and Appeal of Decisions Policy* is publicly available on the RANZCR website at: [Policies and Forms | RANZCR](#)

11. RELATED DOCUMENTS

- [Clinical Radiology AoN Site Accreditation Standards](#)
- [Radiation Oncology AoN Site Accreditation Standards](#)
- [Clinical Radiology Learning Outcomes](#) and [Training Program Handbook](#)
- [Radiation Oncology Learning Outcomes](#) and [Training Program Handbook](#)
- [RANZCR Code of Ethics](#)
- [RANZCR Conflict of Interest Policy](#)

12. APPENDICES

- (a) Clinical Radiology Comparability Assessment Criteria
- (b) Radiation Oncology Comparability Assessment Criteria

Appendix A – Clinical Radiology Comparability Assessment Criteria

Clinical Radiology Specialist Recognition Comparability Assessment Criteria

FRANZCR is a generalist qualification across the full scope of clinical radiology or radiation oncology as practised in Australia and New Zealand. There is no limited or defined scope in either specialty therefore applicants will be assessed for comparability across the full scope of practice. All applicants are assessed on an individual basis with most applicants found partially comparable requiring applicants to undertake up to 24 months upskilling and successfully complete the FRANZCR Phase/Part 2 Examinations.

Comparability of the applicant's specialist training with the RANZCR accredited Clinical Radiology Training Program with regard to (including but not limited to) structure and governance, duration, content, experience, supervision and teaching, assessment, research and progression. The onus will be on the applicant to provide evidence in this regard. In the absence of satisfactory evidence, assessment of comparability will not be assumed.

For further detail refer to:

- [Clinical Radiology Curriculum Learning Outcomes and Training Program Handbook](#)

CLINICAL RADIOLOGY	
The Training Program	
Structure and governance of the training program	The training program: <ul style="list-style-type: none">• is underpinned by a comprehensive curriculum/learning outcome which articulate the knowledge, skills and attributes expected of graduates;• leads to a nationally recognised qualification;• is accredited by an external body.
Duration of the program	The training program must be a minimum of five years FTE in Clinical/Diagnostic Radiology. Prior to commencing the training program completed a minimum of two years as an intern/resident.
Curriculum	The curriculum of the training program/learning outcomes are of equivalent breadth and depth in: <ul style="list-style-type: none">• Intrinsic Roles• Applied imaging Technology• Artificial Intelligence• Anatomy• Pathology• Diagnostic Radiology• Procedural Radiology.
Teaching Experience	
Supervision and Teaching	Trainees are supervised during the program and supervisors have defined roles. A regular program of formal teaching/tutorials.
Structured Learning Experiences	A logbook of experience that covers the breadth of the specialty as practiced in Australia.

CLINICAL RADIOLOGY	
Assessment	
Assessment Strategy	Programmatic assessment covers the breadth of the curriculum/learning outcomes, including intrinsic roles.
Formative Assessment	<p>Regular formative assessment on performing, interpreting, and reporting (where applicable) of:</p> <ul style="list-style-type: none"> • X-ray (plain films) • Ultrasound (US) • Computer Tomography (CT) scan • Magnetic Resonance Imaging (MRI) scan • Nuclear Medicine (NM) scans • Mammography • Bone Mineral Densitometry • Procedural Radiology (Interventional Procedures). <p>Formative assessment demonstrates progress to attaining competence.</p>
Summative Assessment	<p>Assessment of ability to identify conditions that must be diagnosed within 12 hours.</p> <p>Successful completion of standardised assessment by an external body equivalent to Phase 1 Examinations:</p> <ul style="list-style-type: none"> • Applied Imaging Technology • Anatomy <p>Successful completion of standardised assessment equivalent to Phase 2 Examinations:</p> <ul style="list-style-type: none"> • Pathology • Clinical radiology • Case reporting
Research	
Critical Appraisal	Assessment of critical appraisal skills.
Research project	A research project with manuscript accepted for publication by a radiology journal with an impact factor greater than 1, and oral presentation.
Review of Performance	
Monitoring and Review	Regular review of trainee performance at no less than six-monthly intervals. Equivalent mechanisms to identify and remediate underperformance.

Clinical Radiology	
Consultancy Experience	
	IMGs with five or more years of independent consultant level practice—the depth and scope of practice as a consultant will be assessed.

Clinical Radiology	
	<p>FRANZCR is a generalist qualification across the full scope of the specialty as practised in Australia. Applicants will be assessed for comparability to this full scope of practice.</p> <p>It is recognised that the scope of many clinical radiologists' practice becomes narrower over time but must include the ability to manage emergency presentations across the breadth of the specialty.</p> <p>Outstanding international reputation and specialty contribution may be taken into consideration.</p>
Recency of Practice	
Recency of Practice	<p>The MBA standard for recency of practice is a minimum of four weeks within the previous 12 months or 12 weeks over three years.</p> <p>The RANZCR training program is a generalist qualification therefore recency of practice is expected across the full scope of practice. For IMGs with more than five years' experience please refer to Consultancy Experience requirements.</p>
Continuing Professional Development	
CPD	<p>Participation in a formal CPD program that aligns to MBA/RANZCR requirements. CPD program to include educational activities, reviewing performance and measuring outcomes.</p>

Appendix B – Radiation Oncology Comparability Assessment Criteria

Radiation Oncology Specialist Recognition Comparability Assessment Criteria

FRANZCR is a generalist qualification across the full scope of clinical radiology or radiation oncology as practised in Australia and New Zealand. There is no limited or defined scope in either specialty therefore applicants will be assessed for comparability across the full scope of practice. All applicants are assessed on an individual basis with most applicants found partially comparable requiring applicants to undertake up to 24 months upskilling and to successfully complete the FRANZCR Phase/Part 2 Examinations.

Comparability of the applicant's specialist training with the RANZCR accredited Radiation Oncology Training Program with regard to (including but not limited to) structure and governance, duration, content, experience, supervision and teaching, assessment, research and progression. The onus will be on the applicant to provide evidence in this regard. In the absence of satisfactory evidence, assessment of comparability will not be assumed.

For further detail refer to:

- [Radiation Oncology Learning Outcomes and Training Program Handbook](#)

RADIATION ONCOLOGY	
The Training Program	
Structure and governance of the training program	The training program: <ul style="list-style-type: none">• is underpinned by a comprehensive curriculum/ learning outcome which articulate the knowledge, skills and attributes expected of graduates;• leads to a nationally recognised qualification;• accredited by an external body.
Duration of the program	The training program must be a minimum of five years FTE in radiation oncology. Prior to commencing the training program the IMG must have completed a minimum of two years as an intern/resident.
Curriculum	The training program curriculum/learning outcomes are of equivalent breadth and depth in: <ul style="list-style-type: none">• Intrinsic roles• Oncology Sciences• Care of the Oncology Patient• Treatment Modalities• Symptom Control and Palliative Care• Specific Tumour Sites (all topic areas).
Teaching and Experience	
Supervision and Teaching	Trainees are supervised during the program and supervisors have defined roles. A regular program of formal teaching/tutorials.

RADIATION ONCOLOGY	
Structured Learning Experiences	<p>Formal learning in evidence-based appraisal skills and study design concepts.</p> <p>Experiences in:</p> <ul style="list-style-type: none"> • Anatomical pathology • Radiation therapy planning • Radiation therapy delivery • Palliative care team management • Surgical oncology • Systemic therapy.
Assessment	
Assessment Strategy	Programmatic assessment covers the breadth of the curriculum/learning outcomes, including intrinsic roles.
Formative Assessment	<p>Regular formative assessment (where applicable) of:</p> <ul style="list-style-type: none"> • Oncological knowledge • History taking, physical examination and interpretation of investigations • Formulating management plans • Managing cases and improving patient outcomes • Communication skills in different scenarios • Contouring and planning • Plan review and approval. <p>Formative assessment demonstrates progress to attaining competence.</p>
Summative Assessment	<p>Successful completion of standardised assessment conducted by an external body in oncology sciences equivalent to Phase 1 Examinations:</p> <ul style="list-style-type: none"> • Anatomy • Radiation oncology physics • Radiation and cancer biology. <p>Successful completion of standardised assessment equivalent to Phase 2 Examinations:</p> <ul style="list-style-type: none"> • Radiation therapy • Clinical oncology • Pathology.
Research	
Research project	An original research project with manuscript accepted for publication by a radiation oncology journal, a Cochrane review or protocol, or a prospective study.
Review of Performance	
Monitoring and Review	Regular review of trainee performance at no less than three-monthly intervals. Equivalent mechanisms to identify and remediate underperformance.

Consultancy Experience	
	<p>IMGs with five or more years of independent consultant level practice – the depth and scope of practice as a consultant will be assessed.</p> <p>FRANZCR is a generalist qualification across the full scope of the specialty as practised in Australia. Applicants will be assessed for comparability to this full scope of practice.</p> <p>Outstanding international reputation and specialty contribution may be taken into consideration.</p>
Recency of Practice	
Recency of Practice	<p>The MBA standard for recency of practice is a minimum of four weeks within the previous 12 months or 12 weeks over three years.</p> <p>The RANZCR training program is a generalist qualification therefore recency of practice is expected across the full scope of practice. For IMGs with more than five years' experience please refer to Consultancy Experience requirements.</p>
Continuing Professional Development	
CPD	<p>Participation in a formal CPD program that aligns to MBA / RANZCR requirements. CPD program to include educational activities, reviewing performance and measuring outcomes.</p>