

# RANZCR Annual Indigenous Scholarship Guidelines

RANZCR

Guidelines

Name of document and version:

RANZCR Annual Indigenous Scholarship Guidelines, Version 2

Approved by:

RANZCR Board of Directors

Date of approval:

20 November 2020

ABN 37 000 029 863

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# 1. INTRODUCTION

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## 1.1 Background

The Royal Australian and New Zealand College of Radiologists (RANZCR or the College) acknowledges the reduced life expectancy and poorer health outcomes experienced by Aboriginal and Torres Strait Islander communities in Australia and Māori communities in Aotearoa New Zealand.

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.

As part of its efforts to positively influence Indigenous health in both Australia and Aotearoa New Zealand, RANZCR is a member of the Australian Indigenous Doctors' Association (AIDA) as well as Te Ohu Rata O Aotearoa (Te ORA), Māori Medical Practitioners Association.

Achieving equitable and sustained health and life outcomes for Indigenous people would require the health care systems in Australia and Aotearoa New Zealand to be more culturally safe, as well as an increase in the number of Indigenous doctors and medical specialists<sup>1</sup>. While Indigenous clinicians can only serve a small number of Indigenous patients in a day, they can potentially influence a whole generation of students<sup>2</sup>.

The current level of representation of the Aboriginal and Torres Strait Islander population within the cohort of Australian doctors is well below population parity, which is roughly 3%<sup>3</sup>. Reaching population parity would require the addition of approximately 2,300 more Aboriginal and Torres Strait Islander doctors to this cohort.

In New Zealand, Māori are also under-represented in the medical workforce at only 2.7%<sup>4</sup>, even though Māori comprises around 15.6% of the total population<sup>5</sup>.

The Australian Medical Association (AMA) has called for targets to increase the number of Aboriginal and Torres Strait Islander people in the medical workforce<sup>6</sup>. To help achieve this, the AMA has also called on medical workplaces and training providers to develop and implement strategies to encourage participation of doctors who identify as Indigenous in the medical workforce<sup>7</sup>.

The RANZCR Board acknowledges that all members of the College should be treated on their individual merits and that affirmative action in any form is not an ideal long-term policy.

However, temporary affirmative action initiatives – such as a scholarship to support Indigenous trainees in RANZCR training programs – will be necessary until population parity for Indigenous doctors has been achieved.

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<sup>1</sup> Australian Indigenous HealthInfoNet (2017) *Summary of Aboriginal and Torres Strait Islander health, 2016*. Accessed on 30 January 2018 from <http://www.healthinfonet.ecu.edu.au/health-facts/summary>

<sup>2</sup> Astles-Phillips, R 2012, *Building Indigenous Medical Academic Leaders*, Medical Deans Australia and New Zealand Inc and the Australian Indigenous Doctors' Association Ltd., pp. 6.

<sup>3</sup> Australian Bureau of Statistics 2016, 4714.0 – *National Aboriginal and Torres Strait Islander Social Survey, 2014-15*, viewed 05/07/2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4714.0>

<sup>4</sup> Ministry of Health. 2016. *Health of the Health Workforce 2015*. Wellington: Ministry of Health. Accessed on 30 January 2018 at [https://www.health.govt.nz/system/files/documents/publications/health-of-health-workforce-2015-feb16\\_0.pdf](https://www.health.govt.nz/system/files/documents/publications/health-of-health-workforce-2015-feb16_0.pdf)

<sup>5</sup> Wellington: Ministry of Health, available at <https://www.health.govt.nz/our-work/populations/maori-health/tataukahukura-maorihealth-statistics/tatauranga-taupori-demographics/age-structure>. Accessed on 29 January 2018

<sup>6</sup> Equal Opportunity in the Medical Workforce – 2016. Available at <https://ama.com.au/position-statement/equal-opportunity-medicalworkforce-2016>. Accessed 16 January 2018

<sup>7</sup> Equal Opportunity in the Medical Workforce – 2016. Available at <https://ama.com.au/position-statement/equal-opportunity-medicalworkforce-2016>. Accessed 16 January 2018

For this reason, the Board agreed in 2017 to establish an Indigenous Scholarship to attract and support Indigenous trainees, from either Australia or New Zealand, to train in radiation oncology or clinical radiology, to ultimately increase the number of Aboriginal and Torres Strait Islander and Māori medical specialists.

## **1.2 Purpose**

The medical workforce should reflect the diversity of patients it cares for, and increasing the number of doctors who identify as Indigenous is crucial to improve Indigenous health outcomes. The College acknowledges the need to attract more Indigenous trainees to the medical workforce in Australia and New Zealand, and the important role RANZCR can play in attracting Indigenous doctors to the specialties of radiation oncology and clinical radiology.

The purpose of the RANZCR Annual Indigenous Scholarship is to attract doctors who identify as being either of Aboriginal and/or Torres Strait Islander or Māori to one of the RANZCR training programs, and to support these trainees during their studies in either clinical radiology or radiation oncology.

The Scholarship can be used towards a RANZCR Indigenous trainee's expenses for educational activities such as training fees, exam sitting fees, training workshop or conference attendances, research projects, or other professional development activities deemed appropriate by RANZCR, or for an Indigenous doctor who has applied to and been accepted onto the RANZCR training program.

The ultimate goal of the RANZCR Annual Indigenous Scholarship is to increase the number of Indigenous trainees who successfully complete one of the RANZCR training programs, and to ultimately reach population parity of Aboriginal and Torres Strait Islander medical specialists in Australia and Māori medical specialists in Aotearoa New Zealand.

## **2. THE APPLICATION PROCESS**

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Applications for the RANZCR Annual Indigenous Scholarship will be invited each year, and any trainee member of the College who identifies as being either of Aboriginal and/or Torres Strait Islander or Māori – and is accepted as such by the community in which he or she lives or has lived – would be eligible to apply. Scholarship applicants have to provide the College with proof of their Aboriginal and/or Torres Strait Islander or Māori identity.

The closing date for applications will typically be in or around April each year, and will be announced through various College communication tools (e.g. member newsletters, Enewsletters and the College website).

Applicants must complete the [RANZCR Annual Indigenous Scholarship Application Form](#) and submit it, along with any supporting documentation, to the Project Officer, Research, Grants, Awards and Prizes on [gaps@ranzcr.edu.au](mailto:gaps@ranzcr.edu.au) by the nominated closing date.

Only formal applications, submitted on the RANZCR Annual Indigenous Scholarship Application Form, will be considered for funding. Incomplete or late applications may not be considered.

Applicants should also review and agree to the [Terms and Conditions for RANZCR Grants and Fellowships](#) prior to making an application for the RANZCR Annual Indigenous Scholarship.

### **2.1 The Awards Committee**

The Awards Committee will be responsible for evaluating all applications for the RANZCR Annual Indigenous Scholarship and awarding annual scholarships, with input from the Māori and Aboriginal Torres Strait Islander Committee (MATEC).

The Awards Committee will determine which Indigenous Scholarships should be supported each year. All decisions in relation to any aspect of the RANZCR Annual Indigenous Scholarship are made at the sole discretion of the Awards Committee, on behalf of the College, and are final.

## **2.2 Allocation of Funds**

An annual amount, of up to a total of AUD30,000 will be made available for the RANZCR Annual Indigenous Scholarship – to fund up to six individual annual scholarships of up to AUD5,000 each, to be used towards a RANZCR Indigenous trainee's expenses for educational activities. Eligible activities could include RANZCR training fees, exam sitting fees, trainee workshops, conference attendances, research projects, or other professional development activities deemed appropriate by RANZCR.

***NOTE:** If the educational activities / initiatives for which funding is achieved do not proceed or are not completed, the scholarship funds need to be returned to the College.*

Eligible applicants are able to apply for the RANZCR Annual Indigenous Scholarship every year throughout their training program, provided they are a current Trainee member of RANZCR.

The value of each individual scholarship under the RANZCR Annual Indigenous Scholarship will be up to AUD5,000 per applicant per annum, which will be paid in a lump sum into an account nominated by the applicant, within three months of notification of a successful application.

***NOTE:** Applicants should seek advice on how a RANZCR Annual Indigenous Scholarship payment might affect any other payments, government subsidies, tax concessions or other support they might receive or be eligible for. No tax or financial advice can or will be provided by the College.*

A scholarship will only be paid in the year for which it is awarded, unless otherwise agreed by the College in writing.

If the total amount allocated to the RANZCR Annual Indigenous Scholarship funds are not fully utilised in any one year, the surplus funds will not be carried over to the following year.

At the end of each year, a comprehensive report will be provided to the College Board on the status of the RANZCR Annual Indigenous Scholarship which received funding that year. At that stage, the Board will consider whether the amount allocated to the RANZCR Annual Indigenous Scholarship needs to be adjusted for the following year.

## **2.3 Application Requirements**

All applications must be submitted on the RANZCR Annual Indigenous Scholarship Application Form. Each application must include information on:

- a) Professional biography and *curriculum vitae* of the applicant
- b) A summary of how the scholarship will be utilised to support education-related or professional development activities
- c) Details of any other scholarships, grants or awards (external to RANZCR) which the applicant has applied for, that may be relevant to this application
- d) Proof of Indigeneity
- e) Contact details of, and letters of support from, two referees

## **2.4 Notification of Application Outcome**

Applicants will be notified of the result of their request for funding following the meeting of the Awards Committee at which the RANZCR Annual Indigenous Scholarship is discussed (typically in May/June). Funds will be paid into an account nominated by the applicant within three months of notification of a successful application.

All decisions in relation to any aspect of the RANZCR Annual Indigenous Scholarship are made at the sole discretion of the College and are final. Further correspondence or appeals will not be entered into.

## **2.5 Deferrals and Termination**

Scholarship recipients must notify the RANZCR CEO, in writing, of any intention to defer their specialist training for whatever reason. RANZCR may consider granting a deferral of study for a maximum of 12 months, whilst allowing the recipient to retain the Scholarship.

The Scholarship may be suspended, terminated, or withheld:

- If any false or misleading information is provided on the application; or
- If any relevant information is omitted from the application; or
- In the case of gross misconduct by the scholarship holder.

## **2.6 Reporting Requirements**

Scholarship recipients:

- Will be required to provide a written report (up to 500 words) on the completion of the education related or professional development activities for which the annual scholarship funding was utilised, and how the scholarship has benefitted them.