

INTERNATIONAL MEDICAL GRADUATE ASSESSMENT POLICY (AUSTRALIA)



International Medical Graduate Assessment Policy (Australia)

RANZCR

Policy

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Approved by:
Faculty of Clinical Radiology
Faculty of Radiation Oncology

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About the College

The Royal Australian and New Zealand College of Radiologists (RANZCR) is a not-for-profit association of members who deliver skills, knowledge, insight, time and commitments to promote the science and practice of the medical specialties of clinical radiology (diagnostic and interventional) and radiation oncology in Australia and New Zealand.

The Faculty of Clinical Radiology (FCR), RANZCR, is the peak bi-national body advancing patient care and the specialty of clinical radiology through setting of quality standards, producing excellent clinical radiology specialists.

The Faculty of Radiation Oncology, RANZCR, is the peak bi-national body advancing patient care and the specialty of radiation oncology through setting of quality standards, producing excellent radiation oncology specialists, and driving research, innovation and collaboration in the treatment of cancer.

The College is led by clinicians who are democratically elected by the membership. The ultimate oversight and responsibility for the College is vested in the RANZCR Board of Directors.

The work of the College is scrutinised and externally accredited against industry standard by the Australian Medical Council and the Medical Council of New Zealand.

Vision

RANZCR leading best practice in clinical radiology and radiation oncology for the benefit of our patients and society.

Purpose

To drive the safe and appropriate use of radiology and radiation oncology to optimise health outcomes through leadership, education and advocacy.

Values

Commitment to Best Practice

Exemplified through an evidence-based culture, a focus on patient outcomes and equity of access to high quality care; an attitude of compassion and empathy.

Acting with Integrity

Exemplified through an ethical approach: doing what is right, not what is expedient; a forward thinking and collaborative attitude and patient-centric focus.

Accountability

Exemplified through strong leadership that is accountable to members; patient engagement at professional and organisational levels.

Leadership

Exemplified through a culture of leadership where we demonstrate outcomes.

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 Purpose

This *International Medical Graduate Assessment Policy* document is intended to assist The Royal Australian and New Zealand College of Radiologists® (ABN 37 000 029 863) (the College), its staff, Fellows, Members and other individuals with the International Medical Graduate assessment process.

1.2 Scope

This policy only applies to:

- a. international medical graduates (IMGs) who are eligible for the specialist pathway and are applying to the College for an assessment of
 - comparability for specialist recognition (leading to specialist medical registration and Fellowship of the College)
 - suitability for an area of need consultant-level position
- b. international medical graduate applicants applying for short-term or advanced training who:
 - have completed or are within two years of completing their specialist training in their home country.

This policy does not apply to applicants who are seeking vocational registration in radiation oncology or clinical radiology in New Zealand.

1.3 Definitions

In this Policy, unless otherwise indicated by the context:

- (a) **AHPRA** means Australian Health Practitioner Regulation Agency (AHPRA) is the administrative body of the Australian Medical Board.
- (b) **AMC** means Australian Medical Council (AMC) is an independent national standards body for medical education and training. The AMC is an external accreditation entity for the purposes on the Health Practitioner Regulation National Law.
- (c) **AON** means Area of Need (AoN) 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.
- (d) **College** means The Royal Australian and New Zealand College of Radiologists.
- (e) **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
- (f) **EPIC** means Electronic Portfolio of International Credentials (EPIC) is a tool used by the ECFMG and AMC for the verification of qualifications gained overseas.

- (g) **ECFMG** means Educational Commission for Foreign Medical Graduates – an organisation that obtains primary source verification of medical education and registration credentials of medical graduates.
- (h) **DWS** means District Workforce Shortage – geographical areas determined by the Federal Government based on statistical data where the local population has less access to Medicare subsidised medical services
- (i) **Fellow** means a Member who has been admitted to Fellowship of the College in accordance with these Articles and whose Membership of the College has not terminated for any reason.
- (j) **FRANZCR** means Fellow of the Royal Australian and New Zealand College of Radiology.
- (k) **IMG** means International Medical Graduates (*IMG*) are graduates who have completed their primary and/ or specialist medical training overseas; outside of Australia and/or New Zealand.
- (l) **IMG Committee** means The College body tasked with addressing all matters relating to International Medical Graduates (IMGs) including administering the International Medical Graduate Specialist Recognition Assessment and Area of Need processes.
- (m) **MBA** means Medical Board of Australia – responsible for the registration of medical practitioners, developing standards, codes and guidelines as well as investigating complaints about medical practitioners.
- (n) **PSV** means Primary Source Verification (PSV) is the verification of qualifications gained overseas. The PSV verification process is managed by the AMC via the ECFMG using the EPIC tool.
- (o) **RANZCR** means The Royal Australian and New Zealand College of Radiologists.
- (p) **RANZCR Accredited Training Position** means Training position recognised by the College within the RANZCR training program. A post that enables trainees to acquire the competencies to complete the specialist training program and become a consultant radiation oncologist or clinical radiologist
- (q) **RANZCR Accredited Training Site** means *hospital, site* or network approved by RANZCR for trainees to complete their specialist training in radiology or radiation oncology. **Accredited Training Site** – a hospital or private practice that has been assessed by RANZCR as a site appropriate to provide supervised specialist training
- (r) **Short-term training position means** a supervised practice position undertaken in a RANZCR accredited training site; generally 12 – 24 months
- (s) **Specialist Recognition Pathway** 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

- (t) **Speciality** means a branch of medicine. At RANZCR there are two specialities; Clinical Radiology and Radiation Oncology.

1.4 Authority and responsibilities

RANZCR:

- a. is accredited by the Australian Medical Council (AMC) as the specialist medical college for clinical radiology (diagnostic and interventional) and radiation oncology (the 'speciality') in Australia and New Zealand.
- b. has the authority and responsibility to assess IMGs applying for an assessment of:
 - i. *comparability* for specialist recognition, and
 - ii. *suitability* for an area of need positionand (in limited circumstances) for an assessment of:
 - iii. *short term training applications* submitted by accredited training sites
- c. undertakes these assessments on behalf of the Medical Board of Australia (MBA).

2. GENERAL POLICY STATEMENTS

2.1 Aim

The policy provides 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 practice or upskill in either specialty in Australia.

2.2 Eligibility for assessment (specialist recognition and/or area of need)

There are two assessment pathways for IMGs:

- a. Specialist Pathway – specialist recognition
 - i. for IMGs who are seeking recognition in order to obtain specialist medical registration to practise unsupervised or independently in Australia
 - ii. applicants must have:
 - a primary qualification in medicine and surgery from a training institution listed on the Australian Medical Council website as being eligible to apply for AMC assessment; and
 - satisfied all the training and examination requirements to practise in the specialty in their country of training.
- b. Specialist Pathway – area of need (AON)
 - i. for IMGs who have been selected by an employer as suitable for consideration for appointment to a designated AON consultant position in Australia.

2.3 Eligibility for assessment (short-term training)

In limited circumstances, training sites can apply to RANZCR for a letter of support for a short-term training position for an IMG.

This assessment:

- a. does not lead to specialist registration
- b. requires an application from a training site seeking support for an IMG to undertake training at the site
- c. is restricted to IMGs seeking short-term training at the training site.

To be eligible IMGs must:

- a. have already completed their recognised training (in clinical radiology or radiation oncology) or be no more than two years away from completing their training in their home country.

2.4 The role of RANZCR

The policy enables RANZCR (as the accredited-specialist medical college for the speciality) to:

- a. assess and make determinations on IMG applications under the Specialist Pathway for:
 - specialist recognition comparability
 - suitability for an area of need position

and in limited circumstances to:

- b. assess and determine applications made by RANZCR-accredited training sites seeking support for an IMG to undertake short-term training.

For the purpose of obtaining specialist medical registration the MBA requires RANZCR to:

- a. undertake assessment of the experience, knowledge and clinical skills (in the speciality) of IMGs for comparability and/or suitability; and
- b. undertake assessments to the standard of Australian specialists passing through a RANZCR training program; and
- c. make determinations of comparability and/or suitability; and
- d. recommend any further training requirements associated with a determination; and
- e. manage applicants as required by the MBA and the Australian Health Practitioner Regulation Agency (AHPRA); and
- f. ensure decisions made under this policy can be administratively reviewed under RANZCR's *Reconsideration, Review and Appeal of Decisions Policy*.

The role of RANZCR does not extend to:

- a. granting medical registration; or
- b. securing suitable employment for the IMG; or
- c. Placing any conditions or restrictions on an applicant's medical registration; or
- d. arranging work or work-related visas; or
- e. work or salary arrangements; or
- f. arranging training placements.

2.5 Applicants' responsibilities

Applicants have a responsibility to:

- a. become familiar with the appropriate RANZCR curriculum (available on the RANZCR website); and
- b. ensure their application is:
 - compliant with RANZCR's policy requirements, guidelines and any other program requirements or directions

- complete, accurate and only contains information that is correct at the time of applying
- supported with the required documentation
- dated, signed and notarised (as required); and
- c. attend and participate in an assessment interview; and
- d. comply with any requests from RANZCR to provide further information or documents; and
- e. include statements in their application that:
 - demonstrate they are cognisant of the appropriate RANZCR curriculum
 - refer to the relevant assessment framework
 - address the assessment criteria.

2.6 Assessment frameworks

The assessment frameworks are detailed in Schedule 1:

Schedule 1.A Applications for specialist recognition (comparability assessment)

Schedule 1.B Applications for area of need (suitability assessment)

Schedule 1.C Applications for short-term training (support for a training position)

2.7 Appeals

RANZCR has in place a policy for appealing any outcome (*Reconsideration Review and Appeal of Decisions Policy*), which is available on the RANZCR website.

2.8 Fees

- a. RANZCR charges applicants an application processing fee.
- b. Information on RANZCR's fees is available from the RANZCR website.

2.9 Medical registration

- a. The MBA makes the final decision on granting medical registration.
- b. The outcome of RANZCR's assessment and determination will be used by the MBA to determine the conditions of medical registration.

3. APPLICATIONS FOR SPECIALIST RECOGNITION

IMGs applying under the Specialist Recognition pathway are:

- a. on the AMC specialist pathway – specialist recognition; and
- b. applying to RANZCR for an assessment of comparability.

Specialist Recognition will be assessed by RANZCR against the assessment framework at Schedule 1.A.

3.1 Application requirements

Applicants are required to:

- a. review the assessment framework for assessing comparability (Schedule 1.A); and
- b. download and complete the application form available on the RANZCR website; and
- c. obtain primary source verification (PSV) of medical qualifications (through the AMC); and
- d. obtain and submit supporting documents with the completed application to RANZCR.

RANZCR can only consider an application if it:

- a. is complete and submitted in the required format; and
- b. is supported by the required statements; and
- c. contains the required supporting documented evidence.

Non-compliant or incomplete applications will be managed in accordance with the application guidelines as detailed on the application form.

3.2 Assessments

RANZCR will make an assessment of comparability with reference to:

- a. the assessment framework in Schedule 1.A; and
- b. an applicant's statements and documents in their application; and
- c. an assessment interview.

3.3 Determinations

RANZCR will make a determination of comparability with reference to the assessment framework in Schedule 1.A.

3.3.1 Determination outcomes

The determination outcome will be one of the following:

- a. substantially comparable; or
- b. partially comparable; or
- c. not comparable.

as defined by the MBA (see schedule 1.A)

3.3.2 Determinations (with requirements)

- a. Applicants who are determined by RANZCR to be *substantially comparable* will require up to 12 months' peer review in a RANZCR accredited training site.
- b. For applicants who are determined by RANZCR to be *partially comparable* there are two possible outcomes:
 - eligible to sit the Part/Phase 2 examinations directly; or
 - undergo a period of training/upskilling in a RANZCR-accredited training site prior to being eligible to sit the Part/Phase 2 examinations. Applicants who require further training/upskilling are only eligible to fill non-accredited positions within RANZCR accredited training sites.

3.3.3 Determination notifications

Where a determination is made, RANZCR must:

- a. formally document the outcome assessment and determination; and
- b. record the reasons for the determination; and
- c. prepare the assessment report; and
- d. provide a copy of the assessment report to:
 - the applicant, and
 - MBA via the AMC/AHPRA portal; and
- e. advise the applicant (in writing) about:
 - any requirements and/or conditions under the determination, and
 - RANZCR's *Reconsideration, Review and Appeal of Decisions Policy* and process.

3.4 Timing and other RANZCR requirements

The following requirements apply to applicants:

- a. applicants assessed as *partially comparable* and eligible to sit RANZCR Part/Phase 2 examinations directly must commence sitting within three (3) years of the date of the outcome report. (The RANZCR Part/ Phase 1 examination is only applicable to trainees on the relevant RANZCR training program.)
- b. applicants are subject to the same examination conditions, opportunities and attempts as an Australian RANZCR trainee under the:
 - Clinical Radiology - Part 2 Examination (Clinical Radiology) Policy, or the
 - Radiation Oncology - *Eligibility, Readiness to Sit and Outcomes of the Phase 2 Examination Policy*
 - *Consideration of Special Circumstances Policy*
- c. applicants are required to sit all components in their first sitting
- d. where an applicant fails to commence sitting their Part/Phase 2 examinations within three (3) years of the date of the outcome report then they must undergo a full re-application, including a face to face re-assessment
- e. applicants who commence sitting their Part/Phase 2 examinations but fail to successfully complete all the components within the required timeframes will be managed under the relevant policies in clause (b) above
- f. if an applicant is required to undertake training/upskilling before being eligible to sit the Part/Phase 2 examinations, then the training must:
 - occur in an accredited training site; and
 - be commenced within two (2) years of the date of the outcome report
- g. if an applicant is required to undertake training/upskilling before being eligible to sit their Part/Phase 2 examinations, then the applicant must provide evidence (to the satisfaction of RANZCR) that all requirements have been met prior to being eligible to sit their Part/Phase 2 examinations
- h. If an applicant wishes to re-undergo a full specialist recognition assessment the following conditions apply:
 - I. more than three years have passed since the previous specialist recognition assessment and the IMG has not commenced the Part/ Phase 2 examinations or;
 - II. the IMG has had up to three (3) attempts of the Clinical Radiology Part 2 exams or up to two (2) attempts of the Radiation Oncology Phase 2 examinations and not successfully completed all components, the IMG is only eligible for a specialist recognition re-assessment if they can demonstrate considerable training has been undertaken in the interim in an accredited training department or:
 - III. the IMGs has not successfully completed the Part/Phase 2 examinations within the maximum number of attempts, four (4) attempts for Clinical radiology and three (3) attempts for Radiation Oncology, therefore are not eligible to be re-assessed for specialist recognition and are subject to the relevant policy, either:
 - Part 2 Examination (Clinical Radiology) Policy, or
 - the Radiation Oncology - *Eligibility, Readiness to Sit and Outcomes of the Phase 2 Examination Policy*

4. APPLICATIONS FOR AREA OF NEED

IMGs applying under the Area of Need pathway are:

- a. on the AMC specialist pathway (dual area of need/specialist recognition); and
- b. seeking an assessment of suitability to work (in the specialty) in an area of need; and

- c. also seeking an assessment of comparability for specialist recognition (PART A of this policy); and
- d. applying for a position designated by the relevant authority as an AON position/site; and
- e. supported with the required employer documentation.

Area of Need applications will be assessed by RANZCR against the assessment framework at Appendix 1.B.

4.1 RANZCR requirements for area of need positions

To be considered suitable for an area of need position under this policy, applicants are required to:

- a. have a minimum of five (5) years clinical radiology or radiation oncology training in a nationally-accredited training site; or
- b. have a minimum of five (5) years clinical experience working at consultant clinical radiologist or radiation oncologist level in an accredited teaching site, post specialist qualification.

Applicants are required to:

- a. review the assessment framework for assessing suitability for area of need position (Schedule 1.B); and
- b. download and complete the Specialist Recognition and Area of Need attachment application forms from the RANZCR website; and
- c. obtain primary source verification (PSV) of primary and specialist medical qualifications (through the AMC); and
- d. provide evidence of their five (5) years nationally-accredited speciality training and/or five (5) years clinical experience working at consultant radiologist or radiation oncologist level in an accredited teaching site; and
- e. attach the documents referred to in the application.

RANZCR can only consider an area of need application if it is:

- a. combined with an application for Specialist Pathway; and
- b. is complete and submitted in the required format; and
- c. supported by the required employer documents; and
- d. contains the required supporting evidence.

4.2 Employer's obligations

The College will only consider an area of need application where the applicant's employer has:

- a. completed the relevant sections of the College's Area of Need Attachment 1 application; and
- b. provided an area of need certificate for the site(s) from the relevant authority; and
- c. provided any other documents required by RANZCR in support, including but not limited to a position description.

4.2.1 Assessments

RANZCR will make an assessment of suitability with reference to:

- a. the assessment framework in Schedule 1.B
- b. an applicant's statements and documents in their application
- c. the employer's statements
- d. a face to face assessment interview.

4.2.2 Determinations

RANZCR will make a determination of suitability with reference to:

- a. the assessment framework in Schedule 1.B
- b. the assessment outcome.

4.2.3 Determination outcomes

The determination outcome will be one of the following:

- a. not suitable for the position; or
- b. suitable for the position (with conditions and/or limitations relating to the levels of supervision and modalities that can be undertaken in the position).

4.2.4 Determination notifications

Where a determination is made, RANZCR will:

- a. formally document the outcome assessment and determination; and
- b. record the reasons for the determination; and
- c. prepare the assessment reports; and
- d. provide the assessment reports to:
 - the applicant, employer, agent (if applicable), and
 - AMC and AHPRA via the AMC/AHPRA portal; and
- e. advise the applicant (in writing) about:
 - any conditions or limitations (including required levels of supervision and/or limitations on scope of practice in the AoN position)
 - any other requirements for training under the determination, and
 - RANZCR's *Reconsideration, Review and Appeals of Decisions Policy* and process.

4.2.5 Timing and other RANZCR requirements

Applicants must:

- a. commence sitting the Phase 2/Part 2 examinations within (3) three years of the outcome report.
- b. only work in the specific area of need position approved by RANZCR with a RANZCR approved supervisor.

Applicants who wish to change to a new position with another employer must submit a new application, pay the required fees and attend a face-to-face assessment to demonstrate relevant key competencies required in the new position.

4.2.6 Part/Phase 2 examination attempts

IMGs working in area of need positions will have their Part/Phase 2 examination results reviewed by the Chief Censor and IMG Chair.

Where there are concerns about the applicant's results, the level of supervision required in the area of need position will be reviewed and the changes (if any) notified to the applicant, employer and AHPRA.

5. APPLICATIONS FOR SHORT TERM TRAINING

The short-term training pathway:

- a. where the IMG has already completed their recognised training (in clinical radiology or radiation oncology) or be no more than two (2) years away from completing their training in their home country or
- b. is available to those IMGs who have been assessed for specialist recognition and are required to undergo upskilling prior to being eligible to sit the Part/ Phase 2 examinations
- c. does not lead to specialist registration

Short term training applications are submitted to RANZCR by the relevant RANZCR-accredited training site.

An IMG applying for support under Short Term Training:

- a. has been identified in an application by a RANZCR-accredited training site seeking RANZCR support to enable the IMG (applicant) to undertake short-term training; and
- b. has secured a training placement which does not interfere with the training of accredited trainees within the nominated RANZCR-accredited training site; and
- c. is seeking a letter of support for a short-term training placement (up to 12 months) at a RANZCR-accredited training site.

Applications under PART C will be assessed against the assessment framework at Schedule 1.C.

Applicants are required to:

- a. download and complete the applicable application forms from the RANZCR and AHPRA websites; and
- b. obtain primary source verification (PSV) of medical qualifications (through the AMC); and
- c. obtain all other supporting documents, as required under the guidelines; and
- d. submit the completed form and supporting documents to RANZCR.

RANZCR can only consider an application if it is:

- a. complete and submitted in the required format; and
- b. supported by the required documents and statements.

5.1 Assessments

RANZCR will make an assessment of suitability for a training position with reference to:

- a. an applicant's statements and documents in their application; and
- b. documentation provided in support of the suitability of the training position for the applicant; and
- c. the assessment framework in Schedule 1.C.

RANZCR may request the applicant to provide further information or documents as a part of the assessment process.

5.2 Determinations

RANZCR will make a determination of suitability of the training position with reference to:

- a. the assessment framework in Schedule 1.C
- b. the assessment outcome.

5.2.1 Determination outcomes

The determination outcome will be one of the following:

- a. provide support with or without conditions/limitations; or
- b. decline to support.

5.2.2 Determination notifications

Where a determination is made, RANZCR must:

- a. formally document the outcome and determination; and
- b. record the reasons for the determination; and
- c. as and where appropriate either
 - provide a letter of support and complete the relevant AHPRA documentation, or
 - decline to support the application; and
- d. provide written support to AMC and AHPRA via the AMC/AHPRA portal.

6. ASSESSMENT FRAMEWORKS AND CRITERIA

Schedule 1.A Assessment Framework (specialist pathway – specialist registration)

This assessment framework applies to IMGs on the specialist pathway who are seeking an assessment of comparability.

Purpose of the assessment	To determine the level of comparability of an IMG on the specialist pathway to a RANZCR-trained specialist (clinical radiologist/radiation oncologist).
Assessment focus	The applicant's expected knowledge, overseas accredited training and clinical skills relevant to their speciality are assessed with reference to their specialist training and subsequent clinical experience at the consultant level.
Standard	The applicant's specialist training will be assessed for comparability against the: <ul style="list-style-type: none">- RANZCR training curriculum, including experience and assessment across all CanMEDS role areas- training requirements for each stage of training and rate of progression through training, and- training outcomes required for RANZCR specialists-in-training to practise safely in the speciality.

ASSESSMENTS

Assessment area	Criteria
1. Specialist Training	How well does the applicant's specialist training and subsequent experience <u>compare</u> to that of a RANZCR trained specialist?
2. Training Assessments/Examinations	How well do the applicant's training assessments/examinations <u>compare</u> to those of a RANZCR-trained specialist?
3. Recent Specialist Practice	How <ol style="list-style-type: none"> i. recent is the applicant's experience? ii. well does the experience <u>compare</u> with the knowledge and skill of a RANZCR trained specialist?
4. Continuing Professional Development (CPD)	How well does the applicant's CPD in the specialty <u>compare</u> to that required of and undertaken by a RANZCR-trained specialist?

Schedule 1A

DETERMINATIONS

Determination	Assessment outcome
<p>The assessment confirms the applicant is able to:</p> <ul style="list-style-type: none"> • undertake the intended scope of practice, and • take full responsibility for individual patients with available oversight of their practice by a supervisor. 	SUBSTANTIALLY COMPARABLE
<p>The assessment confirms the applicant is:</p> <ul style="list-style-type: none"> • suitable to undertake a defined scope of practice and may: <ul style="list-style-type: none"> - require a period of additional training and/or upskilling prior to being eligible to sit the Part/Phase 2 examinations, or - be eligible to sit the Part/Phase 2 examinations directly. 	PARTIALLY COMPARABLE
<p>The assessment confirms the applicant is not able to:</p> <ul style="list-style-type: none"> • meet the requirements of RANZCR in regard to previous training, training assessments, recent specialist practice and continuing professional development, and/or • reach comparability within 24 months of full-time equivalent training or practice. 	NOT COMPARABLE

Schedule 1.A

The following assessment frameworks set out the standards RANZCR will assess an application against, the criteria used, and how applicants might respond or provide to address the criteria requirements.

1. SPECIALIST TRAINING

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>The principal assessment will be based on:</p> <ul style="list-style-type: none"> a. the applicant's statements and supporting documents in their application b. interviewing the applicant c. reference assessments d. CV review. <p>Assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) that their <i>specialist training</i> was</p> <ul style="list-style-type: none"> a. substantially comparable, or b. partially comparable, or c. not comparable <p>to that of a RANZCR-trained specialist.</p>	<p>Criteria</p> <p>How well does the applicant's specialist training <u>compare</u> to that of an RANZCR-trained specialist?</p> <p>Evidence of comparability:</p> <p>might include statements and documents that demonstrate the applicant's specialist training:</p> <ul style="list-style-type: none"> - was entered via a competitive process - occurred within the specialty - occurred within a nationally-accredited training environment - provided a sufficient scope of practice - was undertaken as a specialist-in-training - was safe - included <ul style="list-style-type: none"> • oversight and/or supervision • externally-set assessments/examinations - was assessed and subjected to feedback - was satisfactorily completed as required within the time allowed - is transferable to the Australian context, and - any other factors the applicant believes are relevant to the assessment.

Schedule 1.A

2. TRAINING ASSESSMENTS/EXAMINATIONS

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>The principal assessment will be based on:</p> <ol style="list-style-type: none"> the applicant's statements and supporting documents in their application interviewing the applicant reference assessments CV review. <p>Assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) that their <i>training assessments</i> were</p> <ol style="list-style-type: none"> substantially comparable, or partially comparable, or not comparable <p>to those of a RANZCR-trained specialist.</p>	<p>Criteria</p> <p>How well do the applicant's training assessments/examinations compare to those of a RANZCR-trained specialist?</p> <p>Evidence of comparability:</p> <p>might include statements and documents that demonstrate the applicant's training assessments:</p> <ul style="list-style-type: none"> - related to the speciality - occurred during and at the end of training - specifically assessed: <ul style="list-style-type: none"> • clinical knowledge • applied knowledge • clinical skills • performance in the speciality by: <ul style="list-style-type: none"> - observation - peer review - were externally set and monitored - had a pass/fail mechanism - were subject to feedback - counted towards training - are relevant to the Australian context, and - any other factors the applicant believes are relevant to the assessment.

Schedule 1.A

3. RECENT SPECIALIST PRACTICE

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>The principal assessment will be based on:</p> <ol style="list-style-type: none"> The applicant's statements and supporting documents in their application evidence of recency of practice, as follows: <ol style="list-style-type: none"> Certificate/s of Good Standing Proof of current medical registration/licensure interviewing the applicant reference assessments CV review. 	<p>Criteria</p> <p>How:</p> <ol style="list-style-type: none"> recent is the applicant's experience well does the experience <u>compare</u> the knowledge and skill of a RANZCR-trained specialist? <p>Evidence of suitability:</p>

<p>Assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) that they have recent experience in specialist practice and on this assessment to be:</p> <ol style="list-style-type: none"> a. substantially comparable, or b. partially comparable, or c. not comparable <p>to those of a RANZCR-trained specialist.</p>	<p>might include statements and documents that demonstrate the applicant’s relevant experience:</p> <ul style="list-style-type: none"> - is relevant to the speciality in the Australian context - was undertaken as a specialist - occurred within the specialty environment - provided a sufficient scope of practice - carried individual responsibility for patients - afforded patient/doctor safety - required specialist level: <ul style="list-style-type: none"> • knowledge and clinical skills • performance and professional behaviour, and - any other factors the applicant believes are relevant to the assessment.
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Schedule 1.A

4. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

WHAT THE COLLEGE NEEDS TO ASSESS APPLICANTS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment:</p> <p>The principal assessment will be based on:</p> <ol style="list-style-type: none"> a. the applicant’s statements and supporting documents in their application b. interviewing the applicant c. reference assessments d. CV review. <p>Area of Need assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) that their continuing professional development (CPD) in the specialty was:</p> <ol style="list-style-type: none"> a. substantially comparable, or b. partially comparable, or c. not comparable <p>to that required of and undertaken by a RANZCR-trained specialist.</p>	<p>Criteria</p> <p>How well does the applicant’s CPD in the specialty <u>compare</u> to that required of and undertaken by a RANZCR-trained specialist?</p> <p>Evidence of comparability:</p> <p>might include statements and documents that demonstrate the applicant’s continuing professional development (CPD) undertaken in the specialty:</p> <ul style="list-style-type: none"> - would meet CPD requirements in Australia - has been approved for the speciality - has been undertaken regularly - is relevant to the speciality - is relevant to the applicant’s scope of practice - addressed identified learning needs or gaps in: <ul style="list-style-type: none"> • clinical knowledge • specialist skills • safe practice - included quality assurance activities, e.g., audits, and - any other factors the applicant believes are relevant to the assessment

Schedule 1.B Assessment Framework (specialist pathway – area of need position)

This assessment framework applies to IMGs on the specialist pathway who are seeking an assessment of suitability (assessment outcome) in order to apply for an identified area of need position.

Purpose of the assessment	To determine if an IMG on the specialist pathway is suitable for an identified area of need position.
Assessment focus	The suitability of an applicant's specialist qualifications and their relevant experience for an identified area of need position.
Standards	<p>The applicant's specialist qualifications will be assessed against:</p> <ul style="list-style-type: none"> - the specified requirements for the position in a confirmed area of need - the relevant RANZCR curriculum and requirements for Fellowship (FRANZCR) - specialist qualifications required for a RANZCR-trained specialist to practise safely in the identified area of need position. <p>The applicant's level of relevant experience will be assessed against:</p> <ul style="list-style-type: none"> - the specified clinical requirements for the position in a confirmed designated area of need - the level of experience required for a RANZCR-trained specialist to practise safely in the area of need position.

Schedule 1.B

ASSESSMENTS

Assessment areas	Criteria
Specialist qualifications	How well does the applicant's specialist qualifications <i>suit</i> the specified requirements of the area of need position?
Relevant experience	How relevant is the applicant's experience AND how well does this <i>suit</i> the specified requirements for the area of need position?

RESTRICTIONS

Experience	<p>Applicants must have:</p> <ul style="list-style-type: none"> - a minimum of five (5) years clinical radiology or radiation oncology training in a nationally-accredited training site, or - have a minimum of five (5) years clinical experience working at consultant radiologist or radiation oncologist level in an accredited teaching site post-fellowship and - be partially comparable to a RANZCR trained specialist and eligible to sit the Part/Phase 2 examinations without requiring any prior training or upskilling.
Assessment tasks	<p>Applicants must undertake and satisfactorily complete the following assessment tasks:</p> <ul style="list-style-type: none"> - clinical case scenarios; and - film reading (clinical radiology only).

Schedule 1.B

DETERMINATIONS

Determination	Assessment outcome
<p>The assessment confirms the applicant <u>does</u> have:</p> <ul style="list-style-type: none"> - a minimum of five (5) years clinical radiology or radiation oncology training in a nationally-accredited training site, or - have a minimum of five (5) years clinical experience working at consultant radiologist or radiation oncologist level in an accredited teaching site post completion of specialist training - specialist qualifications - relevant experience in the speciality - the clinical skills and knowledge to practise safely within the intended scope of practice for the position - the experience required to undertake the identified position (as described) in an area of need. 	<p style="text-align: center;">SUITABLE</p>
<p>The assessment outcome confirms the applicant (whilst qualified) <u>does not</u> have:</p> <ul style="list-style-type: none"> - a minimum of five (5) years clinical radiology or radiation oncology training in a nationally-accredited training site, or - have a minimum of five (5) years clinical experience working at consultant radiologist or radiation oncologist level in an accredited teaching site post-fellowship - specialist qualifications - relevant experience in the speciality, and/or - clinical skills and knowledge at the required levels even with supervision. - the experience required to undertake the identified position (as described) in an area of need. 	<p style="text-align: center;">NOT SUITABLE</p>

Schedule 1.B

The following assessment frameworks will be used by the College to assess an application against the criteria shown.

SPECIALIST TRAINING and QUALIFICATIONS

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>The principal assessment will be based on:</p> <ol style="list-style-type: none"> the applicant's statements and supporting documents in their application interviewing the applicant reference assessments CV review. <p>Assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) that their specialist qualification is:</p> <ol style="list-style-type: none"> suitable, or not suitable <p>for the specified requirements of the position in a confirmed area of need.</p>	<p>Criteria</p> <p>How well does the applicant's specialist qualifications <i>suit</i> the specified requirements of the area of need position?</p> <p>Evidence of suitability:</p> <p>might include statements and documents that demonstrate the applicant's specialist qualification:</p> <ul style="list-style-type: none"> - was obtained in their country of training - is recognised in their country of training for specialty practice - was obtained by: <ul style="list-style-type: none"> • training in a nationally accredited specialist training program • training within the specialty environment • was subject to supervision • satisfactorily completing their specialist training requirements • satisfactorily completing their specialist examinations, and - any other factors the applicant believes are relevant to the assessment.

Schedule 1.B

RELEVANT EXPERIENCE (IN SPECIALIST PRACTICE)

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>The principal assessment will be based on:</p> <ol style="list-style-type: none"> the applicant's statements and supporting documents in their application 	<p>Criteria</p> <p>How relevant is the applicant's experience AND how well does this <i>suit</i> the specified requirements for the area of need position?</p>

<p>b. interviewing the applicant c. reference assessments d. CV review.</p> <p>Assessment determination</p> <p>The applicant was able to demonstrate (to the satisfaction of RANZCR) their experience in specialist practice the IMG is either</p> <p>a. suitable, or b. not suitable</p> <p>for the specified requirements of a position in the declared area of need site</p>	<p>Evidence of suitability:</p> <p>might include statements and documents that demonstrate the applicant's experience:</p> <ul style="list-style-type: none"> - is relevant to the speciality - occurred within the specialty environment - is recent - provided a sufficient scope of practice - carried individual responsibility for patients - afforded patient/doctor safety - was undertaken as a specialist - required specialist-level: <ul style="list-style-type: none"> • knowledge • clinical skills • performance • behaviour - was relevant to the Australian context, and - any other factors the applicant believes are relevant to the assessment.
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Schedule 1.C Assessment Framework (short-term training ONLY)

This assessment framework applies where a RANZCR-accredited training site is seeking support for an IMG (the applicant) to undertake short-term training.

Purpose of the assessment	To assess the suitability of a training position for an applicant who has completed their clinical radiology or radiation oncology training or is within two (2) years of completion.
Assessment focus	Suitability of the training site to train and support the applicant. Confirm the short-term training position will not interfere with the training of accredited trainees.
Standards	The applicant will be assessed against: <ul style="list-style-type: none"> - the scope of practice required to support training - RANZCR's supervision/oversight requirements for an equivalent RANZCR trainee - the capacity of the site supervisors to ensure safe practice.

ASSESSMENT

Assessment area	Criteria
Suitability of a training position	How well suited is the training position, given the: <ul style="list-style-type: none"> - applicant's stage of training, their training needs and intended scope of practice - RANZCR standards for training positions - training position is in a RANZCR-accredited training site

	<ul style="list-style-type: none"> - training requirements for an equivalent RANZCR trainee in the position - level of supervision/oversight required to ensure the applicant trains and practises safely - restrictions that apply to short-term training applications.
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Schedule 1.C

RESTRICTIONS

Restrictions	<p>The IMG (applicant) must have been identified in an application by a RANZCR accredited training site seeking RANZCR support to enable the IMG (applicant) to undertake short-term training.</p> <p>The short-term training must not exceed 24 months (<i>as per MBA/AHPRA's restrictions and requirements</i>). If the IMG has undergone the specialist recognition assessment and found partially comparable requiring training the IMG can undertake short term training until achieving full specialist medical registration,</p> <p>The position must not interfere with the training of accredited trainees within the RANZCR-accredited training site hosting the short-term position.</p>
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DETERMINATIONS

Determination	Assessment outcome
<p>The assessment confirms the training position is suitable for the applicant.</p> <p>RANZCR is satisfied:</p> <ol style="list-style-type: none"> 1. the intended position is in a RANZCR-accredited training site 2. with the level of required supervision/oversight 3. with the scope of practice required to support the applicant's training 4. with the training site's ability to ensure the applicant trains and practises safely in the position, and 5. that the application does not contravene the restrictions. 	<p>SUPPORT</p>
<p>The assessment confirms the training position is not suitable for the applicant, given the:</p>	

<ol style="list-style-type: none"> 1. the intended site is not a RANZCR-accredited training site 2. applicant's stage of training, their training needs and intended scope of practice 3. standards for RANZCR training positions 4. training requirements for an equivalent RANZCR trainee in the position, and/or <ol style="list-style-type: none"> 6. level of supervision/oversight required to ensure the applicant trains and practises safely, and 7. one or more of the restrictions is not met. 8. potential for interference with the training needs of accredited RANZCR trainees. 	DECLINE SUPPORT
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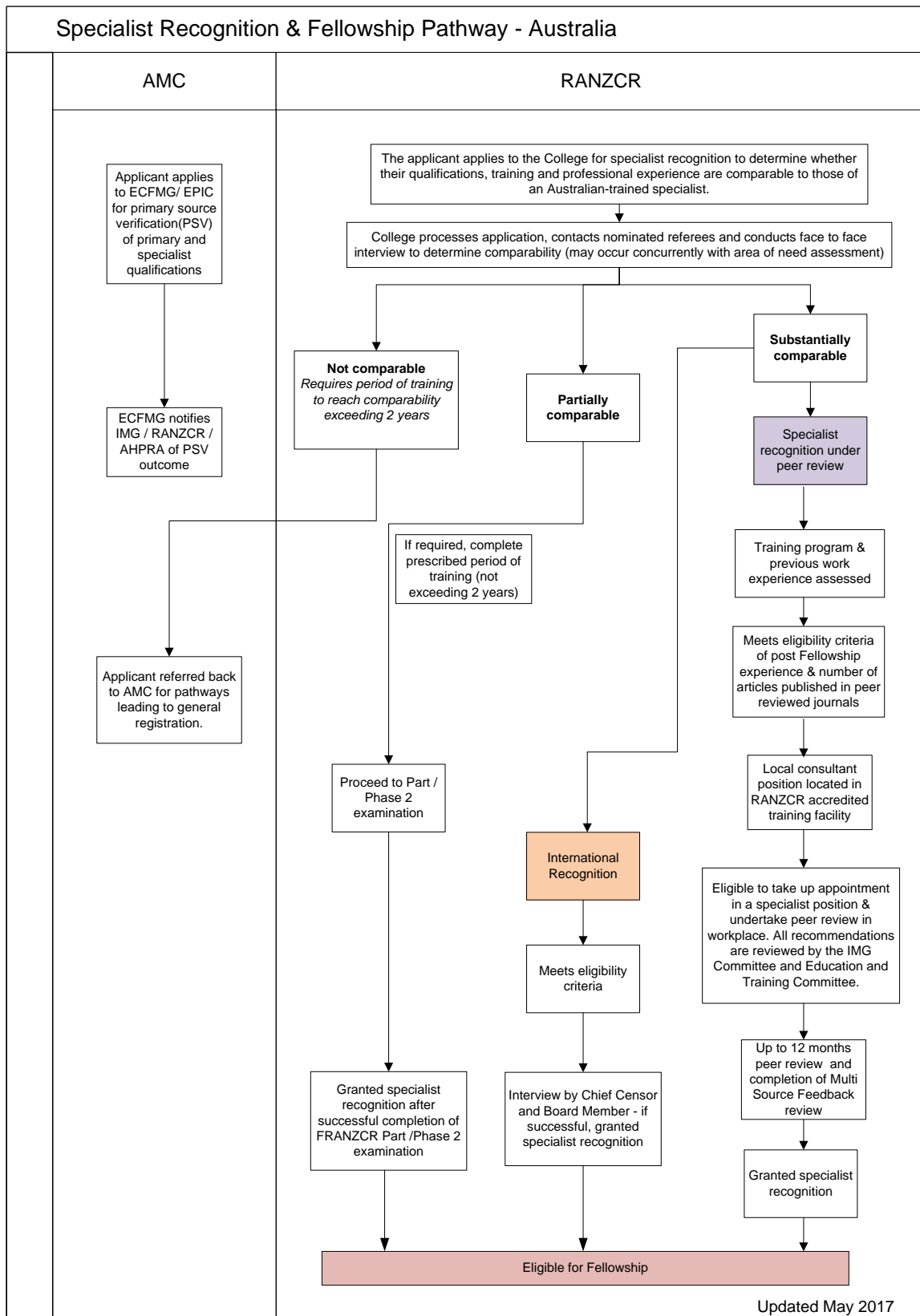
Schedule 1.C

The following assessment framework will be used by RANZCR to assess an application against the criteria shown.

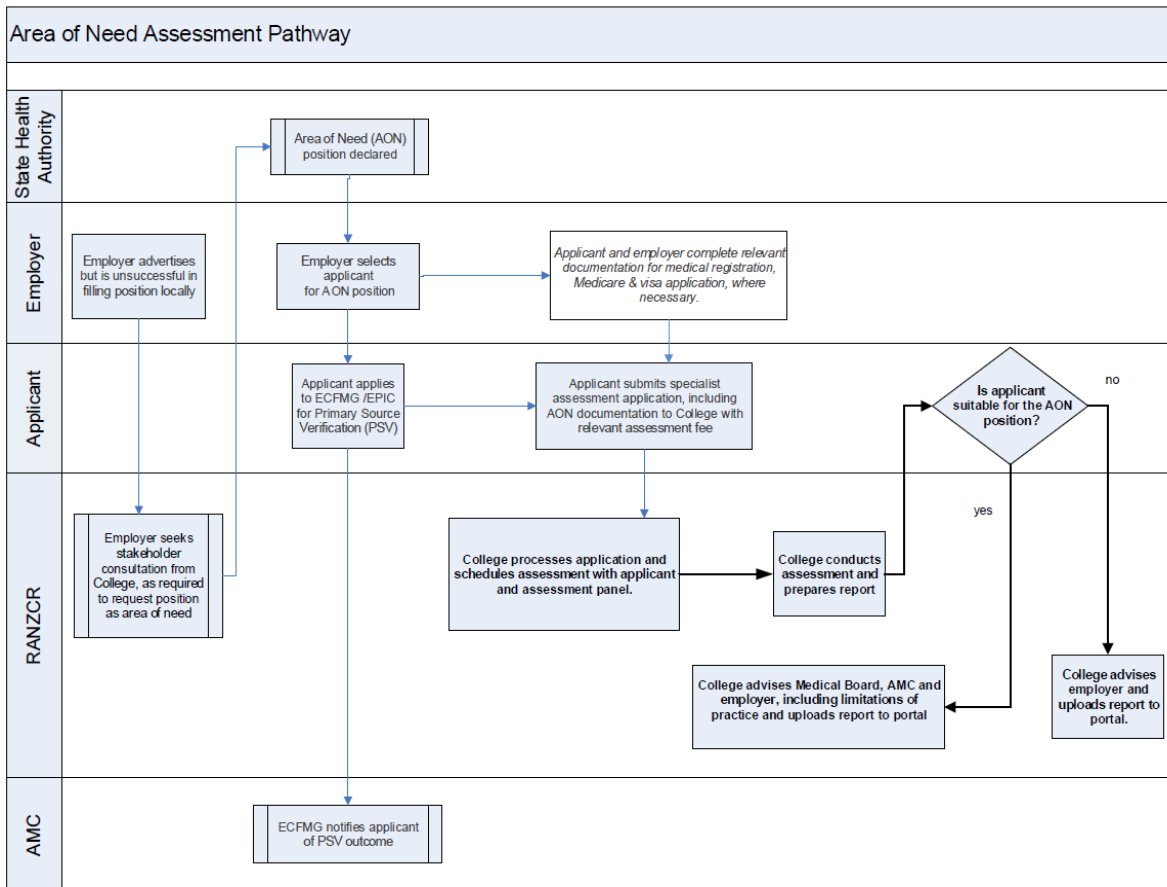
SUITABILITY OF A TRAINING POSITION

WHAT THE COLLEGE NEEDS TO ASSESS	WHAT THE APPLICANT NEEDS TO DEMONSTRATE
<p>Assessment</p> <p>Principal assessment will be based on:</p> <ol style="list-style-type: none"> a. the statements and supporting documents from the <ol style="list-style-type: none"> 1. training site 2. applicant b. the site being a RANZCR-accredited training site. c. a review of the training plan and position description (provided by the training site) d. the availability of a RANZCR approved supervisor e. a review of applicant's CV f. the applicant's training need/interests g. the duration of (short-term) training h. the capacity of the site to proceed without interference to RANZCR trainees. <p>Assessment outcome</p> <p>RANZCR will:</p> <ul style="list-style-type: none"> - provide (a letter of) support, or - decline to provide (a letter of) support. <p>Determination</p> <p>As per the assessment outcome.</p>	<p>Criteria</p> <p>How well <u>suited</u> is the training position to applicant's training needs and their support?</p> <p>Evidence of suitability might include</p> <ul style="list-style-type: none"> - applicant has completed or is within two years of completing their specialist training in their home country - statements and documents made in the training plan and/or position description to demonstrate suitability - the training site has the capacity to host the applicant's short-term training - the level of supervision is appropriate for the applicant's level of training/or specialist practice - the scope of the short-term training is relevant to the learning needs and/or interests of the applicant - the position will not interfere with the training needs of RANZCR-accredited trainees - the application by the RANZCR-accredited training site is supportive of the applicant. - any other factors the applicant believes are relevant to the assessment.

Schedule 2.A Specialist Recognition Pathway – Flowchart



Schedule 2.B Specialist Recognition Pathway – Area of Need Flowchart



2014 AON-Flowchart (2)
Updated 01 May 2016

Schedule 2.C Short-Term Training Flowchart

