



## Statement of Principles, Eligibility Criteria & Selection Criteria

Applicants for the FRANZCOG Training Program will be selected based upon the principles, eligibility criteria and selection criteria set out in this document.

### 1. Statement of principles

The Vision and Mission Statements of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) are as follows:

#### Vision

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists will pursue excellence in the delivery of health care to women and their families throughout their lives.

#### Mission

The College will achieve its vision by innovative training, accreditation and continuing education programs, supported by active assessment of the effectiveness of these programs.

The College will actively support and communicate with Fellows, Members and trainees to ensure that they are capable, physically, psychologically and professionally, of providing the highest standard of care.

The College will support research into women's health and will act as an advocate for women's health care, forging productive relationships with individuals, the community and professional organisations, both locally and internationally.

The following principles for the selection of trainees for the College's FRANZCOG Training Program are based on its commitment to achieving the above:

- a. The aim of the selection process is to recruit the best available trainees for the Training Program, with the objective of producing specialist obstetricians and gynaecologists who possess the essential characteristics defined in the RANZCOG Curriculum. These characteristics are described as:
  - i. **Clinical expertise:** combining medical expertise and effective communication;
  - ii. **Academic abilities:** comprising self-learning and research abilities, and the capacity to teach;
  - iii. **Professional qualities:** encapsulating management responsibilities, practice review and development, team work, ethical attitudes and conduct, a commitment to what is best for the patient, and health advocacy.
- b. All candidates who satisfy the eligibility criteria and apply through the established College application process will be considered in open competition based on equal opportunity without prejudice. The final selection of candidates will be based solely on merit.
- c. The selection process will be documented, transparent and objective, with applicants having access to eligibility criteria, information on the selection process, selection criteria and an appropriate appeals process.
- d. The selection process will be subject to ongoing review to ensure its validity and effectiveness.
- e. Full details of the training program and the application process will be disseminated through the RANZCOG website and other mechanisms to ensure national awareness of opportunity for all eligible applicants in Australia and New Zealand.

- f. Applicants will be informed of the anticipated number of training positions available in Australia and in New Zealand.

## 2. Eligibility criteria

Applicants must satisfy all of the following College regulations in order to be eligible for application to the training program:

- a. To apply for the FRANZCOG Training Program in Australia or New Zealand, doctors must possess an approved Australian or New Zealand primary medical degree, or (for applicants in Australia) have successfully completed the requirements necessary to obtain the Australian Medical Council (AMC) certificate; or (for applicants in New Zealand) be a graduate in Medicine and Surgery of a Medical School recognised by the New Zealand Medical Council.
- b. Medical Registration and Visa Requirements
  - i. To apply for the FRANZCOG Training Program in Australia and New Zealand
    - applicants must have citizenship or have been granted permanent residency status in the country of application at the time of application to the College, or provide satisfactory evidence that the applicant will have all necessary approvals to undertake training in Australia or New Zealand by the date of commencement of training.
  - ii. To apply for the FRANZCOG Training Program in Australia
    - medical practitioners must possess general registration with the Medical Board of Australia under the National Registration and Accreditation Scheme and must also meet any residency or visa requirements enabling employment at any hospital within the jurisdiction(s) for which they are applying.
  - iii. To apply for the FRANZCOG Training Program in New Zealand,
    - medical practitioners must have general medical registration with the New Zealand Medical Council.
  - iv. Documentary evidence of medical registration (general medical registration in Australia or New Zealand/AMC certification/permanent residency/visa requirements, as applicable) must be available to be provided if requested no later than the closing date for applications. If such evidence is requested and not able to be provided by this deadline, the application will not be considered.
- c. Applicants accepted to the FRANZCOG Training Program cannot commence training unless they have completed PGY2 or above, and have obtained an accredited training position and prospective approval to undertake training in that position.

## 3. Selection criteria

Selection of trainees for the FRANZCOG Training Program is based on demonstrable evidence of the following criteria, which are in accordance with the essential characteristics for specialist practice in obstetrics and gynaecology outlined in the RANZCOG Curriculum. The criteria will be addressed by the candidate and assessed by means of a written pro forma application, confidential written pro forma referees' reports, and other relevant supporting documentation, as well as by interview (in the case of shortlisted candidates).

### 3.1 Clinical Expertise

#### Essential

- a. Clinical experience which demonstrates the ability to exercise sound clinical ability and judgment.
- b. Completion of PGY2 or equivalent by the start of their first year of training.

## Desirable

- c. A demonstrated commitment to pursuing a career in obstetrics and gynaecology.
- d. Some clinical experience in obstetrics and gynaecology.

## 3.2 Academic Abilities

### Essential

- a. Sufficient academic achievement to meet the requirements of the training program.

### Desirable

- b. Excellence in academic performance in the undergraduate medical course
- c. Research achievement.

## 3.3 Professional Qualities

### Essential

- a. Interpersonal and communication skills, with the ability to interact appropriately, ethically and responsibly with patients from varied ethnic backgrounds, their families and all members of the health care team.
- b. A basic knowledge of the FRANZCOG Training Program.
- c. A willingness to rotate to different hospitals, including the mandatory rural attachment.

### Desirable

- d. A commitment to post graduate professional development in obstetrics and gynaecology
- e. An understanding of the nature of the varying workloads in obstetrics and gynaecology.
- f. Problem-solving skills.
- g. Organisational skills, including time management.
- h. An insight into their own strengths and weaknesses, together with a willingness to accept positive and negative feedback from others, and learn from experiences.
- i. A familiarity with the Australian or New Zealand health system (whichever is applicable) and demonstrated knowledge of current issues affecting women's health care in the relevant country, including cultural diversity issues.
- j. An understanding of possible ethical, medico-legal, inter-disciplinary and cross- cultural conflicts that may arise in the course of training.
- k. Interests and activities in the broader community.

\*Content subject to change

\*This document must be reviewed in conjunction with the

[RANZCOG CV/Application Scoring Guidelines](#) for the relevant selection cycle.