

# RANZCOG Trainee Selection Process

## Statement of Principles - Eligibility & Selection Criteria

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Applicants for the RANZCOG 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 and equity in women's health.

#### Mission

To continue to lead in education and training in obstetrics and gynaecology, and advocacy in women's health. 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.

#### AMC Standards for Assessment and Accreditation of Specialist Medical Programs

The College ensures that all decisions pertaining to the selection process address the standards as outlined by the Australian Medical Council (AMC).

"The AMC does not endorse any one selection process; it recognises that there is no one agreed method of selecting the most appropriate trainees and supports diverse approaches that include both academic and vocational considerations." AMC Standards for Assessment and Accreditation of Specialist Medical programs and Professional Development Programs by the Australian Medical Council 2015 – Page 18

AMC Standard 7.1.1 states that "The education provider has clear, documented selection policies and principles that can be implemented and sustained in practice. The policies and principles support merit-based selection, can be consistently applied and prevent discrimination and bias."

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

- 1 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 V4 as the eight RANZCOG Roles.

- 1 b. All applicants 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 applicants will be based solely on merit.
- 1 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.
- 1 d. The selection process will be subject to ongoing review to ensure its validity and effectiveness.
- 1 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.

## 2. Eligibility Criteria

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

In Australia and New Zealand, applicants 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.

### 2.1. Australia

To apply for the FRANZCOG Training Program in Australia, doctors must possess an approved Australian or New Zealand primary medical degree or have successfully obtained an Australian Medical Council (AMC) certificate.

#### Visa Requirements

Applicants must have citizenship or have been granted permanent residency status in Australia at the time of application to the College or provide satisfactory evidence that they will have all necessary approvals to undertake training in Australia by the date of commencement of training.

#### Medical Registration

Applicants must possess general registration with the Medical Board of Australia under the National Registration and Accreditation Scheme (AHPRA) enabling employment at any hospital within the jurisdiction(s) for which they are applying at the time of application. For more information see AHPRA - [Medical Board of Australia - Forms](#).

### 2.2. New Zealand

To apply for the FRANZCOG Training Program in New Zealand, doctors must possess an approved Australian or New Zealand primary medical degree or be a graduate in Medicine and Surgery of a Medical School recognised by the Medical Council of New Zealand.

#### Visa Requirements

Applicants must have citizenship, permanent residence or have been granted a residence visa 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.

#### Medical Registration

Applicants must have general medical registration with the Medical Council of New Zealand at the time of application.

### 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 applicant and assessed by means of an application and other relevant supporting documentation, as well as by interview (in the case of shortlisted applicants).

- 3a Clinical experience which demonstrates the ability to exercise sound clinical ability and judgment.
- 3b Completion of PGY2 or equivalent by start of first year training
- 3c A demonstrated commitment to pursuing a career in obstetrics and gynaecology.
- 3d Some clinical experience in obstetrics and gynaecology.
- 3e Sufficient academic achievement to meet the requirements of the training program.
- 3f Excellence in academic performance in the undergraduate medical course.
- 3g 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.
- 3h A basic knowledge of the FRANZCOG Training Program.
- 3i A willingness to rotate to different hospitals, including the mandatory rural attachment.
- 3j A commitment to post graduate professional development in obstetrics and gynaecology.
- 3k An understanding of the nature of the varying workloads in obstetrics and gynaecology.
- 3l Problem-solving skills.
- 3m Organisational skills, including time management.
- 3n An insight into their own strengths and weaknesses, together with a willingness to accept positive and negative feedback from others and learn from experiences.
- 3o 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 an understanding of issues and initiatives influencing health equity for women.
- 3p An understanding of possible ethical, medico-legal, inter-disciplinary and cross- cultural conflicts that may arise in the course of training.
- 3q Interests and activities in the broader community.

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