



# Institutional Rankings (IR) *(Australia only)*

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## 1. What are Institutional Rankings?

Institutional Rankings are a scoring component in the FRANZCOG selection process in Australia.

The following criteria must be satisfied in order for a hospital to rank an applicant:

- The applicant will be in continuous employment for **six months (or more)** within **the last 18 months** prior to selection.
- There must be **three or more** applicants from the same employing hospital.

If the above criteria is not met, the hospital will not receive a request to rank and the applicants will not receive an Institutional Ranking.

Feedback is gathered from a broad range of staff, including consultants, advanced trainees, and registrars, who are familiar with the applicant's pre-vocational O&G clinical performance. RANZCOG recognises that hospital specialists, ITP Coordinators and Training Supervisors can make a valuable contribution to the FRANZCOG Trainee Selection Process because of their knowledge of an applicant's performance in the workplace.

## 2. Why are Institutional Rankings not used in New Zealand?

Due to the smaller volume of applicants in NZ, there are minimal occasions where an IR is valid as many hospitals do not have three or more applicants.

## 3. What is the value in obtaining Institutional Rankings?

- Performance as a prevocational trainee can be a useful predictor of performance as a FRANZCOG Trainee.
- IRs can help discriminate according to important clinical and professional qualities critical to serving Women's Health.
- It assesses the following important attributes:
  - Leadership
  - Ethical conduct
  - Insight and limitation
  - Clinical experience
  - Interpersonal and communication skills
  - Problem-solving skills
  - Organisational skills
  - Workload management

## 4. What is the Institutional Ranking process?

### From the College:

Once applications close, the College will collate a list of employing hospitals where applicants have indicated they will be in continuous employment for six months (or more) within the last 18 months prior to selection. The College will then provide the list of applicants who satisfy these criteria to the specific hospital unit.

### From the hospitals:

The process is designed to be equitable and transparent for all hospitals. All hospital units are expected to gather feedback from a broad range of staff, which should include the opinions of Advanced Trainees and Consultants before completing the form collaboratively.

The hospital must rank all applicants in order from 1 to X (X being the total number of listed applicants). If the hospital feels two or more applicants are considered 'equal', the same rank may be given. If hospitals are unable to rank the applicant, they are instructed to indicate this by marking the applicant with 'Unable to Rank' (UTR).

**Example:** Hospital with four applicants (A, B, C, and D) provides a different rank for each applicant as below:

Applicant	Rank given by Hospital
<b>C</b>	1
<b>A</b>	2
<b>D</b>	3
<b>B</b>	4

## 5. How is Institutional Ranking score calculated?

Institutional Ranking is worth 24 percent of the overall weighting of components for selection of a position and is calculated using the following formula

$$\text{INSTITUTIONAL RANKING} = ((n+1-r)/(n+1)) \times 24$$

*n* = number of applicants being ranked by the institution

*r* = the applicant's rank.

In the event of tied rankings, the mean of the tied rank is used.

## 6. What if an applicant has more than one hospital provide a valid Institutional Ranking?

If an applicant is eligible to receive a valid IR from more than one hospital, their IR score will be calculated for each individual hospital and then an average of all scores will be used.

## 7. What about applicants without a valid Institutional Ranking?

When a valid Institutional Ranking cannot be obtained (either the criteria in Section 1 is not satisfied, or the hospital has indicated UTR), the applicant will maintain the rank they were at prior to IR being calculated for other applicants with valid IR.

Prior to Institutional Ranking being received, applicants are ranked based on their score accumulated from their CV, referee and interview results. Applicants with no valid Institutional Ranking will maintain the same rank position at final ranking.

Applicants with a valid Institutional Ranking will have their Institutional Ranking score included in their total score and their rank will then be adjusted accordingly to reflect this.

For example, an applicant without a valid Institutional Ranking who ranks 100 after the scoring of CV, Referees and interview, will maintain the position ranking of 100 after Institutional Ranking have been completed.

## 8. Will my IR affect my chances of getting an interview?

Shortlisting for interview only uses scores from CV/Application and Applicant-nominated References. Your IR has no effect on your chances of being selected for interview.

## 9. If I worked at a different hospital last year, to where I am currently working, will my IR from both hospitals be weighted equally?

If you were in continuous employment for six months (or more) at both hospitals within the last 18 months at both hospitals prior to selection **and** there are three or more applicants from the same two employing hospitals, then you will receive an IR from both hospitals, and the scores will be weighted equally.

## 10. Does the size of the hospital impact Institutional Ranking scores?

Please see the examples below to emphasise how scoring is impacted by the number of applicants at one hospital.

**Example 1:** Hospital with four applicants decides to rank applicant A and D tied second rank as below:

Applicant	Rank given by Hospital
<b>C</b>	1
<b>A</b>	2
<b>D</b>	2
<b>B</b>	4

Scoring:

Applicant	Value r	Value n	Institutional Ranking Score/24
<b>C</b>	1	4	19.2
<b>A</b>	2.5	4	12
<b>D</b>	2.5	4	12
<b>B</b>	4	4	4.8

*Note: The r value for the applicants A and D will be 2.5 since they were tied rank at second.*

**Example 2:** Hospital with nine applicants ranks them as below:

Applicant	Rank given by Hospital
<b>C</b>	1
<b>A</b>	2
<b>G</b>	2
<b>B</b>	4
<b>D</b>	5
<b>I</b>	6
<b>F</b>	7

<b>H</b>	8
<b>E</b>	9

**Scoring:**

Applicant	Value r	Value n	Institutional Ranking Score
<b>C</b>	1	9	21.6
<b>A</b>	2	9	19.2
<b>G</b>	2	9	19.2
<b>B</b>	4	9	14.4
<b>D</b>	5	9	12
<b>I</b>	6	9	9.6
<b>F</b>	7	9	7.2
<b>H</b>	8	9	4.8
<b>E</b>	9	9	2.4

## 11. Would moving to a smaller hospital increase my chances?

The chances of success in the Selection process within Australia does not appear to be influenced in any way by the size of the hospital you are working in. The Selection data in recent years in Australia demonstrates that approximately 10% of applicants did not have a valid IR. The likelihood of being selected for training was the same amongst this cohort compared to the overall cohort of applicants. Be aware that the Institutional Ranking will be included if you have spent at least 6 months at that placement in the 18 months prior to selection.

Hospitals with fewer than three applicants who have been in 6 months continuous employment over the last 18 months prior to selection, will not be requested to provide an IR for applicants employed by their hospital.

In the event that you have no valid IR, your position in the final rank will remain the same as prior to IR being considered for applicants that have them. This means that your final rank position with respect to other applicants will be determined by your CV score, References, and Interview.

## 12. Am I able to request that a hospital not provide me with an institutional ranking?

No. Applicants are not able to request to not be ranked by an employing hospital that meets the criteria to provide them with an IR score.

## 13. Are Institutional Rankings the same as the Referee reports?

No. The IR is scored separately to the referee reports.

Institutional Rankings are rankings provided by hospitals where you have had clinical experience for six consecutive months or more. The IR is to be performed collaboratively by O&G staff in the hospitals you have worked in for the specified period of time. The instructions are that a broad range of views should be sought in determining your IR, including from consultants and advanced trainees (if at the site). The final IR report which is submitted to the College must be signed off by two Senior Medical Officers, at least one of whom must be a RANZCOG Fellow, and ideally an ITP Coordinator or Training Supervisor.

## 14. Can I find out what my Institutional Ranking is?

The College does not release IR scores or ranking by hospital.

If you are unsuccessful in the selection process, you will be provided a feedback letter which includes your final score percentile (accumulated from CV application + Applicant nominated referee scores + IR score + Interview score), as well as your CV percentile and interview percentile.