

ELIGIBILITY FOR APPLICATION CRITERIA

To be eligible to apply for selection an applicant must meet one of the following requirements as set out in the RCPA Selection of Trainees Guideline 2/2005

Either:

A. Qualifies for Registration as a trainee with the RCPA. That is the Applicant must:

1. Have a Medical degree recognised for registration purposes in Australia, (or New Zealand, Hong Kong, Singapore, Malaysia, Saudi Arabia) In Australia medical graduates of universities outside of Australia and New Zealand must satisfactorily complete requirements of the Australian Medical Council for AMC Certificate before commencing Specialist training.
2. Be Registrable as a Medical Practitioner in the country of domicile.
3. Have completed at least three year's clinical experience post primary medical degree. (While the College will accept Trainees with two year's experience post primary medical degree, applicants are encouraged to have completed at least three years if possible, to demonstrate a good clinical background.

OR

B. Be an Overseas Trained Specialist assessed by the College as requiring no more than 2 years additional assessment/training.

1. Residential qualification: Although the College does not have any specific residential requirements for trainee registration, selection committees should note that employing Health Service(s) may have citizenship/residency requirements that need consideration in appointment decisions.

SELECTION CRITERIA

Essential criteria:

1. Meets the criteria for Eligibility for Application.
2. Have completed at least 2 years clinical experience post primary medical degree.
3. Evidence of commitment to the discipline of Microbiology.
4. Provide the most recent supervisors report, which should be, at least satisfactory.

Preferred criteria:

1. Excellent communication skills both verbal and written.
2. Evidence of academic achievement and appropriate progress towards career goals.
3. Ability to work effectively in a team.
4. Experience in / commitment to teaching and research.
5. Willingness to participate in rural, regional, private practice and specialized rotations.

EVALUATION CRITERIA

Candidates are shortlisted for interviews depending on evaluation of curriculum vitae and referee reports and satisfactory supervisor's reports.

Candidates must satisfy all ESSENTIAL criteria otherwise he/she will not be eligible for shortlisting.

Where necessary due to the number of applications, applicants will be short-listed using predetermined criteria. The criteria cover a range of attributes and measures of suitability for Pathology, and include provision of a suitable covering letter, in addition to:

1. Curriculum vitae: (see structured CV)

Curriculum vitae will be assessed according to various categories and account for 33% of the candidates ranking score. This must include:

(a) Education and Training:

Candidates must list all qualifications relevant to the medical field including MD, PhD, or MSc. Success in all specialty examinations should also be listed including Part 1 FACD, FRACP, and FRACS etc, as well as where there is a demonstration in an interest in pathology for example the RCPA Pathological Sciences examination.

- State primary medical qualifications along with issuing institution.
- Graduate / Post Graduate Diploma / Degree in medical field Masters degree in medical field), PhD in medical field pathology qualifications including FRCPA equivalent, BPS Examination pass).

(b) Employment history:

Various rotations should be listed. Evidence of commitment to Pathology and Microbiology including rotations as well as RCPA Medical Student Scholarship and medical student electives. Please include length of rotations

(c) Publications and Presentations

Evidence of presentations at either internal (hospital) or external (symposia) meetings, or publications in peer reviewed medical journal or book chapter are considered. These include:

- Only topics relevant to medicine are relevant.
- Title of conference, title of presentation and target audience must be included.
- Only include presentations personally given by the candidate.
- Hospital based meetings or morbidity mortality meetings, although relevant, do not carry weight in evaluation.
- Primary author in peer reviewed medical journal or book chapter carries more weight than not primary author in peer reviewed medical journal or book chapter Presentation at international meeting
- Presentation at Australasian meeting
- Presentation at a regional meeting

(d) Research and Teaching

Evidence of academic achievement and scientific enquiry at an undergraduate level, preferably with some experience in research or investigative projects. Only completed research projects will be considered. Experience as tutors in topics relevant to Microbiology should also be described. Non-medical qualifications are also considered in this category.

- Excludes research undertaken as part of qualifications scored above in Education and Training section.
- Research projects must be completed at time of application. Includes:
 - Chief investigator of completed research project
 - Associate investigator of completed research project
 - Tutor
 - Non-medical Diploma, Graduate Diploma, Degree or Masters and Non-medical PhD

(e) Extracurricular

Volunteer work, significant achievements such as awards, sporting achievements at a representative level, business achievements, performing arts and music, and positions on boards or committees should be described.

- Volunteer work
- Other significant achievements and Position on a board or committee

2. Referee reports:

These reports which will be received in confidence account for 33% of the ranking score. A minimum of 2 is required. They must include a reference from the most recent supervisor. There must be evidence of satisfactory referees' reports for clinical rotations. Where conflicting reports have been received, the Selection Panel may choose to seek an additional reference, or allow the applicant to respond to any adverse comments made.

- Each referee is weighted equally

3. Interviews:

The semi structured interview process will account for 33% of the ranking score. Interviews will take approximately 25 minutes and interviewers will be Heads of Microbiology Pathology of Victorian laboratories.. The process will be overseen by the Coordinator of the Victorian Training Programme. Various aspects will be considered including commitment to microbiology, presentation and communication skills, ability to work in a team, management and organisation skills, problem solving and motivation.

The final score will be out of a possible 100. The top ranking candidates will be offered a training position with current RCPA trainees having the highest priority. New trainees will rank next highest then remaining positions, except for those with STP funding, will be offered to RACP only candidate requiring 6 months Microbiology laboratory time.