

-

ELIGIBILITY FOR APPLICATION CRITERIA

-

To be eligible to apply for selection an applicant must meet one of the following requirements (Document Number: D135666 1, Selection of Trainees, BOC: August 2012):

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 one year's clinical experience post primary medical degree. (While the College will accept Trainees with one year's experience post primary medical degree, applicants are encouraged to have completed at least two 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.

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 Anatomical Pathology.

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 this process may involve the interview panel meeting about one week prior to the interviews.

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:

1. Curriculum vitae:

Curriculum vitae will be assessed according to various categories and account for 10% of the candidates ranking score. This must include:

- 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.

- Maximum score for section is 7 points.
- Scoring does not include primary medical qualifications but must be stated along with issuing institution.
- Graduate / Post Graduate Diploma / Degree in medical field (scored 1 point), Masters degree in medical field (scored 2 points), PhD in medical field (scored 3 points), pathology qualifications including FRCPA equivalent (scored maximum 5 points), BPS Examination pass (scored 2 points).

- Employment history:

Various rotations should be listed. Evidence of commitment to Pathology including rotations in pathology and forensic pathology as well as RCPA Medical Student Scholarship and medical student electives.

- Maximum score for section is 7 points.
- Please state length of rotation as terms shorter than 10 weeks are not scored. And terms longer than 26 weeks will be scored to the maximum allowable points for that rotation.
- Rotations in surgical disciplines, obstetrics and gynaecology, intensive care, medical renal, respiratory or oncology (each rotation 1 point for a maximum of 2 points), Rotations in pathology including forensic and PGY, and medical student electives (each rotation 1 points for a maximum of 2 points).

- **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.

- Maximum score for section is 4 points.
- Scoring only includes topics relevant to medicine.
- Title of conference, title of presentation and target audience must be included.
- Scoring only includes presentations personally given by the candidate.
- Scoring does not include hospital based meetings or morbidity mortality meetings.
- Primary author in peer reviewed medical journal or book chapter (each article 1 points for a maximum of 2 points), Not primary author in peer reviewed medical journal or book chapter (each article 0.5 point for a maximum of 1 points), Presentation at international meeting (each 1 points for a maximum of 1 points), Presentation at Australasian meeting (each 0.5 point for a maximum of 1 points) and Presentation at a regional meeting (each 0.5 point for a maximum of 1 point).

- **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 anatomy or pathology tutors should also be described. Non-medical qualifications are also considered in this category.

- Maximum score for section is 4 points.
- Excludes research undertaken as part of qualifications scored above in Education and Training section.
- Research projects must be completed at time of application.
- Chief investigator of completed research project (each 1 points for a maximum of 2 points), Associate investigator of completed research project (each 0.5 point for a maximum of 1 points), Anatomy or pathology tutor (each 0.5 point for a maximum of 1 point), Non-medical Diploma, Graduate Diploma, Degree or Masters (scored 0.5 point) and Non-medical PhD (score 1 point).

- **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.

- Maximum score for section is 4 points.
- Volunteer work (scored 2 points), Other significant achievements (scored 2 points) and Position on a board or committee (scored 2 points).

2. Referee reports:

These reports which will be received in confidence account for 10% of the ranking score. 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 criterion is weighted equally and is out of a possible 5 points each.

3. Interviews.

The semi structured interview process will account for 70% of the ranking score. Interviews will take approximately 25 minutes and interviewers will be 5 Heads of Anatomical Pathology of Victorian laboratories / Heads of Recruitment of Victorian laboratories. The process will be overseen by the Coordinator of the Victorian Training Programme. Various aspects will be considered including commitment to anatomical pathology, presentation and communication skills, management and organisation skills, problem solving and motivation. Each of these aspects will be scored and element weighting applied.

4. Oral station.

This will account for 10% of the final score and assessment will occur on the day of the interview. Topics will include those covered during medical training and in ways will further assess commitment to anatomical pathology; for current pathology trainees, topics will include those reasonably expected as the knowledge base of a pathology registrar. Interviewers will include a further 2 Heads of Anatomical Pathology of Victorian laboratories / Heads of Recruitment of Victorian laboratories and this will take approximately 10 minutes.

The final score will be out of a possible 100 and the top ranking candidates will be offered a training position after all current trainees are placed. The number offered a position will vary each year depending on the number who completes training; also, positions will become available during the year as positions become vacant or as extra positions are created. The next highest ranked candidate on the list will be offered a training position.