



THE ROYAL AUSTRALIAN AND NEW ZEALAND COLLEGE OF RADIOLOGISTS
PROFESSIONAL REFEREES REPORT ON AN AREA OF NEED PRACTITIONER
(EARAON-F2B)

CONFIDENTIAL

Name of Applicant

Name of Referee

Address

Telephone Facsimile

E-mail

Relationship to Applicant

Period Applicant known to Referee

Period of Practice with Applicant from to

Purpose of Referee's Report

The Royal Australian and New Zealand College of Radiologists (RANZCR) requires the following report to be completed by nominated referees prior to an overseas trained doctor being assessed for an Area of Need Position.

Referees are asked to comment on the applicant's abilities and therefore must be familiar with his/her practice at consultant/specialist level. You may be contacted by the College for further discussion regarding this report.

This report will assist the RANZCR in making an adequate assessment of the applicant's clinical, professional and ethical abilities. The areas addressed in this report are similar to those completed by supervisors within and at the end of the College's training program and the report will therefore allow the Board to compare the applicant's abilities against those of a consultant radiologist/radiation oncologist trained in Australia or New Zealand.

There is a five point rating scale for each of a number of areas relating to knowledge, skills, research, attitudes, etc:

- | | |
|----|---|
| 1. | Falls far short of expected standards for a practising specialist |
| 2. | Below an acceptable level for a practising specialist |
| 3. | At an acceptable or appropriate level for a practicing specialist |
| 4. | Above this level |
| 5. | Exceptional performance |

The referee is asked to compare the applicant's level in each area with that demonstrated by or required of the average competent practicing consultant radiologist. It is recognised that applicants will be at varying stages of development in each of the areas and therefore some areas may be stronger and some weaker.

At the end of the report the referee is asked to make an overall assessment of the applicant's capability to provide a high standard of medical care without supervision.

Basis of the Report

Please indicate the basis on which you are primarily making your assessment of the applicant (you may tick more than one box):

First hand knowledge/direct observation	<input type="checkbox"/>
What you would expect based on your knowledge of the applicant in other areas	<input type="checkbox"/>
Information from colleagues	<input type="checkbox"/>
Information from other medical staff	<input type="checkbox"/>

Appendix 2

Please rate the applicant's performance for each topic area by placing a rating of 1 – 5 in the box next to each topic area.

Interpretation of Rating Scale

1. Falls far short of expected standards for a practising specialist
2. Below an acceptable level for a practising specialist
3. At an acceptable or appropriate level for a practising specialist
4. Above this level
5. Exceptional performance

Area	Rating
Radiological/Radiotherapeutic Knowledge Demonstrates up-to-date knowledge and information required to manage patients and uses the ability to use that knowledge in patient-management	
Reports Completes succinct and accurate reports without delay; communicates with referring practitioner for continuing care	
Procedural Skills Demonstrates ability to perform practical/technical procedures	
Interpersonal/Communication Skills Demonstrates ability to relate to and communicate with patients	
Professional Attitudes and Behaviour Shows honesty at all times in their work; puts patient welfare ahead of personal consideration	
Humanistic Qualities Demonstrates integrity and compassion in management of patients during diagnostic and therapeutic procedures	
Problem Solving Skills Critically assesses information, identifies major issues, makes timely decisions and acts upon them	
Responsibility Accepts responsibility for own actions and understands the limitations of own knowledge and experience	
Clinical Judgement Demonstrates ability to consider alternatives in making diagnostic and therapeutic decisions	
Quality Assurance Demonstrates ability to initiate and evaluate Quality Assurance programs	
Ongoing Education Shows a resourceful attitude towards continuing education to enhance quality of patient care	
Self Assessment Accepts the limits of own competence and functions within own capabilities; seeks advice and assistance when appropriate; accepts criticism	
Organisation Skills Demonstrates ability to plan, coordinate and complete administrative tasks associated with radiological care	
Relationships with Medical Staff Maintains the respect of his/her colleagues	
Relationships with Health Professionals Demonstrates ability to work well and efficiently in the health care team; values the experience of others	
Relationships with Clerical Staff Relates easily to members of staff; maintains team spirit and encourages cooperation	
Research Understands scientific methodology; participates in research studies by formulating and testing hypotheses and analysing the results	

Appendix 2
Strengths and Improvement

Please comment on any **strengths** that the applicant displays in regard to the above areas.

Please comment on any **areas which require improvement** that the applicant displays in regards to the above areas.

Summary Recommendation

Would you recommend that the applicant is a competent consultant capable of providing a high standard of medical care without supervision?

Yes

No

If not, please supply details of critical areas of which require further supervision / assistance.

I am willing to be contacted by the College for further discussion regarding this report:

Yes

No

Name of Referee: _____

Signature: _____

Date: _____

Once completed, please forward the form to:

**IMG Assessment
Level 9, 51 Druitt Street
SYDNEY NSW 2000
AUSTRALIA**