



C-Gen 19

Attributes

1. Purpose of this Statement

A newly elevated Fellow of RANZCOG is able to function at Consultant level in Obstetrics and Gynaecology (O&G) and possesses a number of key attributes and competencies.

These attributes as described in the RANZCOG Curriculum provide a framework to guide and support assessment and training that will equip specialists with the knowledge, skills, attitudes and professional qualities that are considered necessary to be a Specialist in Obstetrics and Gynaecology in Australia and New Zealand. The Curriculum outlines the essential attributes and key competencies expected to be acquired for clinical competency across and within the three (3) domains of: Clinical Expertise, Academic Abilities and Professional Qualities.

The attributes that define a RANZCOG Fellow at the completion of training, help to inform the College in relation to matters such as the structure of the training program, the selection of trainees for entry into the FRANZCOG Training Program, the nature of the formative and summative assessments required during training and, ultimately, the life-long learning and Continuing Professional Development (CPD) of a Fellow. These attributes also inform other recognised pathways to Fellowship, including the Specialist International Medical Graduate (SIMG) pathway and recognition of prior learning (RPL).

On attainment of FRANZCOG, all new Fellows will have, at a minimum, the knowledge, skills and attributes needed to independently manage a complex obstetric patient, common gynaecological conditions and gynaecological emergencies.

The new Fellow will also have acquired further generalist skills and/or one or more areas of special interest. At the awarding of Fellowship, Fellows will continue to develop professionally in their chosen scopes of practice and may elect to extend and enhance their scope of practice by undertaking further training in their area of special interest and/or towards a subspecialty certification.

2. Considerations in Defining the Attributes of a Fellow

The attributes of a Fellow are driven by the following societal (including workforce) considerations:

- < A Fellow of the College is a medical practitioner specialising in O&G with a set of professional attributes that enable them to function as the tertiary end point for the management of both common and complex women's health problems in O&G. This includes the ability to function as the tertiary end point for the management of both common and complex women's health problems in O&G, and those from other cultural and linguistically diverse (CALD) groups residing in different communities.
- < A Fellow of the College is recognised by the health system to be able to function as the tertiary end point for the management of both common and complex women's health problems in O&G
- < A Fellow of the College has well developed attributes in those areas of practice that are common or critical in importance. This objective has long been aided by the fact that those areas of high demand for specialist O&G services are those most readily available for experiential learning.
- < Clinical practice for a Fellow of the College involves informed and effective partnerships with their patient, support group, specialist colleagues and other health care professionals.
- < There are other workforce needs in specialist O&G practice that require additional knowledge, skills and attitudes in some, but not all, Fellows. The College has a role in defining these areas of practice and ensuring that the workforce needs of Australia and New Zealand are met, recognising that for some areas of practice, further training post-Fellowship may be necessary.

3.1.1. *Generalist Pathway*

OR

Recognised international specialist O&G training

International training and experience that has been assessed by the SIMG Assessment Committee to be either partially or substantially comparable to FRANZCOG training and which may have required completion of a specified period of oversight or training.

ii. Post-FRANZCOG training

This might be:

- < Training completed immediately after FRANZCOG training e.g. completion of a subspecialist training or at any subsequent time
- < A formal training programme (e.g. subspecialty training), an ATM, a mentorship, workshops & courses or other self-directed learning.

b. *Currency*

Training must be complemented by maintenance of the knowledge and skills within the scope of practice and acquisition of new knowledge and skills to evolve practice in line with contemporary standards. This is commonly achieved through:

- < Recency of Practice | performing the activity at a frequency sufficient to maintain and further enhance practice
- < Continuing Medical Education | ensuring that practice is abreast of contemporary improvements as they evolve.
- < Participation in Audit of Outcomes

Where an established Fellow has elected not to a ~~UjbuD E i fYbWfj b'Ub'UFU'cZ~~ practice in which he/she has been trained, this will affect the scope of practice of the Fellow.

5. Credentialing and Scope of Practice

Credentialing is the process by which a Fellow, SIMG or trainee is assessed for suitability to ~~dfUMg'U'g'VZMgW'cZdfUMW' b'U' Yc[fUb\JW' cf\YUH' g'fj JW'Wb'W'5gj WZU: Y'ck'fj~~ scope of practice may in some situations be both location-dependent and determined by an appropriately constituted credentialing committee (see College Statement: [Credentialing in Obstetrics and Gynaecology \(WPI 23\)](#)). The credentialing committee should take into account Training (both FRANZCOG & post-FRANZCOG) and Currency including Recency of Practice, Continuing Medical Education and Participation in Audit of Outcomes.

6. Acquiring, Certifying and Maintaining the Attributes of a Fellow

6.1. A Fellow attains the necessary attributes through:

- a. *Inherent abilities (determined at a competitive selection process), such that acquisition of the necessary attributes is feasible within a defined training programme.*
- b. *A training programme comprising a series of learning modalities including:*
 - i. Experiential learning
 - ii. Self-directed learning, including e-Learning

