



C-Gen 9

Assessment of competency

From time to time RANZCOG receives a request from a hospital/health service, medical board/council or health complaints body to assess the competence or review aspects of the practice of a RANZCOG Fellow or Diplomate. There are a number of pathways by which requests for competency assessment are made either directly to College House, the Regional Committee or to individual Fellows. Communication around the issue of competency assessment is frequently fragmented and the process lacks consistency. This policy is based on the principles of consistency, fairness and accountability. The current method of approaching and recruiting Fellows puts them at risk of litigation. Such piecemeal methods also result in the College being unaware of who is participating in this activity and may result in methods of review that are not clear, comprehensive or consistent.

RANZCOG Assessment of competency policy

The Executive Committee resolved that reviews of competence are currently outside the mandate of the College as a training and professional development body. However, it was agreed that the College would take an active role in the assessment of competence or review of practice of Fellows or Diplomates when contacted by a medical board/council/ health complaints body. All requests for assessment of competence from other bodies or individuals will be referred to the appropriate medical board/council/health complaints body.

The College is aware that several jurisdictions have established performance assessment processes separate from the disciplinary process. RANZCOG supports the evaluation of these programs and encourages all jurisdictions to consider the establishment of similar programs. A summary of the performance assessment programs in Australia and New Zealand is attached.

Requests from medical boards/councils/ health complaints bodies must be made in writing to the President who will manage the request through the office of the Chief Executive Officer, who will liaise with the body in questions. It is essential that indemnity arrangements or qualified privilege/statutory immunity cover the assessment process. Liaison with the body requesting the assessment or review is intended to ensure that RANZCOG members approached to participate in such activities possess the appropriate background and experience, and that the requesting body and RANZCOG member(s) are aware of the relationships existing between the parties involved; i.e. the member(s) who will be undertaking the assessment/review will be doing so independently of the College, with remuneration and indemnity arrangements negotiated by the member(s) and the requesting body to the satisfaction of both parties.

Associated statements

CPMC Remediation of College Fellows November 2004.

[WPI-13 Re-entry guidelines following a prolonged period of absence from practice and Retraining program for Fellows](#)

Disclaimer

This College Statement is intended to provide general advice to Practitioners. The statement should never be relied on as a substitute for proper assessment with respect to the particular circumstances of each case and the needs of each patient.

The statement has been prepared having regard to general circumstances. It is the responsibility of each Practitioner to have regard to the particular circumstances of each case, and the application of this statement in each case. In particular, clinical management must always be responsive to the needs of the individual patient and the particular circumstances of each case.

This College statement has been prepared having regard to the information available at the time of its preparation, and each Practitioner must have regard to relevant information, research or material which may have been published or become available subsequently.

Whilst the College endeavours to ensure that College statements are accurate and current at the time of their preparation, it takes no responsibility for matters arising from changed circumstances or information or material that may have become available after the date of the statements.