



# Policy on registration within a special purpose scope of practice

- Policy Statement** This policy applies to doctors wishing to enter New Zealand temporarily to:
- teach
  - train
  - carry out research
  - work as a locum tenens as a specialist
  - assist in an emergency or other unpredictable, short-term purpose, or
  - work as a teleradiologist.

This policy must be read with reference to the Medical Council of New Zealand's (The Council) *Policy on registration in New Zealand*, the definitions and guidelines for a Council approved postgraduate training programme with a structured supervision plan (see Appendix 1), and the requirements for working as a teleradiologist (Appendix 2) .

- Rationale** Council is responsible for protecting the health and safety of members of the public by providing mechanisms to ensure that doctors are competent and fit to practise medicine in New Zealand (HPCAA, section 3). Specifically, Council can only register a doctor who meets the following three requirements:
- has a prescribed qualification. A prescribed qualification is an approved medical qualification or a combination of overseas / New Zealand qualifications, training and experience<sup>1</sup>;
  - is fit for registration;
  - is competent to practise within the scope of practice for which he or she has applied.

The special purpose scope of practice is a temporary form of registration in New Zealand, specific to a particular purpose which has been identified by Council.

Registration within a special purpose scope of practice under this policy is not a pathway to permanent registration within a general scope or in a vocational scope of practice.

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- Registration requirements for all special purpose scopes** To qualify for registration within a special purpose scope of practice the applicant must:
- be fit for registration
  - be competent to practise
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<sup>1</sup> Council policy and the application of section 15 (2) means Council may treat any overseas qualification as a prescribed qualification.

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- hold an acceptable primary medical degree from a university medical school listed in the Avicenna directory (formerly WHO directory) of medical schools
  - meet Council’s policy on English language requirements
  - meet the supervision requirements in the Council’s publication Orientation and Induction of International Medical Graduates; and
  - satisfy the further criteria for one of the following special purposes (outlined below in paragraphs to 7.1 to 7.6).
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**Conditions on working within a special purpose scope**

Once a doctor is registered within a special purpose scope of practice the doctor must work:

- in a New Zealand hospital, general practice, educational institution or other organisation approved by the Council
- under the supervision of a registered doctor approved by the Council
- for the duration of the teaching, training, research, emergency, or locum tenens
- within a Council recognised scholarship or fellowship programme.

No clinical work may be undertaken other than that approved by Council.

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**Specific criteria for each special purpose scope**

**The following outlines the specific requirements for each special scope (in addition to those outlined in paragraph 4).**

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**1. Teaching as a visiting expert scope**

The applicant must have been invited by an institution approved by the Council, which has specified the nature of any patient contact.

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**2. Postgraduate training scope**

**Purpose:** The purposes of this scope of practice are:

- to provide up to 2 years registration for doctors wishing to train in New Zealand
- to obtain knowledge and skills to take back to their own/sponsor country

A postgraduate training programme will offer doctors a post:

- to improve and advance the trainee’s medical education in their clinical specialty and targeted / identified sub specialties (if applicable);
- to practise within a host institution able to provide training and education;
- to learn and develop specific clinical expertise and procedures;
- to acquire first hand training and broad exposure to a range of procedures and medical practice in a supervised environment;
- to have the opportunity to work with mentors.

The outcome will be for the trainee to develop excellent clinical and research skills, experience in their field, and exposure to the various components of their scope of practice.

**Notes:**

Trainees wishing to continue practising in New Zealand may decide to apply for admission to NZREX Clinical, but admission to sit the exam will not be granted while they are still registered in the postgraduate training scope.

**Time limit:** Registration within the special purpose (postgraduate training) scope of practice is limited to 2 years. No applications will be considered by Council to extend this form of registration beyond 2 years.

**Night cover:** There will be some preliminary requirements the employer must satisfy before the doctor is permitted to provide night cover as defined in the *Policy for doctors in New Zealand for postgraduate training in relation to working at nights*.

**Relief runs:** The trainee will not be permitted to work in a relief run for the duration of their registration (excluding trainee doctors working in cardiothoracic surgical training units).

**Limit of trainees at any one centre** (Cardiothoracic Surgical Unit trainees)  
Numbers of trainees at any one centre will be limited in line with the *Protocol for postgraduate trainees working in cardiothoracic surgery*.

**Prerequisite requirements:**

The prerequisite for acceptance will be fulfilling the criteria below for registration by the Medical Council of New Zealand within a special purpose (postgraduate training) scope of practice:

- a training plan providing evidence that they are entering into a training position in New Zealand with a structured supervision plan that includes explicit and agreed training objectives. Details must be provided on the training objectives and delivery, and on how the training will be monitored and outcomes measured (See page for x for guidelines on what to include in the training programme).
- have current medical registration in his or her own country (or the country providing sponsorship), to which he or she will return on completion of the training.
- have been registered and practising in their home/sponsor country for a minimum of 1 year immediately prior to application (excluding Pacific Island graduates, if they had been training in a different Pacific Island health system at the time of their application because recognised medical training programmes are not available in their home/sponsor country).

The trainee must be either:

- sponsored by or on behalf of a country or organisation to which the trainee will return after the proposed period of training; or
- have a postgraduate qualification accepted by Council as indicating competence in the branch to which the trainee will confine his or her practice while in New Zealand; or
- be enrolled in a formal training programme in his or her own country; or
- has worked for at least 12 months in an institution with which a New Zealand hospital or medical school has an exchange programme.

The trainee must have evidence of guaranteed continuing employment in his or her home/sponsor country at the completion of the period of training in New Zealand. They also must have employer approval:

- within a District Health Board (DHB), the application must be approved by the Chief Medical Adviser or Chief Medical Officer of the DHB (or their delegate) confirming that the position is part of a training programme of that DHB and that the purpose of the role is primarily for the trainee to gain postgraduate experience; or
- within an organisation other than a DHB, high level sign-off is required from an appropriate person or organisation at the discretion of the Registration Manager.

The proposed supervisor must provide:

- details of the level of responsibility to be delegated to the trainee
- an induction and supervision plan including details of orientation to the New Zealand health system

Employers will be required to confirm that the trainee doctor will have at least 2 hours per week protected time for teaching and will be required to attend any relevant tutorials and grant rounds. Quarterly reports submitted to Council will need to confirm that this is occurring.

Confirmation of funding must be provided from the employer that the training will not be funded by the Investment Relationship and Purchasing arm of Health Workforce New Zealand.

Three monthly reports on learning outcomes. The trainee will provide 3-monthly reports evaluating their training post and their progress towards meeting their training objectives. The reports will also confirm that the trainee has been participating in at least 2 hours per week of protected time to attend relevant tutorials, grand rounds, etc.

### **Guidelines for a postgraduate training plan**

A training plan is a personalised plan provided to the trainee doctor with suggested reading. It must include some or all of the following:

1. A programme of education and training that may include:
  - clinical observership
  - clinical responsibilities including patient care
  - lectures
  - conferences/courses
  - journal club
  - case presentations
  - research
2. A training schedule detailing:
  - orientation
  - learning objectives

- clinical competencies and their assessment
- professional competencies, communication skills and their assessment
- operative programme (if applicable)
- reflective learning of clinical experience
- critical appraisal of scientific evidence
- formal teaching

3. The trainee doctor's personal expectations

4. A log to record medical education and training undertaken recording:

- surgical procedures (if applicable)
- major non-surgical procedures (if applicable)
- presentations made
- clinical audit
- continuing medical education e.g. journal club, seminars, tutorials,
- conferences
- reflective learning observations
- critical incidents (if appropriate)

Note: A postgraduate training programme for this scope is not a vocational training programme leading to fellowship of a specialist college. Doctors registered in this scope of practice will not be registered to participate in an Australasian vocational training programme.

### 3. Teleradiology

#### **New applicants**

Registration within the special purpose scope of practice teleradiology for consumers is for a maximum period of 12 months. Applicants who meet the requirements within this scope of practice, may be approved immediately for registration up to a maximum period of 12 months.

A medical practitioner may be registered to provide teleradiology services to New Zealand consumers for up to 12 months. If the practitioner wishes to continue to practise after that time, he/she will need to apply for registration again. Registration via this pathway will be reviewed following receipt of advice from the BAB and then every 12 months thereafter.

The medical practitioner must:

- have a postgraduate qualification in diagnostic radiology, approved by Council and published on the Council's website (see list below):

#### **United Kingdom**

Fellow of the Royal College of Radiologists **AND** if Fellowship obtained after following dates, must be accompanied by:

#### **After 12 January 1996**

- CCST from Specialist Training Authority of the Medical Royal Colleges

#### **After 30 September 2005**

- CCT from Postgraduate Medical Training Board

**New Zealand**

Fellow of the Royal Australian and New Zealand College of Radiologists

**Canada**

Fellow of the Royal College of Physicians and Surgeons of Canada; and  
Specialist Certificate in diagnostic radiology

**South Africa**

Fellow of the Faculty of Radiology (Diagnosis) of the College of Medicine of South Africa

Fellow of the College of Radiologists of South Africa (Diagnostic Radiology)

Fellowship of the College of Diagnostic Radiologists of South Africa

**United States of America**

Certificate of the American Board of Radiology in diagnostic radiology

Certificate of the American Osteopathic Board of Radiology in diagnostic radiology

- be registered in the jurisdiction where they are able to gain a postgraduate qualification approved by the Council; and
- have been in active clinical practice (at least 20 hours per week) in the scope of diagnostic radiology for at least 24 out of the last 36 months.
- be providing radiology services under contract to a health provider located in New Zealand and be fully credentialed by the health provider.
  - The medical practitioner must have a contract with a health provider located in New Zealand who has undertaken a comprehensive credentialing process for the medical practitioner prior to applying for registration.
  - This New Zealand based health provider must carry out a comprehensive credentialing process for the doctor prior to applying for registration. This means that the health provider will be assured that the doctor has the qualifications, training and experience to carry out the specific procedures that the health provider requires within their specific clinical setting.
  - The health provider must credential CPD throughout the period of registration.
  - The New Zealand based healthcare provider must have appropriate systems in place to provide supervision and induction, and to deal with complaints. This must include an agreement to fund the doctor to come to New Zealand if an investigation is necessary; and
  - The New Zealand based health provider must have a dispute resolution process to facilitate the fair, simple, speedy and efficient resolution of complaints. This process must include automatic notification of the relevant authorities in NZ and the doctor's home country should a complaint be received and must also permit and facilitate external review and investigation by those authorities.
  - The overseas facility the doctor works for must be accredited by a suitable national or international accreditation body. (IANZ accreditation is required, where this is available). Supervision of the doctor is to be provided by the clinical director of the New Zealand health facility. Supervision must include:
    - details of the level of responsibility to be delegated to the doctor.
    - an induction / orientation and supervision plan which contains details of induction and orientate; details of how supervision will occur, including the frequency of meetings; and availability by telephone and email of the supervisor.

- An audit carried out by the supervisor of 30 consecutive cases for each reporting radiologist to coincide with the first three month period supervision report. If reporting of a full 30 cases is unable to be met, the Council may consider accepting less for the audit.
- Supervision reports are to be provided to Council for each three-month period. Reports must include details of audits undertaken and reviewed by the supervisor.

#### **Reapplying for registration in this special purpose scope**

1. Within 24 months since the applicant was last registered in this scope of practice: If an applicant wishes to continue practice immediately following expiry of the current registration, then they will need to provide:
  - an updated job offer / evidence of continued employment for a further 12 month period (or less, whichever is applicable)
  - an updated supervision plan; and
  - verified evidence to the MCNZ from the applicant’s respective professional bodies of CPD participation which must include peer review and audit undertaken over the past 12 months.

Council will need to have received from the NZ-based supervisor satisfactory quarterly supervision reports for the period(s) that the applicant has previously been registered.

2. More than 24 months since applicant was last registered in this scope of practice: If an applicant applies more than 24 months since they were last registered within this scope of practice, they will need to submit a completely new application.

#### **4. Research**

The research project must have the approval of a formally constituted ethics committee in New Zealand, and patients’ informed consent must be received if patient treatment is involved.

#### **5. Locum Tenens**

The applicant may work in New Zealand for up to 12 months within in any 18 months period. If the doctor intends to practise in New Zealand beyond 12 months he or she must apply for a permanent form of registration as no extensions are granted.

#### **Prerequisites**

The applicant must meet the following requirements:

- have an approved postgraduate specialist qualification in the branch of medicine in which the doctor wishes to work (refer to the Council website for list of approved qualifications)
- have been in active clinical practice (for at least 20 hours per week) relevant to the branch of medicine registration is applied for, for at least 22 out of the past 36 months (in other words a minimum of 1,760 hours worked, counting a maximum of 40 hours per week and excluding on-call and overtime hours)
- in the 12 months preceding their application, have had at least 6 months’ practice under the jurisdiction of another medical regulatory authority, with evidence of

satisfactory participation in any recertification programmes required by that authority during that time. Or, where no recertification requirements have been set by that authority, provide separate evidence (to the satisfaction of the Registrar<sup>2</sup>) of ongoing professional development during that period of practice

- have employment in New Zealand
- meet the supervision requirements under the Orientation, Induction and Supervision booklet, appropriate for the propose position the applicant will be working in.

The applicant may work at all levels of employment, and is not restricted to working at consultant level.

**6. Emergency or other unpredictable, short-term situation**

**Prerequisites**

The applicant must have qualifications appropriate to the requirements of the emergency or other unpredictable situation, and as determined by Council.

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Approved by Council:	May 2004
Updated for HPC AA 2003:	September 2004
Updated approved by Council:	April 2005
Updated approved by Council:	April 2006
Updated approved by Council:	April 2007
Updated approved by Council:	August 2007
Updated approved by Council:	December 2007
Updated English language requirements:	May 2009
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Updated approved by Council:	April 2011
Updated to include Teleradiology approved qualifications list:	December 2011
Updated approved by Council (Locum Tenens)	May 2012
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Updated approved by Council (Locum Tenens)	September 2013
Updated to Teleradiology approved qualifications list:	April 2015

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<sup>2</sup> Council has delegated to the Registrar the decision on whether the recertification requirements have been met, acting on the advice of the Medical Adviser, to:

- waive the recertification requirement if (during that period) the doctor has been practising in a jurisdiction where no formal recertification programme is offered; and
- accept instead satisfactory evidence of their participation in appropriate CPD activities during that period.