**Post-Fellowship specialty recognition**

**Referee report form**

This referee report will help the RACP assess the applicant’s clinical, professional and ethical abilities and competence in the specialty or specialty field in which they have applied for recognition in (hereafter referred to as ‘requested specialty’).

Referees must be able to comment on the applicant’s abilities as a consultant in the applicant’s requested specialty with a focus on medical expertise and make an overall assessment of the applicant’s ability to provide a high standard of medical care in the requested specialty.

Referees must be recognised by the RACP in the applicant’s requested specialty. and currently practicing in that specialty.

**Please complete this form electronically and return via email to the applicant to submit with their application.** Hand written forms will not be accepted. The RACP requests that referees do not submit a report if they do not wish for the applicant to review it.

Refer to the RACP’s Post-Fellowship specialty recognition policy and supporting documents on the [Education Policy](https://www.racp.edu.au/trainees/education-policies-and-governance/education-policy) webpage for information about the policy and process.

**Application and referee details**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Applicant name** | | | |  |
| **Applicant’s requested specialty** | | | |  |
| **Referee name** | | | |  |
| **Referee’s specialty** | | | |  |
| **Do you currently practice/work with the applicant?** | | | | Yes No |
| If no, state year of most recent contact | | | |  |
| **Are you a Fellow of the RACP?** | | | | Yes No |
| **Are you willing to be contacted by the College regarding this report?** | | | | Yes No |
| **Position title** | | | |  |
| **Hospital/employer** | | | |  |
| **Address** | | | |  |
| **Work email** | | | |  |
| **Phone** | | | |  |
| **How long have you known the applicant?** | | | |  |
| **Period of practice with the applicant** | | | |  |
| **In what capacity do you know the applicant?** | | | |  |
| **On what basis are you assessing the applicant?** - select all that apply | | | | First-hand knowledge/direct observation  Your knowledge of applicant in other areas  Information from colleagues  Information from other medical staff  Other: |
| **Referee report**  When completing the sections below, refer to the *Expected outcomes at the completion of training* section of the relevant training curriculum. This sets out the expectations for new Fellows that the applicant should be assessed against. You can access information on specialty training programs, including relevant curricula, through the RACP [Advanced Training](https://www.racp.edu.au/trainees/advanced-training#ATP) webpage. You should also refer to the RACP’s [Professional Practice Framework](https://www.racp.edu.au/innovation/education-renewal/curriculum-renewal/professional-practice-framework). | | | | |
| **Medical expertise** | | Physicians apply knowledge and skills informed by best available current evidence in the delivery of high-quality, safe practice to facilitate agreed health outcomes for individual patients and populations. | | |
| **Rate and comment on the applicant’s medical expertise in the requested specialty with reference to the *Expected outcomes at the completion of training* section of the relevant training curriculum.** | | | | |
| I rate the applicant’s level of medical expertise in the requested specialty as:  **1** Well below an acceptable level for a practising consultant physician  **2** Below an acceptable level for a practising consultant physician  **3** At an acceptable or appropriate level for a practising consultant physician  **4** Above an acceptable level for a practicing consultant physician  **5** Well above an acceptable level for a practising consultant physician | | | | |
| **What do you consider to be the main strengths of the applicant, including any significant achievements?** | | |  | |
| **What are the applicant’s main areas for development/training needs?** | | |  | |
| **Further comments on the applicant’s medical expertise in the requested specialty** | | |  | |
| **Briefly comment on applicant’s abilities in the requested specialty under the following domains.** | | | | |
| **Communication** | Physicians collate information, and share this information clearly, accurately, respectfully, responsibly, empathetically and in a manner that is understandable. Information is shared with patients, families, carers, colleagues, community groups, the public, and policy makers to facilitate optimal health outcomes. | | | |
| **Comment** |  | | | |
| **Quality and safety** | Physicians practice in a safe, high-quality manner within the limits of their expertise. Physicians regularly review and evaluate their own practice alongside peers and best practice standards, and engage in continuous improvement activities. Physicians prioritise self care in their practice. | | | |
| **Comment** |  | | | |
| **Teaching and learning** | Physicians demonstrate a lifelong commitment to excellence in practice through continuous learning and evaluating evidence. Physicians foster the learning of others in their profession through a commitment to mentoring, supervising, and teaching. | | | |
| **Comment** |  | | | |
| **Research** | Physicians support creation, dissemination and translation of knowledge and practices applicable to health. They do this by engaging with and critically appraising research, and applying it in policy and practice to improve patient and population health outcomes. | | | |
| **Comment** |  | | | |
| **Cultural competence** | Physicians understand the impact of culture on health. Physicians endeavour to understand the culture of individual patients, and the varied and diverse cultural perceptions of health, illness, family, life, death, and dying held by patients, their families, their carers, and their communities, and adapt their practice accordingly.  Physicians acknowledge their own intrinsic cultural bias and adapt their practice so as to function effectively, sensitively and respectfully when working with and treating all people.  Physicians encourage, respect and value a diverse medical workforce, and acknowledge the experiences and perspectives of individual patients, society and colleagues from different social and cultural backgrounds.4 | | | |
| **Comment** |  | | | |
| **Ethics and professional behaviour** | Physicians’ practice is founded upon ethics, and physicians always treat patients and their families in a caring and respectful manner. Physicians demonstrate their commitment and accountability to the health and wellbeing of individual patients, communities, populations and society through ethical practice.  Physicians demonstrate high personal standards of behaviour | | | |
| **Comment** |  | | | |
| **Judgement and decision making** | Physicians collect and interpret information, and evaluate and synthesise evidence, to make the best possible decisions in their practice. Physicians negotiate, implement, and review these decisions with patients, their families and carers, and other healthcare professionals | | | |
| **Comment** |  | | | |
| **Leadership, management, and teamwork** | Physicians recognise, respect, and aim to develop the skills of others, and engage collaboratively to achieve optimal outcomes for patients and populations. Physicians contribute to and make decisions about policy, protocols, and resource allocation at personal, professional, organisational, and societal levels. Physicians work effectively in diverse multidisciplinary teams and promote a safe, productive, and respectful work environment that is free from discrimination, bullying, and harassment | | | |
| **Comment** |  | | | |
| **Health policy, systems, and advocacy** | Physicians apply their knowledge of the nature and attributes of local, national, and global health systems to their own practices. They identify, evaluate, and influence health determinants through local, national, and international policy. Physicians deliver and advocate for the best health outcomes for all patients and populations. | | | |
| **Comment** |  | | | |

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| **Summary recommendation** | |
| The applicant is a competent specialist consultant capable of providing a high standard of medical care in the requested specialty without supervision | Yes No |
| If no, please detail critical areas of deficiency |  |
| **Name of applicant** |  |
| **Name of referee** |  |
| **Date** |  |
| **Signature** |  |