



Selection of Registrars

NZCPHM Policy and Procedure

Purpose

The purpose of this policy and procedure is to define the criteria and process for selection to the NZCPHM Training Programme. It is important that only those applicants who have a reasonable likelihood of successfully completing the Training Programme are selected.

Eligibility Criteria

To be eligible for the NZCPHM Training Programme, the applicant must:

- be a medical practitioner holding general registration (or vocational registration in a scope other than public health medicine) with the Medical Council of New Zealand; and
- be in good standing with the Medical Council of New Zealand; and
- have New Zealand permanent residency or citizenship; and
- have a minimum of two years' post-graduate experience; and
- be eligible to hold an annual practising certificate at the time the programme commences.

Selection Criteria

Applicants are evaluated against the following selection criteria:

Must have:

- a commitment to a career in public health medicine
- an understanding of public health medicine and its practice in New Zealand
- a commitment to promoting health equity
- an understanding of, and a commitment to improving, Māori health
- excellent verbal and written communication skills, including the ability to listen, present, facilitate and influence effectively
- insight, self-awareness and ability to be reflective
- professional integrity including the capacity and motivation to take responsibility for own actions and demonstrate respect for all
- a desire to move away from clinical medicine and to undertake academic study and non-clinical work

Already has, or has the potential to develop:

- cultural competency skills to safely and effectively work with, and for, Māori and Pacific communities
- the ability to be flexible, adapt to different work settings, and cope with uncertainty
- teamwork skills including the ability to work in multidisciplinary teams in a collaborative manner
- leadership skills
- a broad, strategic outlook
- the capacity for critical and analytical thinking
- organisation and planning ability

An offer of a position on the Training Programme is only made to applicants who are able to demonstrate clearly that they have the potential to become public health medicine specialists.

Associated Policies and Procedures:

- Recognition of Prior Learning, NZCPHM Policy and Procedure
- NZCPHM Constitution, Part7, rule 59

Adopted by Council: 02 August 2013

Last reviewed and amended: 15 November 2017

Due for Review: 2022