

MEDICAL AND DENTAL PRACTITIONERS COUNCIL OF ZIMBABWE



SENIOR REGISTRAR POLICY

Background

Section 78 (1) of the Health Professions Act (Chapter 27:19) mandates the Council to establish and maintain a Register of practitioners who have acquired special knowledge and experience in particular branches of their profession or calling. Section 78 (2) (a) empowers Council to provide the requirements indicated below that should be satisfied by a practitioner before he/she may be registered on the Specialist Register, including experience to be obtained amongst other things.

Purpose of the Policy

The purpose of the Policy is to guide prospective practitioners wishing to be registered as specialists in any branch of medicine/dentistry as well as providing the duties and responsibilities of a Trainee Senior Registrar in obtaining specialist registration. Any extension beyond that has to be approved by the Council.

Policy

A practitioner in possession of a recognised registrable specialist post graduate qualification by Council is required to undertake a period of 12 (twelve) months supervised Senior Registrar(SR) year in an approved Teaching Unit by Council as a condition for specialist registration.

1. Senior Registrar Year

- 1.1 Senior Registrar year is a time for the postgraduate practitioner to consolidate their training into clinical practice.
- 1.2 A Senior Registrar should recognize and work within the limits of their competence during the twelve months period.
- 1.3 A Senior Registrar must seek advice and support from colleagues when necessary whilst in training.
- 1.4 Senior Registrar year is a time for the S.R to develop leadership skills.
- 1.5 During the twelve months supervised year the Senior Registrar should ensure that they satisfy the requirements of their respective logbook.
- 1.6 A Senior Registrar may have an attachment of not more than 12 months in an institution out of the country as approved by the Council.

- 1.7 Any attachment out of the country should be subject to a prior approval by the Council on the recommendation of the relevant Supervisor, Coordinator and Head of the respective Department. The training should be documented in the SR log book.
- 1.8 Where Senior Registrar training is not completed within 12 months, the trainee should make an application to Council for further extension.

2. Expected Competence by Council at the End of the SR Year

The candidate will have developed their capacity in:-

- 2.1 Taking the lead in clinical management of individual patients.
- 2.2 Taking the lead in planning and executing the work of the firm.
- 2.3 Taking the lead in the management of the firm, including equitable allocation and distribution of the resources available to the firm.
- 2.4 Taking the lead in teaching and training activity of the firm.
- 2.5 Time to evolve into Consultant material.

3. Assessment Tools

- 3.1 Fully completed application form for specialist registration
- 3.2 Fully completed six monthly Senior Registrar Forms duly endorsed by (2) Supervising Consultants, Head of Department and Clinical Director and submitted to Council after the first six months of training and the last six months of training. ***(Council will be flexible where it is not possible to have two supervising Consultants)***
- 3.3 Fully completed log book signed by the two supervising Consultants and endorsed by the Clinical Director ***(Council will be flexible where it is not possible to have two supervising Consultants.)***

4. Responsibilities of Council

- 4.1 Council will register the Senior Registrar on the Register of Senior Registrars upon the registration of the recognised additional qualification.
- 4.2 At the end of the first six months Council will evaluate the first report and make a determination.
- 4.3 Should there be any adverse Comments from Supervisors the Practice Control Committee will make a determination and advise the applicant accordingly.
- 4.4 On receipt of a positive last report and the fully completed log book the applicant will be transferred from the Register of Senior Registrars to the specialist register upon completion of the specialist registration process.
- 4.5 At the end of the 12 months training period Council will inspect the Register of all Senior Registrars and remind qualifying registrants to transfer to the specialist register.

- 4.6 A Senior Registrar shall have their registration as a Senior Registrar cancelled 12 months after the date of registration unless they satisfy Council that it was due to illness, or similar cause.
- 4.7 The PCC will instigate investigations on any Senior Registrar who fails to register as a Specialist within the 12 months period.

5. Responsibilities of the Supervisors

- 5.1 The Supervisors should inform the Council of any shortcomings of the Senior Registrar during training in writing and the SR should also be advised of his /her shortcomings.
- 5.2 The Supervisors should provide an assessment report after the first six months of training and second report at the end of the last six months of training.
- 5.3 The Supervisors should sign the log book.
- 5.4 The Senior Registrar in training should have access of the assessment report and sign acknowledgement of receipt thereof.
- 5.5 At least one of the Senior Registrar Supervisor must have at least a minimum of 5 years experience practising as a specialist. Council will recognise exceptional cases where some institutions may not have the specialists with that length of experience. Council will consider on the recommendation of the Institute of Continuing Health Education (ICHE).
- 5.6 It is the responsibility of the Supervisor and the Department to recommend to Council for approval any period of 12 months of SR attachment to be undertaken in an institution out of the country.
- 5.7 In an event of adverse recommendation, Council should be furnished with such reports and the SR should be duly advised.

6. Responsibility of the Clinical Director

- 6.1 The Clinical Director should provide the Senior Registrar with the training facilities.
- 6.2 The Clinical Director should endorse the fully completed assessment forms by the Supervisors

7. Duties and Responsibilities of a Senior Registrar Training

- 7.1 The Senior Registrar is obliged to register the additional qualification that warrants registration as a Senior Registrar in the respective discipline.
- 7.2 It is the duty and responsibility of the Senior Registrar in training to collect the assessment forms from the Council for completion by the supervising Consultants.

- 7.3** It is the duty and responsibility of the Senior Registrar in training to ensure submission of a fully completed, signed assessment form at the end of the first six and last months of training together with the completed endorsed log book by the Supervisor, Coordinator (where applicable), Head of Department and the Chairperson of the respective professional association.
- 7.4** The first six months assessment report should be endorsed by the Supervisor, Coordinator (where applicable), Head of Department and the Clinical Director.
- 7.5** The last assessment report should be endorsed by the Supervisor, Coordinator (where applicable), Head of Department, Head of Division, and Clinical Director.



Auracheka.
25/04/19.

Sources

**Senior Registrar Assessment Reports
Health Professions Act (Chapter 27:19)**

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