



# The Royal Australian and New Zealand College of Radiologists®

The Faculty of Radiation Oncology

Dr Louise Nardone  
Director of Training  
75 Holdren St  
Gosford NSW 2250

Via email: [REDACTED]

11 July 2023

Dear Dr Nardone

## **RE: Withdrawal of Accreditation for Radiation Oncology Training at Central Coast Cancer Centre (Gosford Hospital)**

I write to advise that the Radiation Oncology Education and Training Committee (**ROETC**) has reviewed the additional information provided by Central Coast Cancer Centre (**CCCC**) (**Gosford Hospital**) in relation to accreditation of the training site.

I note that:

- 1 The Accredited Training Site Assessment Report conducted by the College in May 2022 identified a number of critical errors of non compliance with accreditation requirements. In particular the culture of the CCCC indicated that the CCCC was not providing a safe workplace for trainees. Other areas of non compliance were also identified.
- 2 CCCC was provided with time to rectify these areas of non compliance and a three month progress report was received (late) from CCCC with correspondence of 7 February 2023. CCCC noted that it had attempted to address as many of the criteria as possible although there were a number of outstanding items. It was assured that these would be addressed by the final progress report at 6 months. Included in the attachments from the CCCC was a summary sheet entitled Radiation Oncology External Review Debrief that was particularly concerning.
- 3 The College, by its correspondence of 15 February 2023 noted that your report did not provide a substantive report of the actions that had been taken and the outcomes that had been achieved given the considerable concerns regarding the cultural review report. In particular, the College requested a full copy of the External Culture Review recently conducted at CCCC.

As a consequence, in March 2023 the ROETC considered that the responses from the CCCC were inadequate and failed to address the serious issues of the culture and safety of the workplace and its potential to harm trainees. This was reflected in the views expressed by trainees and others at CCCC during the initial accreditation inspection and subsequent accreditation inspections. Due to these ongoing concerns and on the basis of the significant concerns raised in the summary of the external review, the ROETC unanimously recommended the withdrawal of accreditation at CCCC.

Subsequent to the March ROETC meeting a heavily redacted copy of the full External Cultural Review report was received by the College. This report further confirmed the College's concern over the culture and safety of the workplace at CCCC.

Following the issue of a "show cause" notice to CCCC, giving the CCCC an opportunity to provide any submissions in relation to these issues, and having considered all of the information received from CCCC, the ROETC met again on 16 June 2023. It was agreed that the response from CCCC did not adequately provide evidence that the serious workplace issues identified in the External Cultural Review



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had been improved or resolved. After careful consideration, the ROETC unanimously confirmed again, the recommendation to withdraw accreditation at CCCC as it failed to meet the *Accreditation Standards and Criteria for Training Networks and Sites*. There remains a risk for the workplace safety of trainees which cannot be ignored.

**Consequently, the accreditation of Central Coast Cancer Centre (Gosford Hospital) will be withdrawn, effective from 25 August 2023.**

You will understand that the College has a legal and moral obligation to ensure that its trainees have a safe workplace, free from cultural and conduct issues, including bullying, harassment and discrimination. Given the demonstrated failure of CCCC to address these issues, having been first notified of them in May 2022, the ongoing risk to trainees has not been mitigated.

As a consequence of this decision, College trainees at CCCC will be relocated to other training sites. To allow appropriate time to make these arrangements, training time at CCCC will remain accredited for the trainees, post 25 August 2023, until trainees have been re-located or until the end of the 2023 clinical year (which ever comes first). We will also commence notification to trainees as a consequence.

We trust that CCCC will, with some urgency, continue to take steps to address these cultural issues. You will be entitled to re-apply for accreditation at a future time, when you believe that you will be able to demonstrate that CCCC is able to meet all accreditation requirements in accordance with the College's Accreditation standards. We would strongly recommend repeating the cultural review with the same external company as substantive proof of improvement in these serious issues. We would be happy to assist you with appropriate information and guidance should you wish to do so in the future.

Should you require any further information to the matters raised, kindly direct any request to [accreditation@ranzcr.edu.au](mailto:accreditation@ranzcr.edu.au).

Yours Sincerely

**Dr Lisa Sullivan**

Chief Censor

Faculty Radiation Oncology

Cc: Dr Roland Yeghiaian-Alvandi, Head of Department  
Ms Kate Lyons, Executive Director of Operations  
Dr Campbell Tiley, Director of Cancer Services  
Dr Steevie Chan, Director of Medical Services  
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