



NSW Health

Information

Deputy Secretary, People, Culture and Governance

C/H23/19

## Topic: Royal Australian and New Zealand College of Radiologists (RANZCR) Accreditation - Central Coast Local Health District (the District)

**Analysis** The RANZCR has advised of their intention to withdraw training accreditation for radiation oncology.

### For information

Noted by (signature)	Date	

### Key issues

#### Accreditation Assessment and Response

In October 2019, RANZCR completed an accreditation assessment of the District's radiation oncology training program and a number of recommendations were provided for action (Attachment A). In May 2022, a subsequent onsite assessment occurred.

Following each of the assessments, the District has taken action to address the recommendations and submitted evidence to support them.

#### Core Concern - Culture

Advice received from RANZCR on 6 April 2023, states that "while some progress has been made to address recommendations regarding supervision and training, serious outstanding issues remain relating to the culture of the department as identified in the summary provided of the commissioned external cultural review."

The recommendation in October 2019, was to demonstrate that the District was addressing concerns about the relationship between staff specialists and visiting medical officers (VMO). This was addressed through an external facilitated workshop with these radiation oncology department staff. While this was being arranged, RANZCR provided an additional recommendation not included in the original report, indicating that the District should consider an external review to understand the concerns being raised.

In response, the District commissioned an external review inclusive of all radiation oncology department staff. A confidential report was provided to the Cancer Services executive team, noting that a fundamental premise of the review was that staff were providing confidential feedback that would go directly to the Cancer Services executive team.

A summary of the findings was provided to RANZCR, who declined offer to meet to discuss the review. A redacted version of the report, excluding information which could be identifiable, was provided to RANZCR. Significant progress has been made in addressing the concerns raised in the report.

#### Implications

The withdrawal of accreditation for radiation oncology will impact recruitment and retention of trainees and radiation oncologists and may impact on services to the local community. It would potentially signal concern to the wider professional community that the organisation lacks reliability, credibility and professionalism in the standards of care and training.

## Context

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### Medical Workforce in Radiation Oncology

There is a history of conflict between individuals in the radiation oncology medical workforce over some years, regarding approaches to service delivery, perceived commitment, leadership capability and capacity, which is evident in the relationship between staff specialists and VMOs.

The cultural review highlighted the conflict's impact on the staff's experience working in the department and provided a pathway to improve the overall expectations of behaviour and communication between individuals.

It is suspected that a department individual's communication directly to the accreditation team may have contributed to the decision to withdraw accreditation. It is also suspected that the information provided may not reflect the general experience of all staff and is part of an agenda to discredit others.

## Attachment

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Tab	Title
A	Summary of Accreditation Criterion to be Addressed (CD23/32940)

## Consultation

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Name	Position
Matthew Sproats	Operations Manager, Cancer Services
Jude Constable	Executive Director Acute Care Services


## Contact

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Name	Position	Phone and email
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## Approval

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Name	Position	Date
Phil Minns	Deputy Secretary, People, Culture and Governance	
Name	Executive Director, XYZ Ministry branch	
Scott McLachlan	Chief Executive, Central Coast Local Health District	 24/04/2023