



Regulations for Selection to the Surgical Education and Training Programme Orthopaedic Surgery 2023 Intake

New Zealand Orthopaedic Association
Ranchhod Tower, Level 12
39 The Terrace, Wellington 6011
PO Box 5545, Wellington 6140
T: +64 4 913 9898 | **F:** +64 4 913 9890



	Page
1. Introduction	3
2. Principles of the Selection Process	6
3. Eligibility for Application to the SET Programme	7
4. Selection Process Overview	9
5. Structured Curriculum Vitae	11
6. Workplace Assessments	16
7. Composite Assessment	17
8. Interview	18
9. Final Selection Process	19
10. Feedback to Successful Applicants	20
11. Feedback to Unsuccessful Applicants	20

1. INTRODUCTION

1.1 Definition of terms and acronyms for the purpose of these Regulations:

Term	Definition
AO Basic Principles Course	Basic Principles of Fracture Management
Applicant	A person who has submitted an application
ASM	Annual Scientific Meeting
Assessor	A person who evaluates the Applicant's workplace performance
ASSET	Australian and New Zealand Surgical Skills Education and Training Course
BSET	Royal Australasian College of Surgeons Board of Surgical Education and Training
CCrISP	Care of the Critically Ill Surgical Patient Course
CLEAR	Critical Literature Evaluation and Research
Clinical Examination	Practical exam that assesses clinical application of basic sciences, as well as technical and non-technical competencies.
Composite Assessment	Orthopaedic Department Assessment coordinated by the Education Committee Representative
RACS	The Royal Australasian College of Surgeons
CV	Curriculum Vitae
Education Committee	The NZOA Education Committee
EMST	Early Management of Severe Trauma Course
GSSE	Generic Surgical Sciences Exam
Interview	The panel interview conducted as part of the Selection process
NZOA	The New Zealand Orthopaedic Association
Regulations	These Regulations

Selection	The process of being selected
SET Programme	The Surgical Education and Training (SET) Programme in Orthopaedic Surgery
SOTB	Specialty Orthopaedic Training Board
Surgical Approaches Course	Surgical Approaches for Orthopaedic and Trauma Surgery
Term or Rotation	An employment period within a hospital unit/department at post-graduate level. This terminology is interchangeable
TIPS	Training in Professional Skills
Trainee	Orthopaedic Surgical Trainee
Workplace Assessment	The in-depth Workplace Assessment conducted as part of the Selection process

1.2 Purpose of these Regulations

The purpose of these Regulations is to set forth and establish the principles, terms, and conditions of the selection process for the Royal Australasian College of Surgeons Surgical Education and Training (SET) Programme in Orthopaedic Surgery for the 2023 intake. This is a public document.

1.3 Administration and Ownership

The Royal Australasian College of Surgeons (RACS) is the principal body accredited and authorised to conduct surgical education and training in Australia and Aotearoa New Zealand. Each SET Programme, conducted under the auspices of the RACS, has an appointed Specialty Board that are responsible for advising the RACS on training and education via the relevant governance structures. These functions are performed by the New Zealand Orthopaedic Association.

1.4 Objective of the SET Programme

The overall objective of the SET Programme is to produce competent independent specialist Orthopaedic Surgeons with the experience, knowledge, skills, cultural competence and cultural safety and attributes necessary to provide the communities, health systems and professions they serve with the highest standard of safe, ethical and comprehensive care and leadership.

The NZOA SET Training Programme is structured to ensure Trainees achieve the RACS surgical competencies of:

- Collaboration and Teamwork
- Communication
- Health Advocacy
- Cultural Competence and Cultural Safety
- Judgement and Clinical Decision Making
- Management and Leadership
- Medical Expertise
- Professionalism
- Scholarship and Teaching
- Technical Expertise

1.5 Key Selection Dates:

Selection Applications to NZOA Open:	Wednesday 2 March 2022
Selection Applications to NZOA Close:	Wednesday 30 March 2022
Workplace Assessments Opens:	Friday 29 April 2022
Workplace Assessments Closes:	Friday 13 May 2022
Interviews:	Friday 1 July 2022

2. PRINCIPLES OF THE SELECTION PROCESS

- 2.1 The aim of the selection process is to select high calibre trainees for the SET Programme on the basis of merit through a fair, open, and accountable process.
- 2.2 Diversity and representation of the community we serve is encouraged.
- 2.3 The selection process will be conducted without prejudice.
- 2.4 The selection process will be well documented and objective with applicants having access to eligibility criteria, information on the selection process, general selection criteria and an appropriate appeals process.
- 2.5 The selection process will be subject to continuous review to ensure its continued validity and objectiveness.
- 2.6 The SET Programme will be widely advertised to eligible applicants.
- 2.7 The selection process will conform to the requirements agreed by the RACS Board of Surgical Education and Training (BSET) and will meet the RACS generic eligibility requirements.
- 2.8 The number of trainees selected in any year will be determined by the New Zealand Specialty Orthopaedic Training Board (SOTB).
- 2.9 Applicants who have obtained the minimum standard for the Structured Curriculum Vitae and Structured Workplace Assessments will be considered for an interview.
- 2.10 The Selection Regulations change on an annual basis.
- 2.11 Incomplete or incorrect applications may result in ineligibility or failure to progress through the Selection process.
- 2.12 All evidence must be provided at the time of application.
- 2.13 Achievements that are not listed in the correct section of the application will not be awarded points.

3. ELIGIBILITY FOR APPLICATION TO THE SET PROGRAMME: ORTHOPAEDIC SURGERY

3.1 Registration and Generic Eligibility Criteria:

To apply to the SET Programme, applicants must:

- 3.1.1 Register with the RACS to apply for SET Selection. Registration opens Wednesday 12 January 2022 and closes Wednesday 9 February 2022. Applicants must register in accordance with the directions provided by the RACS.
- 3.1.2 Permanent residency or citizenship of Australia or Aotearoa New Zealand.
- 3.1.3 Medical registration
 - In Australia: General (unconditional) registration, or
 - In Aotearoa New Zealand: General scope or restricted general scope registration in the relevant specialty.
- 3.1.4 Successful completion of the RACS specific Hand Hygiene Learning Module from the National Hand Hygiene Initiative 3 (NZ registrants must also complete the RACS specific Hand Hygiene Australia Learning Module). <http://www.hha.org.au>
- 3.1.5 Completion of the RACS Operating with Respect eModule.
- 3.1.6 Generic Surgical Sciences Exam (GSSE) must be passed.

3.2 Orthopaedic Surgery Specialty Specific Eligibility Criteria:

In addition to the generic eligibility requirements, applicants to the SET Programme in Orthopaedic Surgery must also meet the following specific eligibility requirements:

- 3.2.1 Are currently working in an Aotearoa New Zealand hospital.
- 3.2.2 Have completed a minimum of 52 weeks of Orthopaedics at Registrar level or above in an Aotearoa New Zealand Orthopaedic Department prior to the closing date for applications.
- 3.2.3 In addition, applicants who have been in full time study/research in a medically related discipline within the past two years are eligible to apply if they have since completed 26 weeks of Orthopaedics at Registrar level prior to Wednesday 30 March 2022.
- 3.2.4 Have completed a minimum of 12 weeks in an Emergency Department as a house surgeon or registrar. The Emergency run requirement needs to be in a hospital level emergency department.
- 3.2.5 From 2022 applicants are permitted a total of three attempts at selection into the NZOA Training Programme. An attempt is deemed to be an application through to the interview stage that was unsuccessful. After a third unsuccessful attempt, applicants will no longer be eligible to apply for selection into orthopaedic training in Aotearoa New Zealand. Previous attempts prior to the 2022 application year are not part of the 3 attempts.

3.3 Examinations:

- 3.3.1 Must have successfully completed the Generic Surgical Sciences Examination (GSSE) at the time of application.
- 3.3.2 Successfully completed the Clinical Exam (CE) at the time of application from the 2023 application year. Candidates applying for the 2024 training year (an application made in 2023) training year will have needed to pass this examination.

4. SELECTION PROCESS OVERVIEW

- 4.1 Applications can be made via the NZOA online application system at www.nzoa.org.nz. Applications open on Wednesday 2 March 2022 and close on Wednesday 30 March 2022. No extensions will be granted on advertised dates.
- 4.2 In the event of any discrepancy or inconsistency between these Regulations and other information from any source, written, verbal or otherwise, these Regulations shall prevail.
- 4.3 The NZOA or the NZOA Specialty Orthopaedic Training Board may verify the information provided within the application with external institutions or individuals, and by submitting an application the Applicant is consenting to the collection, use, disclosure and storage of the information by the NZOA or its agent.
- 4.4 By submitting their application, Applicants certify that the information provided is correct and in accordance with these Regulations. If it is discovered that the applicant has provided incorrect or misleading information either intentionally or by mistake the applicant may be withdrawn from the selection process and their application will not be considered further in the selection process. This may occur at any point during the selection process.
- 4.5 Applicants who do not meet the generic eligibility requirements as set out in Regulation 3.1 and the specific Orthopaedic Surgery eligibility requirements as set out in Regulation 3.2 will not progress to the next stage of selection and will be advised accordingly.
- 4.6 Applicants who satisfy the eligibility and application requirements outlined in section 3 and 4 of these Regulations will be considered in open competition for selection to the SET Programme.
- 4.7 To receive an interview, applicants must achieve a combined score of 60/100 on the Curriculum Vitae and Workplace Assessment. Applicants who achieve this minimum standard may receive an interview. Applicants who do not satisfy these minimum standards will not be eligible for an interview and will be advised accordingly.
- 4.8 The score of 100 is proportioned:
 - 4.8.1 CV 30%
 - 4.8.2 Workplace Assessments 70%
- 4.9 The number of applicants interviewed will be determined by their ranking and by the number of positions available.
- 4.10 Applicants who are not invited to an interview will be advised accordingly.
- 4.11 Applicants who attend the interview will be deemed suitable for selection and will be ranked. The ranking will be determined by applying the following weightings to receive a score out of 100 obtained for each of the two selection tools, providing an overall percentage score:
 - 4.11.1 Interview 60%
 - 4.11.2 Composite Assessment 40%
- 4.12 On completion of the relevant components of the selection process eligible applicants will be classified as one of the following:

- 4.12.1 **Successful** being an eligible applicant who satisfied the minimum standards for selection deeming them suitable and who did rank high enough to be made an offer of a position.
- 4.12.2 **Unsuccessful** being an applicant who satisfied the minimum standards suitable for interview but who did not rank high enough to be made an offer of a position.
- 4.13 Successful applicants for the SET 1 intake will be deemed successful and offered a position onto the NZOA Orthopaedic Training Programme.
- 4.14 Unsuccessful applicants will be notified in writing as outlined in section 9 of these Regulations.
- 4.15 The Selection process may change on an annual basis and no data is carried over from one year's Selection process to the next. Evidence that was accepted in the past will not be accepted on the basis that it has been accepted previously. All evidence must comply with the Regulations for the current Selection process.
- 4.16 Each application will be assessed and marked as submitted. No active follow up will take place in instances where the application (or verification) is incorrect or absent.

5. STRUCTURED CURRICULUM VITAE

- 5.1 The Structured Curriculum Vitae (included in the online application form) captures information and evidence on an applicant's work experience, skills courses, research experience, higher degrees, and cultural experience.
- 5.2 Each Structured Curriculum Vitae will be independently scored by 2 NZOA staff members. Where any discrepancy occurs provided by the two scorers, the Education Committee Chair will review discrepancies and provide a final score.
- 5.3 The Structured Curriculum Vitae is scored out of a potential 20 points. The components are:

Part 1	Core Expectations	Maximum 14 points
	Work experience	6 points
	Skills Courses	4 points
	Research Experience	4 points
Part 2	Additional Expertise	Maximum 6 points
	Higher Degrees	4 points
	Cultural Experience	3 points
	Personal Statement	

Part 1 | Core Experience

Work Experience (maximum of 6 points)

<p>How many weeks have you completed as an Orthopaedic Registrar in Aotearoa New Zealand?</p> <p><i>Only experience up until the time of SET application is credited.</i></p> <p><i>Only Orthopaedic Registrar experience will be given points.</i></p>	<p>1 point per completed 12 weeks (max of 4 points per year)</p> <p>Total maximum for Work Experience of 6 points</p>	<p>Documentary evidence must be supplied for eligible Orthopaedic rotations to be awarded marks. This must include start and end dates, position held and hospital.</p> <p><i>Attach letter from medical administration detailing work history:</i></p> <p><i>Date commenced:</i></p> <p><i>Date completed:</i></p> <p><i>Position: Hospital:</i></p> <p><i>Months worked:</i></p>
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Part 1 | Core Expectations

Courses (maximum of 4 points)

<p>Have you completed any of the below courses?</p> <p>EMST</p> <p>CCrISP</p> <p>ASSET</p> <p>CLEAR</p> <p>AO Basic Principles Course</p> <p>Surgical Approaches Course</p> <p>RACS Training in Professional</p>	<p>1 point per course</p> <p>Total maximum for Courses of 4 points</p> <p>EMST must be current at the time of application. Current, as defined in the EMST Course Conduct policy, is within four (4) years of completion.</p>	<p>Documentary evidence must show completion of the course from the awarding body. The evidence must clearly identify the date of the course and the applicant.</p>
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Skills Course (TIPS)		
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NOTE: Overseas equivalent courses also accepted are:

For ASSET – Intercollegiate Basic Surgical Skills (BSS) Provider: RCS England and Ireland

For EMST – ATLS – Provider RCS England and Ireland and American College of Surgeons.

Part 1 | Core Experience

Research Experience (maximum of 4 points)

Have you presented at the NZOA Registrar Paper Day?	Please provide details of presentations and any prizes you may have won 1 point per presentation maximum 2 points 0.5 point for winner/highly commended/runner up	<i>If Paper Day is cancelled for 2022 accepted abstracts will be given 1 point</i>
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Have you presented on an orthopaedic topic at a national meeting?	<i>1 point</i>	<i>For 2022 - please include any abstracts which had been accepted</i>
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Have you presented on an orthopaedic topic at an international meeting?	<i>1 point</i>	<i>For 2022 - please include any poster presentations</i>
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Have you presented on an orthopaedic or Māori health topic at a Te Ora or PRIDoC (Pacific Rim Indigenous Doctors Conference)?	<i>1 point</i>	<i>For 2022 - please include any poster presentations</i>
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Have you had original research published, or accepted for publication, in a peer reviewed orthopaedic related journal? Or, have you been lead author in an orthopaedic book chapter. Or, have you had original research published, or accepted for publication, into Māori health?	<i>2 points</i>	Scoring only includes published research completed 5 years immediately prior to the close of applications. In the application list the supervisor's name, title of research, your responsibilities on the project, start and finish dates and whether the project received ethics committee approval or not.
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Presentations:

- a) Presentations are defined as poster or oral presentations based on peer reviewed abstracts. Scoring only includes presentations in the 5 years immediately prior to the close of applications.

- b) In the case of oral presentations, scoring only includes those personally given by the applicant.
- c) Presentations (including posters) which have been presented at more than one scientific meeting or conference will only be scored once.
- d) Presentations listed in the Publications section will only be scored once. The higher scoring entry will take precedence.
- e) Poster presentations, regardless of type of meeting (international or national) will be scored at 1 point each.
- f) Documentary evidence includes a letter of acceptance of the abstract from the meeting organisers, a copy of the published abstract or a copy of the applicable Programme page from the meeting.
- g) Documentary evidence for presentations personally given online due to Covid19 restrictions must include a written reference from an Orthopaedic Consultant attendee with the date, delivery method, topic, its relevance, and standard of presentation.
- h) The documentary evidence must clearly identify the applicant as the presenter.
- i) Name of meeting and/or name of Paper:
- j) Venue: Date:
- k) Evidence for presentations must include a copy of presentation and a certificate or letter from the convenor.
- l) In the event a presentation was accepted, and the meeting was subsequently cancelled, points will be awarded with a letter from the convenor confirming your acceptance and the cancellation of the meeting.

Publications

- a) Scoring only includes medical publications in the 5 years immediately prior to the close of application.
- b) Scoring includes publications accepted for publication prior to close of application in indexed and non-indexed publications and excludes published abstracts.
- c) Each publication can only be scored once.
- d) Undertaken in the last **five** years only. Points **are** awarded for publications accepted but not yet published **only if** validation from publisher is provided. List full papers only –
- e) 0 points for abstracts, posters, or letters.

Research

- a) Evidence for published research must include a copy of the journal clearly showing author, date, journal name.

Part 2 | Additional Expertise (Max 6 points combined)

Higher Degrees (maximum of 4 points)

Do you have any relevant higher degrees? If yes, please provide details	Post-graduate diploma (1 point) Master’s degree (2 points) PhD (4 points) Max 4 points Pro-rata points may be given for an incomplete PhD	Evidence must include either an academic transcript or certificate of completion from the institution. <i>Attach university transcript(s)</i> All transcripts must include: <i>Qualification name University date awarded</i>
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Part 2 | Additional Expertise (Max 6 points combined)

Cultural Experience (maximum of 3 points)

<p>Te Reo Māori Maximum 2 points</p>	<p>Fluent in Māori (2 points) Conversational Māori (1 point) Beginning Māori language learner (.5 points)</p>	<p>Fluency may be assessed by members of the Ngā Rata Kōiwi as required.</p> <p>Beginner must provide academic experience of a minimum of 12 months.</p> <p>Evidence must be provided.</p> <p>Native speakers of Māori with no formal degree will require evidence in the form of a personal recommendation from a member of the NZOA, Te Ora or Ngā Rata Kōiwi.</p>
<p>Cultural Experience Maximum 1 point</p>	<p>Involvement in kohanga reo or Kura Kaupapa (either applicant or applicant’s children) .5 points per year</p> <p>Involvement in cultural activities (minimum of 1 year’s involvement)</p> <p>.5 points per year of involvement to a maximum of 1 point per activity</p>	<p>Examples include waka ama, kapa haka, local marae involvement (minimum 1 year).</p> <p>Evidence must be provided.</p> <p>A letter of endorsement to confirm involvement in each activity from the Kaumātua, Kaiako, coach or from the CEO or Chair of the iwi authority must be included.</p>

Part 2 | Additional Expertise

Personal Statement

<p>Your application must include a personal statement of no more than 250 words.</p>	<p>The personal statement will not gain points but will be used as a further selection tool should you be selected for an interview.</p>	
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- 5.4 Applications must be accompanied by appropriate documentary evidence, as advised for each of the CV components above. Points will not be awarded for achievements claimed on the CV where the required evidence is not provided.
- 5.5 Where a signature is required, that signature must be either a physical, handwritten signature or an electronic scanned version. Address blocks typed signatures and email signatures are not acceptable.
- 5.6 All Letters of evidence must be dated.

- 5.7 All documentary evidence must be in English or Te Reo Māori. If any documentary evidence is in a language other than English, a certified translation must be provided.
- 5.8 The full name on documentary evidence must match the full name of the applicant as specified on the online application. If any documentary evidence bears a different name, proof of name change (e.g. marriage certificate) must also be provided.

6. WORKPLACE ASSESSMENTS

- 6.1 Workplace Assessments open on Friday 29 April 2022 and close on Friday 13 May 2022.
- 6.2 Confidential Workplace Assessments are collected to obtain information about the clinical aptitude, workplace behaviour and personal attributes of the applicant.
 - 6.2.1 The maximum score for Structured Workplace Assessments is 100.
- 6.3 The applicant must seek permission and provide contact details, including a valid email address, for (4) Consultants:
 - 6.3.1 Assessors must have acted in a supervisory capacity for the applicant within a rotation from the last two years (1st January 2020 – 30 March 2022) of clinical work. At least one (1) Consultant must be from the current rotation.
- 6.4 A maximum of four (4) Consultants can be nominated per rotation.
- 6.5 If an applicant elects not to provide the details for supervising consultants in accordance with these Regulations, or it is subsequently discovered that the applicant has provided incorrect or misleading information, either intentionally or by mistake, the applicant may be withdrawn from the selection process and their application will not be considered further in the selection process.
- 6.6 NZOA will randomly select a further 3 assessors from the last two years where possible. If there are not enough assessors available NZOA may go back to the last four years. The names of the randomly selected assessors selected to submit Workplace Assessments will not be released to applicants.
- 6.7 The nominated assessors will be contacted requesting them to complete the Workplace Assessment.
- 6.8 The assessor must have a valid email address and be available to complete the Workplace Assessment during the allocated period. The Workplace Assessment can be completed online only.
- 6.9 A minimum of six (6) valid Workplace Assessments must be returned in order for the applicant to progress through the selection process. A valid Workplace Assessment has 17 out of 19 questions answered.
- 6.10 Applicants are advised to nominate people who are most likely to be able to give a complete assessment.
- 6.11 Harassment of any kind of any individual involved in the completion or collection of the reports is a serious matter and may result in the applicant's immediate removal from the selection process. Harassment includes repeated requests by the applicant to any supervising consultant for a copy of the report submitted.
- 6.12 The top and bottom scored Workplace Assessments will be discarded and the median total of the remaining 5 will be used to determine the score of this selection tool.
- 6.13 Members of the NZOA Education Committee or NZOA Specialty Orthopedic Training Board are eligible to complete Workplace Assessments, they may be selected by you or randomly by the NZOA.

7. COMPOSITE ASSESSMENT

- 7.1 If invited for an interview a Composite Assessment will be carried out by a member of the Education Committee with those in the current department of the applicant.
- 7.2 The local Education Committee Representative is responsible for compiling a Composite Assessment.
- 7.3 The Composite Assessment draws from other medical professionals and on information from individual Workplace Assessments.
- 7.4 The Composite Assessment also draws data from additional sources which may include reports or assessments from consultants, allied health professionals and/or SMO doctors from a non-surgical specialty.
- 7.5 By applying for SET selection applicants give approval for members of the Education Committee to contact previous departments applicants have worked at for the purpose of completing Composite Assessments.

8. INTERVIEW

- 8.1 Orthopaedic Selection Interviews will be held in Wellington on Friday 1 July 2022. It is the applicant's responsibility to make the appropriate travel arrangements and to meet any costs incurred in attending the interview. The Committee accepts no responsibility for any costs incurred by applicants in attending the interview or applicants who fail to satisfy the minimum standards or eligibility who are not permitted to attend an interview.
- 8.2 Applicants must make themselves available in person at the scheduled interview time. Applicants who do not present for the interview at the scheduled time, will not be considered further in the selection process and their application will be withdrawn.
- 8.3 The interview will be conducted by up to seven (7) interview panels, each consisting of three (3) interviewers plus there will be an independent observer in some of the interviews.
- 8.4 Each interview panel will be eight (8) minutes in duration.
- 8.5 The interviews may consist of the following topics:
- Interest in Orthopaedic Surgery
 - Technical Expertise
 - Collaboration and Teamwork
 - Communication
 - Health Advocacy
 - Judgement- clinical decision making
 - Management and Leadership
 - Medical Expertise
 - Professionalism and Ethics
 - Scholarship and Teaching
 - Cultural Competency
- 8.6 Each interview panel member will score independently.
- 8.7 The Personal Statement may be used as part of the interview process.
- 8.8 The interview process may be varied to accommodate prevailing COVID requirements or restrictions in force at the time of interview. In the event of a variation:
- 8.8.1 The interview format outlined in 8.3-8.5 will remain but may be delivered online.
- 8.8.2 A minimum of 10 days' notice prior to interview date will be given of the date and venue.
- 8.8.3 All candidates will be required to comply with any and all Covid19 restrictions and protocols.

9. FINAL SELECTION PROCESS

- 9.1 Applicants who attend the interview will be deemed suitable for selection and will be ranked. The ranking will be determined by applying the following weightings to receive a score out of 100 obtained for each of the two selection tools, providing an overall percentage score:
 - 9.1.1. Interview 60%
 - 9.1.2. Composite Assessment 40%
- 9.2 The ranked candidate's raw data then undergoes statistical analysis and is stratified into three bands. Candidates in the top band are selected. Candidates in the bottom band are not selected and candidates in the middle band may be selected.

10. FEEDBACK TO SUCCESSFUL APPLICANTS

- 10.1 Applicants who are deemed successful in the selection process will be notified in writing of the following:
 - 10.1.1 That they have been successful in the selection process and are being offered a position on the SET Programme, including conditions associated with the offer, the position details to which the offer is subject to, contact details for the position supervisor and hospital.
 - 10.1.2 Information on any training conditions which form part of the offer.
 - 10.1.3 A list of the conditions identified in item 10.2 of these regulations.
- 10.2 Acceptance of the offer to the SET Programme will be conditional on the following:
 - 10.2.1 Acceptance to take up the training position identified in the letter of offer. Applicants must be prepared to be assigned to a designated training position anywhere in Aotearoa New Zealand throughout their SET training. Given that NZOA is not the employing body, applicants must also satisfy the employment requirements of the allocated institution.
 - 10.2.2 Agreement to abide by the Orthopaedic SET Regulations and RACS Regulations and Policies, these form part of the contract and acceptance of the conditions.
 - 10.2.3 Submission of the signed SET Training Agreement, in accordance with instructions given, prior to the communicated offer expiry due date.
- 10.3 Applicants who do not satisfy any of the conditions outlined in item 10.2 of these Regulations, or who decline the offer, will automatically forfeit their offer.

11. FEEDBACK TO UNSUCCESSFUL APPLICANTS

- 11.1 Applicants who are unsuccessful in the selection process will be notified in writing of the following:
 - 11.1.1 That their application was unsuccessful.
 - 11.1.2 That they will be offered feedback on the selection interview.
 - 11.1.3 That feedback will be given by the local Education Committee Representative within 10 days of receiving written confirmation of being unsuccessful.

New Zealand Orthopaedic Association
Ranchhod Tower, Level 12
39 The Terrace, Wellington 6011
PO Box 5545, Wellington 6140
T: +64 4 913 9898 | **F:** +64 4 913 9890

