

Overseas Trained Perfusionists Policy

DEFINITIONS

1. Where a term is defined in Clause 2 as having a particular meaning, other parts of speech and grammatical forms of that word or expression have a corresponding meaning.
2. In this the following definitions apply:
 - (a) **ANZBP** means the board established by the Executive Committee of the ANZCP, under rule 80 of the ANZCP Rules, for the purposes of (amongst other things) Certifying and Re-Certifying Clinical Perfusionists;
 - (b) **ANZCP** means the means the Australian and New Zealand College of Perfusion (also known as The Australian and New Zealand College of Perfusionists) ABN 59 896 655 656;
 - (c) **ANZCP Rules** means the “Rules of The Australian and New Zealand College of Perfusionists Incorporated”*, as approved by the ANZCP on 20 November 2020, or any subsequent superseding document by that name;
 - (d) **Business Day** means a day which is not a Saturday or Sunday, or a public holiday in Victoria in Australia;
 - (e) **Certification** means the process of becoming certified by the ANZCP under the Certification Policy;
 - (f) **Certified Copy** has the same meaning as that phrase in the Certification Policy;
 - (g) **Clinical Perfusionist** means a member of the clinical perfusion profession;
 - (h) **Competency Standards** means the ANZCP Competency Standards* set by the ANZBP for the purpose of determining the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a Clinical Perfusionist and which form the basis for determining competency for the purposes of Certification and Re-Certification;
 - (i) **Initial Certification** means the process of an OTP becoming certified as a Clinical Perfusionist by the ANZCP in accordance with this Policy and the Certification Policy;
 - (j) **OTP** means an overseas trained Clinical Perfusionist, being someone who trained outside of Australia or New Zealand;
 - (k) **OTP Policy** means this policy;
 - (l) **Overseas Certifying Body** means a government, or perfusion-specific professional association, which certifies Clinical Perfusionists in the overseas jurisdiction in which the Clinical Perfusionist practices;

- (m) **Re-Certification** means the process of being re-certified by the ANZCP against the standards described in the ANZCP's Certification Policy. This may be for a Clinical Perfusionist who is seeking to move from Provisional Clinical Perfusion status to unconditional Certification, or for a Clinical Perfusionist who is fully Certified at the time of the application.

PURPOSE

3. The purpose of this Policy is to provide governance and a pathway for eligible overseas trained perfusionists to attain Certification in clinical perfusion, by confirming that regardless of the country they trained in they can demonstrate that they meet the standards set by the ANZCP for Certification. This Policy operates in tandem with the requirements Certification Policy which governs:
- (a) Evidence required for Initial Certification which is common across all Initial Certification applications;
 - (b) Decisions on whether to Certify and the consequences and appeals processes applicable to those decisions; and
 - (c) All matters relating to Re-Certification.

SCOPE

4. This Policy applies to OTPs who wish to be Initially Certified by the ANZCP.

APPLICATION PHASES

5. The OTP application for Initial Certification is comprised of three phases:
- (a) Phase 1 – being assessment of eligibility against the requirements described in Section A of this Policy;
 - (b) Phase 2 – practical assessment as described in Section B of this Policy; and
 - (c) Phase 3 – examination, as described in Section B of this Policy and Clause 11(c) of the Certification Policy, and meeting any requirements described in Clauses 10-13 of the Certification Policy which have not already been met under this OTP Policy.

SECTION A - PHASE 1

ELIGIBILITY REQUIREMENTS

6. Subject to Clause 12, in connection with an application for Initial Certification, an OTP must agree to comply with the Mandatory Declarations applicable to Initial Certification and provide Certified Copies of evidence demonstrating:
- (a) That they have met the academic standards described in Clause 10 of this Policy;
 - (b) That they are:
 - i. currently certified by an Overseas Certifying Body which maintains certification standards, as assessed by ANZBP in its absolute discretion, which are substantially equivalent to those set by the ANZCP for Certification under the Certification Policy, including but not limited to meeting competency, good character, continuing

professional development and recency of practice standards; and

- ii. have been fully certified by the Overseas Certifying Body referred to in Clause 6(a) of this Policy for a continuous period of no less than 36 months; and
- (c) Completion of no less than 150 cases over the 36 month period leading to the application for Certification by the ANZCP, in the form of a log book in the form required by the ANZBP and signed off by the OTP's clinical supervisor attesting that the clinical supervisor believes that the OTP meets the Competency Standards; and
- (d) They meet the English proficiency requirements through one of the mechanisms described in Annexure A;

and Certified Copies of letters of attestation on official letterhead and with the contact details and position of the attestor, dated within 6 months of the application, as follows:

- (e) From the Overseas Certifying Body stating that the OTP is currently certified as a perfusion practitioner in that jurisdiction, that they are fit for practice, and that there are no conduct, performance, ethical or legal issues involving the OTP which are relevant to Certification;
- (f) From the following:
 - i. Senior surgeon at their overseas cardiac surgery unit; and
 - ii. Subject to Clause 7, the director of perfusion at their overseas surgery unit,

as to the fact that the OTP meets the Competency Standards set by the ANZCP, that they are fit for practice, and that they are not aware of any conduct, performance, ethical or legal issues involving the Clinical Perfusionist which are relevant to Certification,

and must pay the fee set by the ANZCP for a phase 1 assessment and published on the ANZCP website at the time of application.

7. In the case of an OTP who is the head of the perfusion unit, instead of the letter described in Clause 6(f)(ii), the OTP must provide:

- (a) Their current curriculum vitae; and
- (b) Contact details, role and relationship of and with two referees able to attest to the OTP in the manner described in Clause 6(f).

ASSESSMENT AGAINST PHASE 1 REQUIREMENTS

8. The ANZBP will decide, within 20 Business Days of receipt of all requirements described in Clause 6 of this Policy, whether the applicant has met the OTP eligibility requirements to progress to phase 2 of the application process. Within 10 Business Days of that decision, the ANZBP will provide the applicant with notice of the decision and, if the requirements are not met, reasons for decision. A decision under this Clause 8 is subject to the appeals process and timeline described in Clauses 29-34 of the Certification Policy.

9. An OTP assessed by the ANZBP under Clause 8 as meeting the initial eligibility criteria described in Clause 6, must then:
- (a) Secure or provide a formal offer of employment as a Clinical Perfusionist at a recognised Australian or New Zealand perfusion hospital, in the form of a copy of the employment offer or other letter of confirmation and provide that to the ANZBP; and
 - (b) Upon instruction from ANZBP which will be provided to the OTP within 15 Business Days of confirmation of the offer under Clause 9(a), proceed to phase 2 (practical assessment) as described in Section B of this Policy.

ACADEMIC STANDARDS AND EVIDENCE

10. The academic standards and evidence applying to Initial Certification are:

- (a) For an OTP first certified by the Overseas Certifying Body prior to 30 June 2024 - a qualification at or above Australian Qualifications Framework (AQF) level 7 (Bachelor's degree or greater) in a perfusion-related domain, as assessed by the ANZBP in its absolute discretion, and a Certified Copy of the associated academic transcript; and
- (b) For an OTP first certified by the Overseas Certifying Body on or after 1 July 2024 - Certified Copy of a qualification at or above Australian Qualifications Framework (AQF) level 9 (Master's degree) or greater in perfusion-related domain, as assessed by the ANZBP in its absolute discretion, and a Certified Copy of the associated academic transcript.

Note: For information on the Australian Qualification Framework (AQF) see <https://www.aqf.edu.au/aqf-qualifications>

11. Where the ANZCP requires official confirmation of equivalence of the qualification to one of the AQF levels specified in Clause 10 of this Policy, or an assessment of equivalence of competency gained through the qualification against the competency gained under a qualification described in Clause 6(c) of the Certification Policy, the OTP applying for Initial Certification must pay any associated costs.

TRANSLATED DOCUMENTS REQUIREMENT

12. Any document supplied in support of an application for Initial Certification which is not in English, in both the original language and translated into English in accordance with the Translated Documents Policy (and provided as Certified Copies, where required by this Policy).

SECTION B - PHASE 2 PRACTICAL ASSESSMENT

13. The phase 2 practical assessment is comprised of a period of supervised practice within the employing hospital described in Clause 9(a) of this Policy. Upon:
- (a) successful completion of the practical assessment, as demonstrated by the evidence described in Clause 14 of this Policy;
 - (b) confirmation by the ANZBP that the practical assessment requirements have been met, as described in Clause 16, of this Policy; and

- (c) Payment of Phase 3 examination fee set by the ANZCP and published on the ANZCP's website,

the OTP will be eligible to sit the examination described in Section C of this Policy and Clause 11(c) of the Certification Policy.

14. Evidence required for consideration for phase 3:

- (a) Log of at least 50 clinical perfusion cases, directly supervised by a Certified Clinical Perfusionist at the employing hospital, completed no less than 3 months, and no greater than 12 months, prior to submission for consideration of eligibility for phase 3 and which includes the name(s) of the clinical supervisor for each case;
- (b) ANZCP competency checklist completed by the OTP's perfusionist Head of Unit, and nominated clinical supervisor; and
- (c) Subject to Clause 16, letters of attestation on official letterhead and with the contact details and position of the attestor, dated within 6 months of the request to be considered for phase 3 from the following:
 - I. Senior surgeon at their overseas cardiac surgery unit; and
 - II. Subject to Clause 7, the director of perfusion at their Australian or New Zealand surgery unit,

as to the fact that the OTP meets the Competency Standards set by the ANZCP, that they are fit for practice safely and unsupervised, and that they are not aware of any conduct, performance, ethical or legal issues involving the Clinical Perfusionist which are relevant to Certification.

15. Within 20 Business Days of receipt of all documentation and the payment required by Clause 13 of this Policy, the ANZBP will decide whether the applicant has met the OTP eligibility requirements to progress to phase 3 of the Certification application, being the examination required by Clause 11(c) of the Certification Policy. Within 10 Business Days of that decision, the ANZBP will provide the applicant with notice of the decision and, if the requirements are not met, the reasons for decision. A decision under this Clause 16 is subject to the appeals process and timeline described in Clauses 29-34 of the Certification Policy.

SECTION C – EXAMINATION AND REMAINING REQUIREMENTS FOR CERTIFICATION

16. The phase 3 examination must be undertaken at the next ANZCP examination round, or within 12 months from start date of employment at the employing hospital. In exceptional circumstances the ANZBP may permit an additional period of up to six months, upon request, which such application for an extension must be supported by a letter from the perfusionist head of unit and clinical supervisor at the employing hospital.
17. Upon completion of the examination and any outstanding requirements under Clause 11 of the Certification Policy, the ANZBP will make the preliminary decision on eligibility for Certification described in Clause 16 of the Certification Policy.

REVIEW

18. This Policy and associated Procedure will be reviewed within two years of the date in the document footer.

ANNEXURE A – ENGLISH LANGUAGE REQUIREMENTS

1. The purpose of this requirement is to ensure overseas qualified perfusionists have the required minimum English language competency to provide safe and effective practice.
2. Subject to Items 3 and 4 of this Annexure A, a Certified Copy of English proficiency certificate is required, demonstrated through the completion of either the International English Language Testing System (IELTS), Occupational English Test (OET) as described in Item 5 and 6 of this Annexure A, or equivalent, by applicants whose tertiary qualification certification relied on for Certification was not obtained from one of the following countries:
 - (a) Australia
 - (b) New Zealand
 - (c) Canada
 - (d) Republic of Ireland
 - (e) South Africa
 - (f) United Kingdom
 - (g) United States of America
3. Subject to Item 4 of this Annexure A, testing must be completed no more than two years prior to the application date. Proficiency may be achieved across a maximum of two tests, provided the two sittings are within 6 months of each other. In the event an applicant relies on the test results from two sittings, the two year validity of the certification begins on the date of the earlier sitting.
4. An applicant whose tertiary perfusion qualification was not obtained in English from one of the countries described in Item 2(a)-(g) of this Annexure may demonstrate English language proficiency without an IELTS, OET or an equivalent English proficiency certification if:
 - (a) They provide a Certified Copy of evidence showing they been in continuous employment as a Clinical Perfusionist:
 - i. certified in one of the countries described in Item 2(a)-(g) and English was the primary language of practice; and
 - ii. which commenced within 12 months of the date of the test; and.
 - (b) The date of applying for Certification with the ANZCP must be within 12 months of finishing the last period of employment.
5. IELTS
 - (a) The applicant is required to obtain minimum scores of 7.0 in each of the four academic components (speaking, listening, writing, and reading) of the International English Language Testing System (IELTS), with an overall minimum score of 7.0.
 - (b) Test results will only be accepted from:
 - i. one test sitting, or
 - ii. a maximum of two test sittings in a six-month period, only if the applicant achieves:
 - A minimum score of 7 in each sitting
 - A minimum score of 7 in each component across the two sittings
 - No score in any test component of the test is below 6.5

6. OET

- (a) The applicant must achieve a minimum score of B in each of the four components (speaking, listening, writing, and reading) in the OET
- (b) Test results will only be accepted if obtained in:
 - i. one test sitting; or
 - ii. a maximum of two test sittings in a six-month period, if:
 - o The applicant is tested in all four components in each sitting
 - o A minimum score of B in each component is achieved across the maximum two sittings
 - o No score in any component of the test is below C

7. All costs related to English proficiency testing are at the expense of the applicant.

For information on Australian Proficient English requirements:

<https://immi.homeaffairs.gov.au/help-support/meeting-our-requirements/english-language/proficient-english>

For information on IELTS and obtaining formal assessment:

<https://www.ielts.org>