

Eligible applicants will be required to nominate seven referees (e.g. Head of Department, Clinical Supervisor, Research Supervisor, non-RANZCO Registrar, Nurse, Hospital Administrator) that are linked to their work history.

Personal Information	
Where did you work with this applicant?	
In what capacity have you observed the medical and surgical experience of this applicant?	
How long did you work with the applicant?	
How long ago did you work with the applicant?	
Do you have a conflict of interest in being a referee for this applicant?	
If yes, please explain.	
How does this applicant compare to others working in a similar role?	
If you were given the opportunity to work with this doctor again would you?	
<i>The referees will be asked structured questions on the following CanMEDS criteria:</i>	
Medical Expert	
Patient history and examinations	
Investigations	
Diagnosis	
Judgement	
Technical ability	
<i>Comments</i>	
Scholar	
Learning	
Teaching	
Research	
<i>Comments</i>	
Communicator	
Communication with colleagues and other professionals	

Communication with patients, carers and families	
<i>Comments</i>	
Collaborator	
Working relationships with other health professionals	
Respect for health professionals, patients and others	
<i>Comments</i>	
Manager	
Monitoring tasks and self	
Response to stress	
<i>Comments</i>	
Health Advocate	
Promotes health of patients	
<i>Comments</i>	
Professional	
Self-motivation	
Insight into performance	
Accepting and giving feedback	
Ethical knowledge and behaviour	
<i>Comments</i>	
Workplace Performance	
How would you assess the applicant's punctuality and attendance in the workplace?	
Would you re-employ the applicant if the opportunity arose? Why/why not?	
Are you aware of any professional conduct or past performance issues that may be relevant and appropriate for us to consider?	
Is there anything else you think would be relevant for us to consider?	