



Australian and New Zealand Podiatry
Accreditation Council (ANZPAC)

Candidate Guide – Skills assessment for registration in New Zealand

Occupation: Podiatrist (ANZSCO Code 252611)

Version 2.0 – July 2015

DISCLAIMER: The information contained in this guide, associated forms and documents and on the ANZPAC website is accurate at the date of publication. Small changes that may occur to the content and processes contained within this guide, associated forms and documents and on the ANZPAC website are not routinely notified to potential or actual candidate unless there are substantive in any way, or alter the process in any significant way.

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1. Introduction

The Australian and New Zealand Podiatry Accreditation Council (ANZPAC) assess the qualifications and skills of overseas trained New Zealand registration applicants on behalf of the Podiatrists Board of New Zealand.

The Qualifications and Skills Assessment Committee (QSAC) is a standing committee of ANZPAC and administers the assessment of qualifications and skills for migration to, and registration in, New Zealand.

1.1 Podiatry in New Zealand

A podiatrist is a registered health professional who deals with the prevention, diagnosis, treatment and rehabilitation of medical and surgical conditions of the feet and lower limbs.

The conditions podiatrists treat include those resulting from bone and joint disorders such as arthritis and soft-tissue and muscular pathologies, as well as neurological and circulatory diseases. Podiatrists are able to diagnose and treat any complications of the above that affect the lower limb, including skin and nail disorders, calluses and ingrowing toe nails. Foot injuries and infections gained through sport or other activities are also diagnosed and treated by podiatrists.

1.2 Migration to New Zealand

You are encouraged to visit the Immigration New Zealand website to determine the most suitable visa for your circumstance. In the case of a skilled occupation such as Podiatrist, you will require a relevant recognised qualification, which is at, or above, the qualification level on the New Zealand Qualifications Framework. The qualification must correspond to the skill level indicated for that occupation in the Australian New Zealand Standard Classification of Occupations (ANZSCO).

Successfully migrating to New Zealand as a podiatrist is no guarantee of registration or employment in New Zealand. Requirements additional to those for migration may need to be met to become registered with the Podiatrists Board of New Zealand.

ANZPAC can provide advice only in relation to applying for a qualifications and skills assessment. All other questions relating to migration should be directed to Immigration New Zealand (www.immigration.govt.nz).

1.3 Registration in New Zealand

Podiatrists in New Zealand must by law, be registered in order to practice as a podiatrist. You must be registered **and** hold a current Annual Practising Certificate (APC) to be able to practise in New Zealand. All first time APC applicants **must hold a current CPR certificate** to be eligible for an APC.

ANZPAC is responsible for performing assessments of the knowledge, clinical skills and professional attributes of overseas-qualified podiatrists seeking registration in New Zealand with the Podiatrists Board of New Zealand, which is governed by the Australian Health Practitioner Regulations Agency (AHPRA) under the *Health Practitioners Competence Assurance Act 2003*.

ANZPAC will assess and verify your qualifications, skills and competence against the requirements it has established.

All questions relating to registration should be directed to the Podiatrists Board of New Zealand (www.podiatristsboard.org.nz). You are encouraged to contact the Podiatrists Board of New Zealand about the requirements for registration in New Zealand, as the ANZPAC assessment is only one component of a the registration application.

1.4 Trans-Tasman Mutual Recognition Arrangement

The Trans-Tasman Mutual Recognition Agreement, under the *Trans-Tasman Mutual Recognition Act 1997*, states that “a person registered to practise an occupation in Australia is entitled to practise an equivalent occupation in New Zealand, and vice-versa, and without the need for further testing or examination”.

Applicants registered with the Podiatry Board of Australia, who are not intending to migrate to New Zealand, may apply directly to the Podiatrists Board of New Zealand for registration.

1.5 Privacy notice

ANZPAC and its committees liaise with relevant bodies such as registration/licensing authorities, immigration and employment authorities and podiatry education providers as required. ANZPAC is committed to protecting the privacy, confidentiality and security of personal information held in its records. A copy of the *ANZPAC Privacy Policy* can be found on its website <http://www.anzpac.org.au/publications.html>

1.6 Using an agent

Australia’s privacy laws prohibit ANZPAC from discussing applications with people unless authorised to do so.

If you would like someone, such as a family member or Registered Migration Agent to deal with ANZPAC on your behalf, you must complete the relevant section of the application form authorising a specific individual to act as your agent.

2. Stage 1 Full Desk Top Assessment (NZ)

The *Stage 1 Full Desk Top Assessment (NZ)* is a paper-based assessment of applicants' qualifications and skills against ANZPAC's eligibility criteria. Applicants who meet all eligibility criteria of the *Stage 1 Full Desk Top Assessment* appropriate to their circumstances will be assessed as "suitable" for migration and/or registration. Applicants who are not assessed as suitable for migration and/or registration at the conclusion of the *Stage 1 Full Desk Top Assessment (NZ)* can, in some circumstances, advance to the *Stage 2 Practical Assessment* (see section 2.3).

2.1 Eligibility

You are required to complete a *Stage 1 Full Desk Top Assessment (NZ)* if you are a podiatrist who obtained an initial entry-level podiatry qualification from an education provider outside of New Zealand. If you received your podiatry qualification from an education provider in Australia, please refer to section 1.4.

To be assessed as suitable for migration and/or registration, you must demonstrate that you:

- Are registered and in good standing as a podiatrist with the relevant authority, or otherwise officially recognised as a podiatrist in the country in which they are currently practicing
- Hold a podiatry qualification that is comparable to an ANZPAC accredited entry level podiatry program in New Zealand in terms of:
 - The education level being comparable to a New Zealand Bachelor degree or higher
 - The duration being a minimum of six semesters full time equivalent study for an undergraduate program, with prior studies taken into consideration for a graduate entry program
 - Supervised clinical practice within the course curriculum including a range of placements and patient situations to develop relevant skills, competencies and show evidence of application of theory to practice
 - The course curriculum including clinical, behavioural and basic sciences, and relevant and sufficiently detailed theoretical and practical content
 - The course curriculum including research and scholarly activity to build evidence-based practices, and develop student skills and responsibility for life long learning
- Have graduated within three (3) years of the date of the application for registration in New Zealand, or practiced within the past (3) three years of the date of application for registration in New Zealand

ANZPAC may at its discretion require you to undertake the *Stage 2 Practical Assessment* to seek further validation of any of the above points. This is generally required for applicants assessed as meeting all criteria but the competent professional practice criterion. Failure to meet the registration and qualification skills criterion will result in your application being assessed as "not suitable".

2.2 Documentation requirements

You must submit documentary evidence that you meet ANZPAC's eligibility criteria for the *Stage 1 Full Desk Top Assessment (NZ)*.

Documents in languages other than English must be accompanied by certified English translations.

If the authenticity of the documents cannot be verified, ANZPAC reserves the right to decline to assess your application. The assessment fee will not be refunded in these circumstances.

If you cannot obtain the required documents, you should attach a letter to the application form identifying those documents you cannot obtain and why.

All applicants must submit copies of the following documentation:

(a) Personal details

- Personal information page of your passport or your birth certificate
- Marriage certificate or other document verifying change of name if your name varies between the documents relied upon in your application

(b) Registration

- Evidence of registration/licensure from all countries where you have been registered as a podiatrist
- If registration is not required for employment as a podiatrist in countries in which you are currently or have previously been employed within the last three (3) years, evidence of professional practice as a podiatrist during this period must be submitted. A formal letter (signed, dated and on letterhead) from your employer, supervisor or colleague indicating the dates of your employment, your job title and your duties is required)
- New graduates must be registered with the professional registration body for their country if one exists.

(c) Education

- Degree award certificate
- Transcripts of qualifications completed, which show subjects, credits/hours, marks and details of practical and clinical education (where practicable)
- If you have completed your qualification but not yet had the award conferred, you must produce a letter from the Head of the School of Podiatry (or equivalent) confirming that you have completed all course requirements and are eligible to have the award conferred
- Evidence of course content[#] including the course book and syllabus for each subject and evidence of any practical and clinical training completed

UK degree qualified and HCPC registered podiatrists do not need to submit evidence of course content at the time of application. ANZPAC may request this content if required during processing of your application

(d) Competent professional practice

Applicants must demonstrate competent professional practice either by demonstrating employment as a podiatrist within three (3) years of the date of application for registration in New Zealand **OR** completion of an initial, entry-level podiatry qualification within three (3) years of the date of application for registration in New Zealand.

In the case of a graduate who has qualified within three years immediately before the date of application undergraduate university studies are considered evidence of competent professional practice and no further evidence is required to be submitted.

In all other cases the following evidence is required:

- *Applicant Referee Proforma* (available from <http://www.anzpac.org.au/publications.html>) completed and signed by your employer, supervisor or colleague to cover the three (3) year period prior to applying for a skills assessment. More than one proforma may be used. A podiatrist must have been engaged in professional practice for at least 12 months in the three-year period
- Signed professional curriculum vitae for the last three years, detailing:
 - The dates of each period of your employment or self-employment
 - Your employer's name, address and the nature of their business
 - Your job title and job description
 - The nature of your employment or self-employment, including the most important tasks you performed or major projects you completed

Professional practice means any role in which you use your podiatric knowledge and skills. It includes clinical podiatry, clinical education and placement, administration, study, teaching or research in the field of podiatry.

Competent professional practice as a podiatrist in New Zealand is based on the *ANZPAC Podiatry Competency Standards in Australia and New Zealand* (revised May 2015). The eight Competency Standards are:

| | |
|------------------------|---|
| Competency Standard 1: | Practise Podiatry in a Professional Manner |
| Competency Standard 2: | Continue to Acquire and Review Knowledge for Ongoing Clinical and Professional Practice Improvement |
| Competency Standard 3: | Communicate and Interrelate Effectively in Diverse Contexts |
| Competency Standard 4: | Conduct Patient/Client Interview and Physical Examination |
| Competency Standard 5: | Analyse, Interpret and Diagnose |
| Competency Standard 6: | Develop a Patient/Client Focused Management Plan |
| Competency Standard 7: | Implement and Evaluate Management Plan |
| Competency Standard 8: | Provide Education and Contribute to an Effective Health System |

(e) English language requirement

Unless English is your first language, you must demonstrate proficiency in English by either one of the following:

- Your test report form demonstrating that you achieved a minimum score of **seven (7)** in each of the four modules (listening, reading, writing and speaking) and an overall band score of **at least 7.5** in the International English Language Testing System (IELTS) test (Academic version), within the three (3) years prior to applying for registration in New Zealand **OR**
- Your test report demonstrating that you achieved grades A and B in the Occupational English Test (OET)

IELTS test results must have been obtained within the three (3) years prior to applying for assessment. Results from the English language tests must be obtained in one sitting. You are responsible for the cost involved in undertaking the English language test.

2.3 Stage 2 Practical Assessment (if required)

The Stage 2 Practical Assessment is an assessment of a candidate's professional practice of podiatry in accordance with the *ANZPAC Podiatry Competency Standards in Australia and New Zealand* (revised May 2015). It is open to candidates who meet the qualification and registration skills criteria, **but not the competent professional practice criterion** of the *Stage 1 Full Desk Top Assessment (NZ)*.

ANZPAC however may at its discretion require applicants to undertake the *Stage 2 Practical Assessment* to seek further validation of any of the criteria outlined in points 2.2 (a) – (e). Candidates who successfully complete the Stage 2 Practical Assessment will be assessed as “suitable” for migration and/or registration.

Applicants must make a separate application, accompanied by the correct fee, to sit the Stage 2 Practical Assessment.

Further information is contained within the *Stage 2 Practical Assessment Candidate Guide* available from http://www.anzpac.org.au/australian_assessment.html

2.4 Professional practice and culture in New Zealand context – open book exam

All applicants to New Zealand must have an understanding of New Zealand's culture as it applies to practicing as a Podiatrist in New Zealand. Upon receipt of a valid application, ANZPAC will send you the study guide and answer sheet for the open book exam. You must read the study guide and satisfactorily pass the open book exam for a “suitable” assessment to be issued.

2.5 Lodging your application

ANZPAC's preferred method of lodgment is electronic. All documents submitted electronically must be scanned colour copies of the original documents saved preferably as PDF files. ANZPAC will not process your application until the application fee has been received and all the requested documentation has been provided. In some circumstances, you may be asked to provide further information in addition to your education provider, referees or certifying officers in other countries.

The information below offers you further guidance in attaching documents to your electronic application:

(a) Compressed files

ANZPAC is not able to accept files that have been compressed. A compressed file is a container for documents, programs or other files that have been packaged together and reduced in size. A common example is files compressed with WinZip® with a '.zip' file extension. If the document you are attempting to attach is too large we recommend that you create a PDF document (see <https://createpdf.adobe.com/> for further information).

(b) File formats

ANZPAC is only able to accept the following formats:

| Extension | File Type |
|-----------|---|
| DOC | Microsoft Word 2002 or older document |
| DOCX | Microsoft Word 2007 document |
| JPG | JPEG image file |
| PDF | Adobe Acrobat Portable Document Format file |
| PPT | Microsoft PowerPoint presentation document |
| XLS | Microsoft Excel spreadsheet document |

The following table details the maximum number, size and allowable formats you are able to attach to your application:

| Maximum number of files | Maximum size each file | Formats allowed |
|-------------------------|------------------------|-------------------------------|
| 20 | 5MB | DOC, DOCX, JPG, PDF, PPT, XLS |

2.6 Notification of outcome of desktop assessment

ANZPAC will assess your application as “suitable” or “not suitable” for the occupation Podiatrist against the established criteria.

Applicants assessed as “not suitable” will be required to re-train in New Zealand for the three-year degree in the Bachelor of Health Sciences (Podiatry) in order to re-apply.

Applicants will be notified in writing of the outcome of the desktop assessment within four (4) weeks of receipt of a completed application and within two (2) working days for priority processing.

A skills assessment remains valid for three (3) years from the date of issue.

If, for any reason a skills assessment notification letter needs to be re-issued a fee will apply.

2.7 Forms

Form S1-F *Stage 1 Full Desk Top Assessment (NZ)*

2.8 Fees

Fees are subject to change without notice and are non-refundable.

| | |
|--|---------------|
| Stage 1 – Full Desk Top Assessment | \$670.00 AUD |
| Stage 1 – Full Desk Top Assessment (Priority)(UK Only) | \$1000.00 AUD |
| Re-issue of Skills Assessment Notification Letter | \$ 50.00 AUD |

Payment methods are included in the Form S1-F *Stage 1 Full Desk Top Assessment (NZ)*.

Priority processing allows for applications from graduates qualifying in the United Kingdom to be processed within 2 working days of the receipt of a complete application and full payment. Priority processing is not available for graduates from Europe, Canada or the USA. Please note priority processing may be delayed if payment has not been received, applications are submitted incomplete or incorrectly or additional information is required to finalise the assessment.

3. Review/Appeals Process

If you are unsuccessful in the *Stage 1 Full Desk Top Assessment (NZ)* you will receive a notification stating which eligibility criteria have not been met and what further action can be taken, including applying for an administrative appeal or an appeal.

You are encouraged to contact ANZPAC before submitting an application for an administrative review or an appeal, as it may be possible to resolve the matter by communication with the Executive Officer rather than by an administrative review or an appeal.

All applications for an administrative review or an appeal must be:

- In writing
- Clearly state why a review of or an appeal against the decision is being sought; and
- Lodged within ten (10) weeks of the date on which the result was issued by ANZPAC

In the case of an appeal, any additional documentation that you believe supports your application should also be submitted.

(a) Administrative Review

There is no cost associated with an administrative review.

For an administrative review of a *Stage 1 Desk Top Assessment (NZ)*, an ANZPAC representative who was not involved in the original assessment will check whether any processing errors have been made and ensure that all relevant information has been collected and considered. You will be notified of the result of the review within four (4) weeks of the date ANZPAC receives the application. The notification will include ANZPAC's reasons for assessing the applicant as suitable or not suitable for migration and/or registration as a result of the review. If the applicant is still assessed as not suitable as a result of the review, they will be offered counselling by the Executive Officer.

Counselling is compulsory before progression to an appeal. Counselling can clarify factors considered in the *Stage 1 Desk Top Assessment (NZ)* and explain why the applicant was assessed as not meeting specific criteria.

(b) Appeal

The cost of an appeal is \$300 (Australian dollars).

For an appeal of a *Stage 1 Desk Top Assessment*, the assessment result is reconsidered and any new information you have provided is taken into account. The Qualifications and Skills Assessment Committee (QSAC) will appoint one of its members to assess each appeal. This person will not have previously been involved in your assessment.

The ANZPAC Executive Officer will provide a written report to the appeal assessor describing the outcome of the applicant's assessment, including all documentation submitted in support of the original application and appeal; all communication with you and the reason/s the administrative review was rejected.

You will be notified of the result of the appeal within eight (8) weeks of the date ANZPAC receives the appeal application. The notification will include ANZPAC's reasons for assessing you as suitable or not suitable for migration and/or registration as a result of the appeal.

If you are still found to be unsuccessful as a result of the appeal, you will be offered telephone counselling by the Chairperson of the QSAC.

4. Further Information

For further information about the assessment process, please contact ANZPAC via any of the following methods:

Email: qsa@anzpac.org.au (preferred method of communication)

Website: www.anzpac.org.au