

# **MEDICAL AND DENTAL PRACTITIONERS COUNCIL OF ZIMBABWE**



## **GUIDELINES FOR THE ACCLIMATIZATION PROCESS OF A FOREIGN TRAINED ORAL AND MAXILLOFACIAL PATHOLOGIST FOR ELIGIBILITY TO PRACTICE THE SPECIALTY IN ZIMBABWE.**

# **GENERIC FORMAT FOR PRE-REGISTRATION SENIOR REGISTRAR FOR MAXILLOFACIAL PATHOLOGIST**

<b>Personal Attributes</b>	<b>Strengths</b>	<b>Areas Of Improvement</b>	<b>Score</b>
<b>1. Presentation</b> Personal/physical appearance			
<b>2. Communication</b> Patient, relatives and any other interested parties. Effective verbal skills. Present ideas and information concisely. Inspires confidence in colleagues. Keeps others well informed etc <ul style="list-style-type: none"> <li>Interpersonal relations</li> <li>Work colleagues and superiors</li> </ul>			
<b>3. Management</b> Planning and Organization Sets goals and priorities. Plans ahead and utilizes resources effectively. Ability to meet deadlines and monitor tasks.			
<b>4. Judgement</b> Considers pros and cons before making decisions. Considers risks. Considers impact of decisions and seeks advice.			
<b>5. Leadership</b> Effectively manages situations and implements changes when required. Motivates, coordinates, guides and develops subordinates through actions and attitudes.			
<b>6. Ethics</b> Observance of both the patient's and the doctor's rights. Considers the ethical impact of decisions. Demonstrates actions and attitudes of integrity.			
<b>7. Reliability</b> Can achieve goals without supervision. Dependable and trustworthy.			
<b>8. Quality of Work</b> Achieves high quality of work that meets requirements of the job.			
<b>9. Quantity of Work</b> Achieves or exceeds the standard amount of work expected on the job.			
<b>10. Initiative</b> A self starter. Provides solutions to problems.			
<b>11. Cooperation</b> Willingness to work with others as a team member			
<b>12. Assessment by other disciplines</b> Professional conduct, reliability and quality of work.			
<b>13. Participation in clinical audit, clinical governance and Continuous Professional Development</b>			
<b>14. Teaching</b> Junior medical and dental staff. Nurses and other health professionals.			
<b>15. Research</b> Participation in ongoing research.			
<b>16. Others</b>			

**Score 1 – 5: 1 is the worst score and 5 is the best score. Meet candidate quarterly and discuss strengths and areas of improvement. Consolidate with rating from other departments for overall**

<b>OVERALL PROFESSIONAL/CLINICAL COMPETENCE:</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>

<b>Attendance to Consults:</b> Expeditiously and appropriately attends to consults from other specialties and liaises with the consultant.									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>									
<b>Leadership:</b> takes responsibility of own action and action of the team. Takes lead in ward rounds,(posttake and at least two business rounds/week) Organizing regular ward meetings and Participation in committees at hospital and/or national level. Takes initiative to correct any management deficits that may affect team effectiveness and patient outcomes.									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>									
<b>Team Player:</b> Accepts appropriate responsibility, Reliable, Supportive and approachable.									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>									
<b>Honesty and Integrity:</b>									
<b>Is there any concern about honesty and integrity:</b> <b>YES</b> <b>NO</b>									

<b>Comment</b>    
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<b>AUDIT : covering at least two audits during the SR year (one in each six months)</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>    									
<b>Professional Interactions and Integrity</b>									
<b>Attitude to colleagues</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Junior staff</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Nursing staff</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Attitude to Patients</b>									
<b>Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Comment</b>    									

## **I. INTRODUCTION**

This document includes information helpful to better understand the Dental specialty of Oral and Maxillofacial Pathology. It also highlights the different components of the training and how eligibility to practice can be evaluated in countries offering this certification and how this can be used in our registration of practitioners in Zimbabwe. Zimbabwe currently requires foreign trained candidates to go through a process of acclimatization in their health-care system in order to practice this specialty. Listed below are suggestions on how the process of acclimatization could be accomplished with specific skills being evaluated, tested and documented by the supervisor overseeing the candidate.

## **II. WHAT IS ORAL & MAXILLOFACIAL PATHOLOGY?**

Oral and Maxillofacial Pathology (OMP) is a specialty of Dentistry. It is a discipline involving the nature, diagnosis, and management of diseases affecting the oral and maxillofacial regions. It is the science that investigates the causes, processes, and effects of these diseases. The practice of Oral Pathology includes the diagnosis of disease using clinical, radiographic, biochemical, microscopic, molecular or other examinations; and the treatment and/or management of patients.

## **III. WHAT DOES THE COMPREHENSIVE CURRICULUM OF OMP TRAINING ENCOMPASS?**

It is a three year mostly hospital-based post-graduate program dedicated to the teaching and clinical training of a highly skilled specialist to diagnose, treat and /or manage oral & maxillofacial diseases. Candidates accepted for training should be a qualified Dentist with competitive grades. The curriculum is designed to give the student a broad understanding of disease processes of the various tissues of the human body with a main emphasis on the oral tissues. 80% is dedicated to Oral conditions while 20% to General Pathology, Research and Publication, Teaching and the preparation as well as the delivery of lectures. The sections include:

1. At least 2 years of Oral Pathology lectures, clinical, radiographic and microscopic diagnosis of oral lesions, treatment and management of oral lesions in hospital bedside patients, Dental ER and General Dentistry patients and those in long-term care facilities, Research and publication of an Oral Pathology condition of interest or publication of rare conditions, Preparation and delivering of lectures to Oral Surgery and General Dentistry Practice residents, Participation in tumor board conferences and Presentation of interesting cases at seminars and annual conferences. All procedures done under the supervision of a trained Oral Pathologist.
2. At least 6-months rotation in General Pathology including lectures, weekly presentations of interesting cases, participation in tumor board conferences, performing accessioning, grossing, microscopic reading of tissue specimens, ordering supplementary definitive stains and reporting results. All of which under done under supervision of a registered General Pathologist. This rotation allocates time to allow the student exposure to more specialized areas such as: Hematopathology, Pediatric Pathology, Neuropathology, Cytopathology, Autopsy, Microbiology

and Virology. Participation in weekly presentations of cases is also mandated to successfully complete the rotation.

3. At least 1- month rotation in Dermatopathology where the students are actively involved in the microscopic diagnosis, and reporting of skin lesions also under supervision of Dermatopathologist.
4. At least 1- week rotation in Oral Radiology. This comprises of lectures in various X-ray types for soft and hard tissue of the Head & Neck region and indications for use of one over another. It also involved studying a substantial number of X-ray images of Oral & Maxillofacial Pathology conditions for a better understanding of destruction patterns of oral lesions, the nature of bone resorption, effect on teeth and surrounding tissues, presentation of soft tissue tumors.

#### **IV. UPON COMPLETION OF TRAINING HOW ARE CANDIDATES DEEMED ELIGIBLE TO PRACTICE?**

After matriculation from an accredited Oral & Maxillofacial training program, a Licensure Board Examination set by the country where the candidate trained, determines the eligibility of the candidate to be allowed to practice. The Board evaluates all areas from didactic information of disease processes to radiographic and microscopic diagnoses and treatment and management of Oral diseases. 80% of the exam tests the candidate's ability to microscopically diagnose oral lesions while the rest is shared equally between treatment & management and recall of important pathology facts.

#### **V. WHAT SHOULD A CANDIDATE UNDERGOING ACCLIMATIZATION UNDERTAKE?**

A foreign trained graduate specialized in Oral Maxillofacial Pathology who has completed the degree and successfully undergone Board Certification Examinations and is eligible to Practice in the country they trained but choose to return to Zimbabwe should be deemed competent to practice provided they complete a 3 month acclimatization process and evaluation with documentation. (A process to verify the candidate's credentials and or institution of training can be provided for where there are concerns). Failure to complete the process satisfactorily could result in an additional 3 months of the process at a time. The suggested process would include the following rotations:

1. Clinical practice of Oral Pathology & Medicine under supervision in an Oral Health/ Dental Dept of any Government or Private Hospital. This evaluates the candidate's clinical skills in formulating a clinical & radiographic diagnosis, in ordering the relevant tests and or a tissue specimen for the lab, in interpreting the results and the treatment & management of patients with minor and complex oral conditions.
2. Microscopic reading of biopsy specimens and typing histopathology reports under supervision by a General/ Oral Pathologist. This evaluates the candidate's skills in microscopic diagnosis

of tissue specimens and reporting of mainly oral health diseases, while assessing the candidate's ability to identify secondary tumors/metastases and seeking consultation from other specialties and referral to the right clinicians for treatment.

3. Participating in Pathology seminars or conferences and/or presentations of Oral Pathology when asked by supervisor. Presentations by the candidate enables evaluation of their understanding of the subject matter of Oral Pathology and furthermore their ability to impart knowledge to students and fellow colleagues

***The UZ Oral Health Centre is the biggest referral centre for minor and complex Oral and Maxillofacial diseases and would be the ideal place for coordinating the process.***

## **VI. MEASURABLE COMPETENCIES OF A CANDIDATE UNDERGOING THE ACCLIMATIZATION PROCESS IN ORAL MAXILLOFACIAL PATHOLOGY**

Documented evaluations of the candidate's ability to perform the following methodically and with precision should be submitted:

1. Obtaining of relevant patient's medical & dental histories.
2. Formulating a differential diagnoses list.
3. Ordering relevant radiographic and chemistry tests and or tissue specimen.
4. Interpretation of clinical information, radiographic images, chemistry results and histology report.
5. Microscopic reading of tissue specimens, requesting supplementary stains when necessary and writing a histopathologic report.
6. Treatment and management of Oral and maxillofacial lesions.
7. The point of seeking consultation and appropriate referral in cases of metastases/ secondary disease to the oral and maxillofacial region.
8. Comprehensive approach of treatment for the patient by communication with the patient and other health care professionals.

9. Communicating with the patient precisely and concisely, explaining the disease process and the treatment required.
10. Attendance and participation in seminars or conferences.
11. Developing and delivering oral pathology material during seminars/conferences.
12. Knowledge of the specific subject matter.

**IF THERE ARE ANY UNFULFILLED AREAS, THE CHAIRPERSON OF DEPARTMENT  
SHOULD PROVIDE JUSTIFICATION**



**Recommendation by the Supervising Consultant (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**Recommendation by the Coordinator/Head of Unit (*where applicable*)**

Eligible for Registration .....

Not Eligible for registration .....

**Overall Recommendation by the Chairperson of Department (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**Recommendation by the Association (*please print name & stamp*)**

Eligible for Registration .....

Not Eligible for registration .....

**PLEASE GIVE REASONS IF THERE IS A NEGATIVE REPORT**

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**COMMENTS BY THE SENIOR REGISTRAR**

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**SIGNATURE:**.....

**DATE:**.....