

Policy and Procedure

Subject: Assessing international medical graduates (IMGs) seeking specialist Recognition and RACMA Fellowship

Revised: August 2016

Approval Date: August 2016 (ETC)

Review Date: August 2019

Review By: Education and Training Committee

1. Background

International Medical Graduates (IMG) or specialists who wish to practice in the specialty of Medical Administration in Australia must apply directly to the Royal Australasian College of Medical Administrators (RACMA) for an assessment of their comparability to an Australian trained and qualified medical administrator. RACMA's IMG assessment process evaluates the training, qualifications and experience of the IMG for comparability with an Australian trained Medical Administrator.

The Australian Medical Council (AMC) specialist pathway for Medical Administration allows for an assessment of specialist recognition which in turn will enable applicants to register and practice as specialist medical administrators.

Before an IMG can apply for assessment by the Royal Australasian College of Medical Administrators, an application must be submitted to the Australian Medical Council (AMC) for verification of their medical qualifications (*EPIC*).

EPIC is an Electronic Portfolio of International Credentials service used by Australian Medical Council to verify medical credentials for registration purposes with the Medical Board of Australia and for specialist assessment by an Australian Medical Specialty College.

For information on *EPIC* and primary source verification applicants should refer to the AMC website at <http://www.amc.org.au/assessment/psv> and seek information regarding *the registration pathways and assessment requirements* with AHPRA: <http://www.medicalboard.gov.au/Registration/International-Medical-Graduates/Specialist-Pathway.aspx>

All assessment pathways have the following common requirements:

- English language proficiency;
- EPIC verification of qualifications;
- Assessment against a position description (if applying for a specific position);
- A period of supervised practice (unless otherwise determined by the relevant medical college);
- Orientation relevant to qualifications and the position held; and
- Access to continuing professional development.

2. Purpose

This policy sets out the process and governance for assessing IMGs seeking to register in Australia as specialist medical administrators and establishes governance and guidelines for the RACMA Interview

Panels that assess comparability of IMG seeking to be qualified to practice in medical administration in Australasia, and seeking membership with the College undertaking training towards RACMA Fellowship.

3. Guiding Principles

In undertaking the assessment of IMGs, RACMA has an obligation to the public to allow an applicant a fair opportunity to demonstrate their competency in accordance with the principles of natural justice. Each application will be assessed on its own merits.

Assessment will be based on the following standards:

- AHPRA's definition for the comparability of the International Medical Graduate (see below):
 - an applicant has undertaken formal and/or specialty training in medical administration in their country of origin which is deemed comparable or partially comparable to that which an Australian medical practitioner has undertaken and had recognised by the RACMA as equivalent and meeting eligibility to apply to be a Fellow of RACMA and
 - an applicant has significant health service management experience that contributes to comparability to a recent Fellow of RACMA

The RACMA IMG Assessment Panel will determine the comparability of the applicant based on the application, accompanying papers and referee reports, performance and response to the questions by the Panel. The Panel's recommendation(s) will be made to the RACMA Education and Training Committee (ETC) for endorsement and then submitted to the RACMA Board for approval. The Panel may make recommendations for a modified training and assessment program that will allow the IMG to demonstrate (full) comparability.

Where an IMG is not considered by the RACMA IMG Assessment Panel to have the training, experience, qualifications and practice similar to the Australian training specialist the applicant will be required to undertake training, academic and assessment requirements. This training and assessment can be obtained by the IMG through the RACMA Fellowship Training Program (FTP). The applicant will need to meet the entry requirements to RACMA Fellowship Training Program by first attaining interim general / specialist registration with the Australian Health Practitioner Regulation Agency (AHPRA).

Once the Board approves, the RACMA informs:

- the applicant of the assessment outcome and recommendations, and any requirements for entry to the RACMA Fellowship Training Program.
- The Australian Medical Council (AMC) via uploading the relevant forms to the AHPRA Portal (Reports 1 and 2 if applicable at the time).

4. Scope

RACMA recognizes its obligation to assist the AMC and registration authorities in the assessment of the credentials and comparability of overseas trained graduates/specialists seeking specialist recognition in Australia.

This Regulation applies to international medical graduates with previous experience and qualifications in medical management seeking registration in the specialty of medical administration and entry to the RACMA Fellowship Training Program to gain comparable medical administration specialist qualifications.

5. Eligibility to apply for Assessment by the RACMA (Specialty College)

To be eligible to apply to the RACMA for specialist assessment, the applicant must have the following:

- a primary medical degree (MBBS) issued by a medical school approved by the Australian Medical Council (AMC) verified through EPIC;
- completed formal postgraduate training in a field of specialist medical practice recognised in Australia;
- the AMC verification of their existing overseas training and qualifications through the ECFMG International Credential Services and EPIC (refer to the AMC website for information); and
- completed the RACMA specific application form, accompanied by the relevant application and assessment Fees, and submit to the RACMA with documented evidence of their qualifications, training and experience together with the referee reports.

6. RACMA Process and Procedure

RACMA follows its own internal process for comparability assessment to determine the extent to which the applicant is comparable to the standard of a specialist trained in that speciality in Australia (specialist recognition), in accordance with the National Registration and Accreditation Scheme (NRAS) established 1 July 2010. RACMA will apply the following NRAS Comparability Definitions - revised July 2014 (see Attachment 1).

RACMA will, in line with AHPRA requirements, assess the IMGs applying to the College as per following:

- Constitute a standing panel for assessment of IMGs consisting of the following:
 - Three senior Fellows (at least two of whom are Censors) who will make assessments as required.
- The Panel may seek advice from additional Fellow members as expert advisors such as the Dean of Education or the Censor in Chief. These Fellows may not be given the voting/decision making rights but will act in an advisory role to the Panel only.
- Upon a review of the application by an IMG for comparability assessment, the College will:
 - Acknowledge the receipt of the application
 - Refer the application to the standing IMG assessment Panel (where any member of the standing panel is unavailable, a senior Fellow may be nominated by the Chair of the Education and Training Committee).
 - Complete a paper based evaluation of the IMG's experience and skills. In some cases where the experience of the applicant in medical administration is not sufficient, the IMG Assessment Panel will initially review the application via circulation and advise, on the merit of the application, whether it warrants granting an assessment interview for the applicant.
 - If the interview is granted, the RACMA will advise to the applicant the date for the interview, any additional documentation required (if applicable) and provide information on the applicable fees to be paid to the RACMA prior to the commencement of the process.
 - An applicant and the IMG Assessment Panel are informed of the date and the procedure for the interview.

- The IMG Assessment Panel will be provided with a package of application papers and relevant documents and referee reports for the Panel and the assessment documents to be completed during the interview
- Criteria for the selection of the IMG Assessment Panel includes the following considerations:
 - experience in the assessment of the recognition of prior learning in RACMA
 - knowledge of the Australian Medical Council (AMC) policies and requirements in relation to the assessment of International Medical Graduates
 - knowledge of the RACMA Curriculum and the Fellowship Training Program, and its entry requirements
 - understanding of international programs for medical administration
 - understanding of the RACMA Constitution and regulations in relation to IMG assessment, modified programs and College membership compliance

7. Constitutional provisions and Governance

7.1 Comparability Outcomes

There are 3 categories of comparability outcomes for International Medical Graduates:

(1) Substantially, (2) Partially, or (3) not-comparable to Australasian Fellows in Medical Administration (see Attachment 1)

7.2 Board Approval

According to the RACMA Constitution the Board must satisfy itself that an applicant meets all the criteria for Fellowship of the College and will approve all Membership.

The usual practice requires applicants for Fellowship to undertake the RACMA Examination.

In those situations where the IMG is deemed to be substantially comparable, the RACMA Board will admit an IMG applicant to Fellowship without the exit examination. The examination as mentioned in the constitution will be the IMG assessment process which has been strengthened with the inclusion of the Chair of the Board of Censors, and exploring all competencies required to meet Fellowship.

Fellowship will only be granted once the Board is satisfied that the recommendations that have been made by the IMG Assessment Panel have been met by the applicant, in particular those relating to undertaking supervised practice in medical management.

7.3 Medical Board of Australia benchmarking

RACMA will be required to report on the assessment and timeframes of IMG applications to the Medical Board of Australia (MBA). The College will also report against a number of proposed measures to enable the MBA to monitor compliance with the Good Practice Guidelines for specialist IMG assessment process, and provide an explanation in the report for every IMG assessment that does not meet the benchmark or compliance measures.

8. Assessment

8.1 Review of the Application

In assessing international medical graduates with postgraduate management qualifications, training and experience, the College must apply the standards required for admission to the Fellowship Training Program and successful completion of the theoretical and practical components of the syllabus.

International medical graduates seeking recognition as specialist medical administrators (and membership as a Fellow of RACMA) without postgraduate management qualifications, training and experience are not eligible for specialist pathway assessment and must proceed with either Standard Pathway or the Competent Authority Pathway assessment via the AMC procedures.

Alternatively, after meeting medical registration requirements in Australia applicants without postgraduate management qualifications, training and experience can proceed with an application for RACMA candidacy without recognition of prior learning.

8.2 Key Assessment Tools

The Panel's review and subsequent approval of the outcome by the RACMA Board will be based on the following documents provided to the College with the Application form:

- Applicant's CV
- Applicant's verification of their qualifications/credentials
- Referee reports
- Applicants response and performance to the structured interview
- Comparability definitions and guidelines by the Regulatory Authority for the assessment of the IMGs and OTS (overseas trained specialists)
- RACMA Medical Leadership and Management Curriculum

8.3 The Assessment Process

The assessment of comparability is conducted by the College IMG Assessment Panel, appointed to review the applicant's training and experience, and determine the applicant's comparability as per the definitions set by the Regulatory Authority and the College standards of practice. The IMG Assessment Panel will discuss and explore with the applicant the level of experience and scope in medical management, identify areas of concern and seek further clarification to determine the level of comparability based on the evidence presented and performance of the applicant at the interview. The Applicant may be asked for or the Panel may request to seek additional evidence to substantiate key claims. The IMG Assessment Panel will identify any deficiencies/gaps in the interview discussion and will reflect/report these in the assessment papers so as to make recommendations for any additional training and knowledge development.

The Interview should address the following:

- How closely the qualification, knowledge and experience of the IMG Applicant is comparable to those of an Australian trained specialist
- How closely has the applicant demonstrated any evidence of his/her skills, abilities, knowledge, attitude, qualification and depth of experience as a medical administrator to the role competencies outlined in the RACMA Medical Leadership and Management Curriculum, and most, if not all, of the following areas that are examined and assessed by Censors for the Pre-Fellowship Oral Examination.
 - current health policy initiatives;

- clinical governance
 - medico-legal issues in health services management;
 - financial management of health services;
 - psycho-social and ethical issues in health services management;
 - human resource management in health services;
 - health services planning, including epidemiological studies;
 - recent advances in health care;
 - analytical and presentation skills;
 - personal attributes of leadership;
 - understanding of culture and Indigenous health; and
 - leadership
- Evidence provided by an IMG for the assessment of comparability and comparable learning in medical management based on submitted documentation of experience, interview and performance in the presentation of the case study by the Applicant
 - Evidence of the Applicant's direct patient care, i.e. at least three years clinical experience that is comparable to the Australian/New Zealand Healthcare system;
 - Evidence that the applicant meets the assessment requirements for postgraduate management qualifications that will be compatible with RACMA core academic requirements and competencies as per the following:
 - Health Ethics
 - Health Economics
 - Health Care Systems (specific to Australia)
 - Health Law (specific to Australia)
 - Financial Management in Health
 - Epidemiology and Statistics
 - Research Methodology
 - Leadership

The assessment process should be based on the notion of the community being confident that these specialists are safe to practice and are of an appropriate standard that is consistent with Australasian specialist practicing in medical administration.

8.4 The Interview Process and Structure

The interview is structured for approximately 3 – 4 hours in duration during which the IMG Assessment Panel will discuss with the applicant his/her experience and the applicant will be asked to prepare **two case studies scenarios** (given to the applicant during the interview) for 20 minutes and then present the issues set out in the case study and its resolution for 10 minutes followed by another 10 minutes of questions and answers and discussion. The applicant may also be asked to prepare written submission(s) (such as a

coroner's submission outline, or a ministerial brief as part of the assessment). This will normally be required unless there is evidence that those competencies have already been met.

The IMG Assessment Panel will review the referee reports provided with the application for assessment to assist with the determination of comparability and RPL. The Panel may contact the referees if required.

At the conclusion of the interview, the applicant will be given time to make any comments, seek clarifications in relation to their application, further process and timelines of the outcomes. The IMG Assessment Panel will also provide feedback to the applicant on his/her 'performance' during the interview and the knowledge and competency displayed in the case study presentation. The panel will not advise its decision on the outcome of the interview to the applicant. The applicant and the relevant Registration Authority will be advised if and when the outcome is approved by the Board.

As RACMA does not accredit overseas training programs or posts, the outcome of the assessment process will comprise recommendations based on the level of confidence and evaluation of the IMG Assessment Panel about the credentials and the experience of the applicant seeking specialist recognition. The panel will assess the IMG's application in terms of prior work experience compared to that of an Australian trained medical administrator with a view to determine whether the applicant is:

- Substantially comparable
- Partially comparable
- Not comparable

Depending upon the category of assessment, appropriate further placement, and assessments may be required (refer Attachment 1 for options).

8.5 Decision about outcome of assessment process

The IMG Assessment Panel will provide their recommendation to the Censor in Chief. The Censor in Chief will review the process and the content (assessment tools and any written work or comments of the IMG Assessment Panel in response to scenarios) and independently assess and confirm the outcome. The Censor in Chief may seek from the IMG Assessment Panel further clarification. Once the review is complete, the Chair of the BOC will endorse (or not) the recommendations of the IMG panel to the Education and Training Committee for its approval and recommendation to the Board for final approval.

8.6 Determination of Eligibility for RACMA Fellowship (Substantially Comparable)

Should the IMG Assessment Panel's recommendation be accepted by the Board, Fellowship may be granted on the basis of confirmation that the IMG applicant has met the following:

- met Australian medical board requirements for registration;
- secured an appropriate workplace training post in medical management, under supervision;
- made the necessary payments and applications

8.7 Commencing the Fellowship Training Program and Specialist Recognition (partially comparable or not comparable)

Once applicants meet the requirements for registration and training in medical administration, to participate in the Fellowship Training Program they must:

- secure a training post in health service management recognised by the College
- the training post must be accredited by the College if a period of supervised practice is applied
- officially accept the recommendation for a modified Candidacy program and the RPL granted,

- Accept the letter of offer by the College and adhere to the relevant Candidacy enrolment and training fees

Once the Candidate has successfully completed the Fellowship Training Program the College will advise the relevant Australian Regulatory Authority of the applicant's completion of Fellowship requirements. The Medical Board will then either grant or refuse to grant specific registration to practice within Australia in the speciality of medical administration.

9. Fees

Applicants seeking comparability assessment and entry to RACMA Candidacy should refer to the current Fee Schedule on the College website. The fee will include:

- An initial assessment fee comprising an application fee and the fee
- Enrolment and training fees consistent with the pre-requisites for application and participation in the Fellowship Training Program
- All other Candidacy fees for the duration of the Fellowship Training Program to enable Candidates to be in *Good Financial Standing* and sustain College membership

10. Privacy

In some cases, the College may request additional personal information, referee reports or further details about their training, experience and qualification if further information is required for the purposes of the application. In accordance with the RACMA Privacy Policy and the Privacy Acts for Australia, RACMA will not disclose personal information about the Candidate/Applicant except for those purposes outlined in RACMA Privacy and consent policies and procedures.

11. Appeals

Applicants who wish to appeal a decision of the College may seek reconsideration and review of College decisions, and may ultimately appeal against this decision, in line with the College Policy for [Reconsideration, Review and Appeal of Decisions of the College Committee and Officers](#)

12. Documents Used

- The National Registration and Accreditation Scheme;
- RACMA Handbook;
- RACMA Constitution
- RACMA Policy for Processing Applications for Candidacy (rev);
- RACMA Policy for Recognition of Prior Learning (rev);
- RACMA Medical Leadership and Management Curriculum;
- RACMA Policy for Reconsideration, Review and Appeal of Decisions of the College Committees and Officers
- RACMA Privacy Policy
- RACMA Policy for Supervised Practice
- Medical Board of Australia Good Practice guidelines for the specialist international medical graduate assessment process (Nov 2015)
- Medical Board of Australia Guide to Specialist Pathway (July 2014)
- Medical Board of Australia Guidelines for Supervised practice for international medical Graduates – (Jan 2016) <http://www.medicalboard.gov.au/Registration/International-Medical-Graduates/supervision>

Attachment 1

AHPRA DEFINITION OF TERMS

Overseas trained specialist refers to a medical practitioner with specialist training and experience gained overseas and whose primary medical qualifications are not recognised in Australia and who is seeking recognition as a specialist practitioner in Australia.

Supervised clinical practice refers to the additional observed work and experience which, on the basis of the College's initial assessment, is required by an applicant who is considered as 'near-equivalent' to an Australian trained specialist currently entering the Australian workforce. The additional observed work, which is to be provided in an approved setting (see later), is designed to enable the applicant - within a reasonably short period of time - to demonstrate a standard of competence that will enable him or her to be further assessed on the basis of his or her equivalence to an Australian trained specialist currently entering the Australian workforce. The supervised clinical practice *setting* relates to a specific, College approved position in which the applicant is supervised by a Fellow appointed for that purpose by the relevant College. The supervisor provides reports to the College on the applicant's performance in the position. The reports are part of the College's overall assessment processes.

It is important to note that supervised clinical practice is NOT intended to address deficiencies in training and experience in an applicant who is assessed as not being near the equivalent of an Australian trained specialist currently entering the Australian workforce - that is, an applicant who would require substantial additional training and experience in order to reach a standard of competence that would enable the College to recommend him or her for recognition as a specialist practitioner in Australia.

Substantially comparable applicants should be permitted conditional registration to undertake the intended scope of practice independently and unsupervised. In order to be considered substantially comparable an applicant must have satisfied the college requirements for this category in relation to previous training, assessment and recent practice. The applicant is eligible for conditional specialist registration and fellowship without further examination but may be required to undertake a period of up to 12 months oversight or practice under peer review by a reviewer appointed through the college assessment unit, to ensure that the level of performance is similar to that of an Australian trained specialist, and to assist with their transition to the Australian health system, provide professional support and help them to access continuing professional development. The length of peer review is up to the individual college to determine on a case-by-case basis.

Partially comparable (for 'decision not yet possible') applicants should be permitted conditional registration to undertake a defined scope of practice in a supervised capacity. In order to be considered partially comparable an applicant must have satisfied the college requirements for this category in relation to previous training, assessment and recent practice. In order for a partially comparable applicant to be considered substantially comparable the applicant will be required to undertake a period of up to 24 months top up training under a supervisor appointed through the college assessment unit, to ensure that the level of performance reaches that of an Australian trained specialist, and to assist with their transition to the Australian health system, provide professional support and help them to access continuing professional development. Other prescribed requirements including formal assessment may be imposed.

Non-comparable applicants should not be permitted to register to practise as a specialist but may be eligible to seek registration to practise in another capacity (e.g. as hospital medical officers) to enable them to gain the AMC certificate, and subsequently undertake formal college training and assessment, if able to gain a training post subject to other college requirements.



AHPRA has a dedicated website where further information can be obtained on the registration pathways and application requirements (<http://www.medicalboard.gov.au/Registration/International-Medical-Graduates/Specialist-Pathway.aspx>). Applicants may refer to the RACMA website for the application process and requirements for completion prior to applying to the College for Assessment of Comparability.

Attachment 2

Family name
Report date

Report 1



Assessment of international medical graduates
Specialist pathway (specialist recognition)
Profession: **Medical**

This form should be used for each applicant after interim assessment by an Australian specialist medical college for specialist recognition (comparability assessment).

The college sends a copy of this report to the applicant and uploads a copy on the secure portal.

Applicant details

Date of report	<input type="text"/>
First report or amended report (note version)	<input type="text"/>
AMC candidate number	<input type="text"/>
EICS number	<input type="text"/>
EPIC number	<input type="text"/>
Family name	<input type="text"/>
Given name(s)	<input type="text"/>
Date of birth	<input type="text"/>
Specialty	<input type="text"/>
Field(s) of speciality practice	<input type="text"/>
Name of college undertaking assessment	<input type="text"/>
College division or faculty	<input type="text"/>
Date of completion of interim assessment	<input type="text"/>
Assessment valid until (optional)	<input type="text"/>

Outcome of specialist recognition assessment

On the basis of the review of documentation submitted by the applicant with the college and interview with the applicant (if required):

- Is the applicant comparable to that of an Australian trained specialist?
 - No, not comparable - *Provide details below, then no further questions*
 - Yes, substantially comparable - full scope of practice - *Go to question 2*
 - Yes, substantially comparable - limited scope of practice - *Provide details below and go to question 2*
 - Yes, partially comparable - *Go to question 6*

Letter attached

Report 1 - Family name

Report date

Substantially comparable

2. Is the applicant required to undertake a period of oversight?

No - Go to question 3

Yes - What period of oversight is required? Note: If the applicant requires more than 12 months oversight, the applicant is *partially comparable*

months (maximum 12 months) - Go to question 3

3. Are there any other requirements?

Yes - Provide details, then no further questions

No - Go to question 4

4. Does the college recommend that the applicant be granted recognition as a specialist?

Speciality

Yes, full scope of practice - No further questions

Yes, limited scope of practice - Provide details below and go to question 5

No - No further questions

5. Does the college recommend any conditions/limitations on specialist registration, if granted?

For example, the applicant should be restricted to practise in (name the limited scope of practice and/or any other limitations relevant to the scope of practice)

Note: The Medical Board of Australia will take the recommendations into consideration when deciding whether to grant specialist registration

Yes - Provide details, then no further questions

No - No further questions

Partially comparable

6. Is a period of approved, supervised clinical practice required?

No - Go to question 8

Yes - What period of supervised clinical practice is required?

Note: If the applicant requires more than 24 months supervised clinical practice, the applicant is *not comparable*

Note: When determining supervision arrangements, colleges should refer to the Medical Board of Australia's *Guidelines for supervised practice*

months (maximum 24 months) - Go to question 7

Report 1 - Family name

Report date

7. Is specified clinical experience required during this period?

No - *Go to question 8*

Yes - *Specify what is required then go to question 8*

8. Is an examination required?

No - *Go to question 9*

Yes - *Provide details below, then go to question 9*

When will it be held (if known)? What will be its timing in relation to any required supervised clinical practice?

What is the format of the examination? Describe format or provide link to information on website

To be decided

A decision will be made after reports are received from the supervisors of the clinical practice.

A decision must be made and notified to the applicant before the completion of the supervised clinical training and where this is required to extend beyond 18 months, before 18 months is completed.

9. Are there any other requirements?

Yes - *Provide details below*

No

Additional information

Report 1 explanatory notes

Where practicable, this report should be completed within three months of receipt by the college of the complete application for assessment.

Question 1

The college is asked to assess on the basis of the written application and supporting documentation and interview of the applicant by the college (if required), whether the applicant is comparable to an Australian trained specialist (in a full or limited scope of practice).

The college assessment takes into consideration the applicant's intended scope of practice. The college determines whether the scope of practice is appropriate.

An applicant who would require significant additional training or retraining (more than 24 months) should be assessed as not comparable. The applicant should be advised that he or she could apply for one of the other pathways to registration in Australia. Thereafter, the applicant could apply for entry into a college training program and seek recognition of prior learning/training carried out overseas.

Questions 2 and 3

For applicants who are substantially comparable the college specifies a period of oversight

Questions 4 and 5

If no oversight is required, a college must confirm that they recommend that the applicant be granted recognition as a specialist, and any recommendations on scope of practice.

Questions 6 and 7

If an applicant is partially comparable, the college should recommend a period of supervised clinical practice and/or an examination as part of additional assessments.

The college must specify its duration and detail any specific clinical experience required. The applicant's progress, once they are registered, should be monitored on a regular basis by the college through the submission of progress reports. A decision on the requirement for specific clinical experience should be based on evidence from the documentation or interview that the applicant requires upskilling to reach the standard of an Australian trained specialist. In the documentation provided to the applicant by the college, processes for approval of the supervised training and supervisor must be described. The position and the supervision arrangements must also be approved by the Medical Board of Australia as part of the registration application.

Question 8

The college must indicate if an examination will be required or whether this decision will be made towards the end of the period of supervised clinical practice and before 18 months of supervised practice when the total recommended period is 24 months.

The format of the examination must be described.

Definitions

Comparability definitions

Substantially comparable applicants have been assessed as suitable to undertake the intended scope of practice, taking full responsibility for individual patients with only oversight of their practice by a supervisor. In order to be considered substantially comparable an applicant must have satisfied the college requirements in relation to previous training, assessment, recent specialist practice and continuing professional development (CPD). The applicant may be required to undertake a period of up to 12 months full time equivalent of practice under peer review by a reviewer approved by the college, which may involve the satisfactory completion of a workplace-based assessment (WBA). This is to ensure that the level of performance is similar to that of an Australian trained specialist, and to assist with their transition to the Australian health system, provide professional support and help them to access CPD. The length of peer review and nature of assessment is up to the individual college to determine on a case-by-case basis, but the peer review period must not exceed 12 months. Following satisfactory completion of this process, the applicant will be eligible for Fellowship of the relevant specialist college without formal examination, and may apply for registration as a specialist.

Substantially comparable applicants will not be eligible to apply for specialist registration during the period of peer review.

Partially comparable applicants have been assessed as suitable to undertake a defined scope of practice in a supervised capacity. In order to be considered partially comparable an applicant must have satisfied the college requirements in relation to previous training, assessment, recent specialist practice and continuing professional development (CPD) that will enable them to reach the standard of an Australian trained specialist within a maximum period of 24 months full time equivalent of practice. During this period, the applicant will undertake upskilling with associated assessment under a supervisor(s) approved by the college and may be required to undertake formal examination(s). This is to ensure that the level of performance reaches that of an Australian trained specialist. This period of supervised practice will assist the applicant with the transition to the Australian health system, will provide them with professional support and assist with access to CPD. The length of supervised practice and nature of assessment is up to the individual college to determine on a case-by-case basis, but the supervised practice period must not exceed 24 months full time equivalent of practice. Following satisfactory completion of this process, the applicant will be eligible for Fellowship of the relevant specialist college and may apply for registration as a specialist.

Partially comparable applicants will not be eligible to apply for specialist registration during the period of supervised practice.

Not comparable - applicants who do not meet the requirements of the relevant specialist college in regard to previous training, assessment, recent specialist practice and continuing professional development (CPD) or who are assessed as unable to reach comparability within 24 months full time equivalent of practice will be assessed as not comparable. They may be eligible to seek registration to practise via another pathway that will enable them to gain general registration, and subsequently seek formal college training and assessment.

Overseas trained specialist refers to a medical practitioner who has completed specialist training overseas and who is seeking specialist registration in Australia.

Oversight - practice under peer review by reviewer appointed by the college.

Supervised clinical practice is practice in a supervised capacity which, on the basis of the college's interim assessment, is required by an applicant who is considered as 'partially comparable' to an Australian trained specialist. The supervised practice is designed to enable the applicant - within a reasonably short period of time (24 months or less) - to upskill to enable him or her to be further assessed on the basis of his or her equivalence to an Australian trained specialist.

The supervisor provides reports to the college on the applicant's performance in the position. The reports are part of the college's overall assessment processes.

It is important to note that supervised clinical practice is NOT intended to address deficiencies in training and experience in an applicant who is assessed as partially comparable currently entering the Australian workforce - that is, an applicant who would require more than 24 months additional training and experience in order to reach a standard of an Australian trained specialist.

Family name
Report date

Report 2



Assessment of international medical graduates Specialist pathway (specialist recognition) Profession: Medical

This form is to be used for each applicant after final assessment by an Australian specialist medical college for specialist recognition (comparability assessment). The college sends a copy of this report to the applicant and uploads a copy on the secure portal.

Applicant details

Date of report	<input type="text"/>
First report or amended report (note version)	<input type="text"/>
AMC candidate number	<input type="text"/>
EICS number	<input type="text"/>
EPIC number	<input type="text"/>
Family name	<input type="text"/>
Given name(s)	<input type="text"/>
Date of birth	<input type="text"/>
Specialty	<input type="text"/>
Field(s) of speciality practice	<input type="text"/>
Name of college undertaking assessment	<input type="text"/>
College division or faculty	<input type="text"/>
Date of completion of final assessment	<input type="text"/>

Final assessment outcome

Applicant's interim assessment outcome was *substantially comparable* (report 1)

1. Was the required period of oversight satisfactorily completed?

Yes - Go to question 2

No - Go to question 2

Additional comments

Letter attached

Report 2 - Family name

Report date

2. Were the other requirements satisfactorily completed?

- Yes - *Go to question 8*
 No - *Go to question 8*
 Not applicable - *Go to question 8*

Additional comments

Applicant's interim assessment outcome was *partially comparable* (report 1)

3. Was a period of supervised clinical practice required?

- Yes - *Go to question 4*
 No - *Go to question 5*

4. Were the supervised clinical practice and supervisor reports satisfactory?

- Yes - *Go to question 5*
 No - *Go to question 5*

Additional comments

5. Was an examination required?

- Yes - *Go to question 6*
 No - *Go to question 7*

6. Were the examination requirements satisfactorily completed?

- Yes - *Go to question 7*
 No - *Go to question 7*

Additional comments

7. Were the other requirements satisfactorily completed?

- Yes - *Go to question 8*
 No - *Go to question 8*
 Not applicable - *Go to question 8*

Additional comments

Report 2 - Family name

Report date

All applicants

8. Does the college recommend that the applicant be granted recognition as a specialist?

Speciality

Yes, full scope of practice - *No further questions*

Yes, limited scope of practice - *Provide details and go to question 9*

No

9. Does the college recommend any conditions/limitations on specialist registration, if granted?

For example, the applicant should be restricted to practise in (name the limited scope of practice and/or any other limitations relevant to the scope of practice)

Note: The Medical Board of Australia will take the recommendations into consideration when deciding whether to grant specialist registration.

Yes - *Provide details*

No

Report 2 explanatory notes

All the questions in Report 2 simply require a yes or no factual answer. Colleges need to ensure they have documentation that will justify the decisions that are the basis to the answers to these questions.