# International Medical Graduates Area of Need Assessment Policy

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**PURPOSE**

The purpose of this policy is to provide international medical graduates (IMGs) an opportunity for the assessment of their qualifications and experience, where their dermatology training was undertaken in a country other than Australia, to apply for an Area of Need position.

**SCOPE**

This policy defines the eligibility, standards and process for assessing the ability of International Medical Graduates who have gained their specialist dermatological qualification in a country other than Australia, to fulfil the requirements of an Area of Need position by comparing against the expected standards of the specific position.

**DEFINITIONS/KEY WORDS/ABBREVIATIONS**

- *International medical graduate (IMG)* means specialists who have gained their dermatological qualification from any country other than Australia.
- *Specialist Recognition* means recognised as a specialist and eligible for full specialist registration in Australia.
- *Area of Need* refers to a specific employment opportunity for an IMG, which is generally located in a rural/regional area in Australia.
- *The Applicant* is an IMG undertaking assessment under the specialist recognition and/or Area of Need assessment pathways.
- *IMG Upskilling Position* is a dedicated specialist training position for IMGs assessed by The College IMG Assessment Committee as partially comparable to an Australian-trained dermatologist.
- *The College* means the Australasian College of Dermatologists
- *BoD* refers to the Board of Directors of the Australasian College of Dermatologists.
AMC refers to the Australian Medical Council
MBA refers to the Medical Board of Australia
AHPRA refers to the Australian Health Practitioner Regulation Agency

POLICY

1. Application

1.1 Currently eligible IMGs apply to the AMC for verification of their qualifications and for assessment of their application. Applications are then forwarded to the College for specialist dermatology assessment.

1.2 From July 2014 the AMC will forward all documentation to the College which will assess the application. The AMC will continue to verify qualifications, which may take several years depending upon the country from which the applicant is coming.

1.3 Incomplete applications will be returned after a period of 6 months and any fees paid will be non-refundable.

2. Assessment Process

2.1 Documentation received from the AMC, both currently and after July 2014, will be activated only after all documentation is provided and payment of the assessment fee is received by the College (except those with FRACP).

2.2 The initial application process requires applicants to complete the College online application form, College Privacy and Assessment Process Form.

2.3 The IMG Committee will:

   • Assess the documentation provided based on the AoN position description
   • Determine the applicant’s ability to perform the tasks indicated.

2.4 The interview is conducted by the IMG Assessment Committee, comprising

   • Chair (who is also a member of the BoD)
   • The Chief Examiner or a member of the National Examinations Committee as nominated by the Chief Examiner
   • A College Fellow with a minimum of ten years standing
   • A College Fellow with five or fewer years standing
   • An overseas trained Fellow who has undergone the College’s assessment process
   • A representative of the health jurisdictions
   • A representative of the public interest

3. Assessment Standards

3.1 Applicants are assessed on their duration and quality of training, scope of clinical experience, type of formal assessment including specialist examinations in dermatology, recency of practice, relevant professional skills and attributes. These determine comparability with the expected standards of Fellows of the College.

3.3 The level of experience of the IMG is assessed against a specified set of criteria derived from the requirements stated in the position description for the AoN position.
4. Assessment Outcomes

4.1 **Not Fit for Task:** Applicant is assessed as being not suitable to practise in the Area of Need position applied for. The assessment process is complete.

4.2 **Fit for Task:** The applicant is assessed as being suitable to practise in the Area of Need position applied for, within the confines of the position description.

5. Notification of the Assessment Outcome

5.1 Notification of the assessment outcome will be sent to the AMC, who will in turn notify the applicant.

6. Validity of Assessment/Validity Period

6.1 The assessment by The College of an IMG is valid for a period of five years from the date of completion of assessment. If an IMG has not commenced employment in the Area of Need position by this date, re-assessment will be required.

7. Fees

7.1 An assessment fee is payable prior to the commencement of initial assessment and prior to interview assessment (where interview is required) for the Area of Need pathway.

7.2 An assessment fee is payable where onsite visits and assessments are required as part of the Area of Need assessment pathway.

**Note:** Fees are determined annually in May by The College Board of Directors. Fee information is published on The College website: [www.dermcoll.asn.au](http://www.dermcoll.asn.au).

8. Specialist Recognition

8.1 The Specialist Recognition assessment is not part of the Area of Need assessment. Applicants who wish to be assessed for Specialist Recognition are required to apply to the College with the relevant documentation after completion of the Area of Need position.