



International Medical Graduates Specialist Recognition Assessment Policy

1. PURPOSE OF POLICY

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, for the purpose of practicing dermatology in Australia.

2. POLICY 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 practice independently as specialist dermatologists in Australia by comparing against the expected standards of Fellows of the Australasian College of Dermatologists (ACD).

3. DEFINITIONS

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.

The Applicant is an IMG undertaking assessment under the specialist pathway.

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

AHPRA refers to the Australian Health Practitioner Regulation Agency

4. POLICY PRINCIPLES

4.1 Pre Assessment Application

4.1.1 Prior to an IMG's application to ACD, applicants must apply to the AMC for verification of their qualifications. Refer to the AMC website for verification of qualification time frames.

4.1.2 Once the AMC has verified the qualifications, the applicant should complete the pre-application questionnaire available on the College website. College will assess this

questionnaire to determine eligibility to apply for Specialist Recognition, for verification of qualifications via the AMC portal.

4.1.3 If IMG applicant is eligible for Specialist Recognition application, College will contact the applicant within 5 working days and provide information on the application process. Fees apply.

4.1.4 If the qualifications of the IMG have not been verified by AMC, the applicant will be contacted and will be requested to notify the ACD when his/her qualification have been verified.

4.2 Assessment of Application

4.2.1 Applications will be checked within 8 weeks to ensure all documentation is provided. College will contact the applicant if missing/further information is required. If missing/further information is not provided within 6 months the application will be closed and the fees forfeited. The applicant would then need to reapply.

4.2.2 Applications will only be processed by the IMG Committee after all documentation is provided and payment of the assessment fee is received by College. This process will take approximately 12 months from receipt of the complete application and payment of fees.

4.2.3 The IMG Committee will:

- Assess the documentation provided
- Conduct a face-to-face interview or via video-conference for IMGs deemed eligible for interview assessment.

4.2.4 The interview is conducted by the IMG Assessment Committee, which may comprise

- Chair (Fellow of the College)
- A College Fellow with a minimum of ten years standing
- An overseas trained Fellow who has undergone the College's assessment process
- At least one other College Fellow
- A representative of the public interest

4.2.5 Interview times, where required, will depend upon the next available interview slot.

4.2.6 At the conclusion of the interview, the Chair of the IMG Assessment Committee will give the IMG the opportunity to comment on any aspect of the process before a decision is made.

4.3 Assessment Standards

4.3.1 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.

4.3.2 Comparison is made with the College Training Program Curriculum.

4.4 Assessment Outcomes

4.4.1 **Not comparable:** Applicant is assessed as being unable to achieve substantial comparability within a maximum period of two years full-time training. Assessment process complete. Applicants may choose to apply for a position in

the full training program through the College selection process as documented on the website. Conditions may apply.

- 4.4.2 **Partially comparable:** Applicants are assessed as requiring six, twelve months or a maximum of two years further training and/or assessment. The period of additional training and nature of the assessments will be determined by the IMG Assessment Committee on a case-by-case basis.

Applicants are placed in an accredited training position as per the College's accreditation standards. The availability of these positions is dependent on government and local funding.

- 4.4.3 **Substantially comparable:** The applicant is recommended for specialist recognition as a dermatologist in Australia. The applicant is then invited for Fellowship of the College and must advise in writing that they wish to be considered for Fellowship. Their election to Fellowship will be determined at the next scheduled Board of Directors' meeting.

4.5. Notification of the Assessment Outcome

- 4.5.1 Notification of the assessment outcome via the Assessment of International Medical Graduates Report and College letter will be sent to the IMG and will be uploaded to the AMC Portal. The recommendation will include specific training and/or assessment requirements for those applicants who have been assessed as partially comparable.

- 4.5.2 The College requires that the IMG notify them via the IMG Consent Form whether they intend to complete the College's requirements for specialist recognition (where the IMG is found to be partially comparable).

4.6 Training Requirements for Partially Comparable Applicants

- 4.6.1 Applicants assessed in this category may apply for a College-advertised IMG upskilling position. These positions are limited and there is no guarantee of placement.

- 4.6.2 Once accepted into the upskilling position, the applicant will be placed into an accredited training position within the Training Program in order to complete their prescribed training.

- 4.6.3 All IMGs requiring 24 months upskilling are required to sit and pass the College Pharmacology module and Fellowship examinations.

- 4.6.4 IMGs requiring 24 months upskilling are allowed three attempts to complete the Fellowship exams and must complete the Pharmacology module within 12 months of commencing training. All training and examinations must be completed and satisfactory within 4 years of the IMG commencing training as per the Medical Board of Australia guidelines.

- 4.6.5 After all training and/or assessments are successfully completed they are considered substantially comparable and eligible for Fellowship.

4.7 Validity of Assessment/Validity Period

- 4.7.1 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 the prescribed period of upskilling by this date, re-assessment will be required. The IMG may reapply after a period of 5 years from the expiry date of their original assessment. The IMG must demonstrate that they have undertaken further training and have undertaken further training and qualifications that have enhanced their knowledge and skills. These applications will also be dealt with on a case by case basis and the IMG Committee may refuse an application if insufficient evidence is provided.
- 4.7.2 IMGs who have been assessed as partially comparable and who occupy accredited training positions are not entitled to more than 24 months of supervised clinical training. IMGs that do not satisfy all prescribed training and/or assessment requirements by 24 months are no longer eligible to remain in an accredited training position and are not entitled to any further accredited training. They will become Post-training Candidates unless they were dismissed from the training program. Refer to the Post Training Candidate for more information.
- 4.7.3 IMGs that have been assessed as partially comparable and are dismissed from the training program before completing all training and examination requirements will be reported as Not Comparable in the final assessment to the Medical Board of Australia via the Assessment of International Medical Graduates Report. The IMG may be able to apply for reassessment only after five years since the final date of training. The IMG must demonstrate that they have remediated the issues which led to their dismissal prior to their full application being assessed. These applications will be dealt with on a case by case basis and the IMG Committee may refuse an application if insufficient evidence is provided.
- 4.7.4 IMGs that are assessed as having satisfied the requirements of the College Fellowship examination are entitled to sit the Fellowship examination in their second year of training. If the IMG fails the Fellowship examination they are entitled to a further two attempts, but must have passed the Fellowship examination within four years of commencement of training.
- 4.7.5 IMGs assessed as requiring 24 months upskilling, including the exams and fails all attempts will be deemed to be Not Comparable. The IMG may re-apply for specialist recognition after five years since the date of the outcome of their final valid attempt of the exams. The IMG must demonstrate that they have undertaken further training and qualifications that have enhanced their knowledge and skills. These applications will also be dealt with on a case by case basis and the IMG Committee may refuse an application if insufficient evidence is provided. IMGs who require less than 24 months upskilling and did not meet their training requirements may be able to apply for Specialist Recognition only after five years since the final date of training. The IMG must demonstrate that they have undertaken further training and qualifications that have enhanced their knowledge and skills. These applications will be dealt with on a case by case basis. The IMG Committee may refuse an application if insufficient evidence is provided.
- 4.7.6 IMGs who are assessed as not comparable will be eligible to re-apply only after five years since the original assessment. The IMG must demonstrate that they have undertaken

further training and qualifications that have enhanced their knowledge and skills. These applications will also be dealt with on a case by case basis and the IMG Committee may refuse an application if insufficient evidence is provided.

4.8 Fees

Fees are determined annually in May by the College Board of Directors. Fee information is published on The College website: www.dermcoll.edu.au

4.9 Educational Support

4.9.1 IMGs in accredited training positions will have access to all educational opportunities that are currently offered to Australian trainees, including preparing for the Fellowship Examination

4.9.2 Access to the IMG e-Group and specific IMG webinars and orientation modules

4.9.3 IMG specific mentors

4.9.4 Supervisors who have been offered additional training and support in working with IMGs

4.9.5 IMGs waiting on accredited training positions will have access to a limited number of educational resources.

4.10 Appeals

4.10.1 Decisions relating to the assessment of IMGs by the College may be reviewed or appealed in accordance with the College's Appeals Policy, which can be viewed on the College website

5 CONTROL REQUIREMENTS

Policy Number:	TPIM005
Approval Authority:	Professional Standards Committee
Responsible Officer:	Director, Training Program
Designated Officer:	Accreditation Manager
First approved:	February 2018
Effective Start date:	February 2018
Review date:	December 2024

HISTORY

We reserve the right to vary, replace or terminate this policy from time to time.

Version	Date	Summary of changes
1	February 2018	Partially Comparable edits
2	October 2019	Reapplying
3	August 2020	Upskilling and examination timelines
4	September 2023	Include recommendations from NHPO

RELATED DOCUMENTS

Training Program Handbook

Fellowship Eligibility Policy