



International Medical Graduates Area of Need 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, to apply for an Area of Need position.

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 fulfil the requirements of an Area of Need position by comparing against the expected standards of the specific position.

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

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

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 Area of Need, for verification of qualifications via the AMC portal.

4.1.3 If IMGs is eligible for Area of Need assessment, College will contact the IMG within 5 working days. The IMG will be given access to the application form and will be provided with all the information in relation to the application process. Fees will apply for assessment of the application.

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

4.2 Assessment Process

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 completed application and payment of fees.

4.2.3 The IMG Committee will:

- i. Assess the documentation provided
- ii. 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.

- i. Chair (Fellow of the College)
- ii. A College Fellow with a minimum of ten years standing
- iii. An overseas trained Fellow who has undergone the College's assessment process
- iv. At least one other College Fellow
- v. 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 their suitability to work in the Area of Need position.

4.3.2 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.

4.4 Assessments Outcomes

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

4.4.2 Suitable: The applicant is assessed as being suitable to practise in the Area of Need position applied for, within the confines of the position description.

4.5 Notification of the Assessment Outcome

4.5.1 Notification of the assessment outcome via an Assessment of International Medical Graduates Report and College letter will be sent to the IMG and will be uploaded to the AMC Portal.

4.6 Validity of Assessment/Validity Period

4.6.1 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.

4.7 Fees

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

4.7.2 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.edu.au.

4.8 Specialist Recognition

4.8.1 The Specialist Recognition assessment is not part of the Area of Need assessment. Applicants who wish to be assessed for Specialist Recognition may do so only after they have completed their contractual three years of employment in the position. The applicant may start the application in their final year of employment due to the timeframes involved between applying and being assessed by the committee. The applicant is required to complete the online application form and submit all relevant documentation again.

4.9 Appeals

4.9.1 Decisions relating to the assessment of IMGs by the College may be reviewed or appealed in accordance with the College's Reconsideration, Review and Appeals policy and procedures, which can be viewed on the College website.

5. CONTROL REQUIREMENTS

Policy Number:	TPIM006
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

6. HISTORY

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

Version	Date	Summary of changes
1	February 2018	Minor edits
2	November 2020	Timelines for Specialist Recognition applications
3	September 2023	Include recommendations from NHPO

7. RELATED DOCUMENTS

Specialist Recognition Assessment Policy