

for International Medical Graduates

INFORMATION SHEET #05

In Australia you are referred to as an International Medical Graduate (IMG) if you EITHER obtained your medical degree outside Australia or New Zealand OR you enrolled in a medical degree in Australia or New Zealand as a temporary resident.

If you are an IMG it can be quite confusing to find out whether you may be eligible to work as a doctor in Australia. The following is a short summary of what is required, the organisations involved and who you should contact.

Most importantly, if you are considering trying to become registered to work as a doctor in Australia you should first think about where in Australia you would potentially like to work and in what role (whether as a general practitioner, a specialist or as a trainee) then talk with the relevant organisation about your personal circumstances:

- If you are seeking to work as a **general practitioner**, you should contact the Rural Workforce Agency in the Australian state or territory you are interested in. A list of RWAs is available at: <http://www.rhwa.org.au/ruralworkforceagencies>
- If you are seeking work in the **public hospital system**, you should contact the Department of Health in the relevant Australian state or territory. Website details are available at: <https://www.health.gov.au/about-us/contact-us/local-state-and-territory-health-departments> and each website has a medical careers or recruitment section where you can find contact details
- There are also several **professional medical recruitment agencies** in Australia that can help find suitable jobs and with navigating pathways to Australian medical registration
- If you are seeking work as a specialist, you can also get advice through the **specialist medical college** relevant to your training

BASIC REQUIREMENTS

	Medical Degree	✓ You must have a medical degree that is recognised by both the Australian Medical Council and the World Directory of Medical Schools
	Knowledge & Skills	✓ You must have knowledge and skills assessed as suitable to meet the standards for medical registration set by the Australian Medical Council
	English Language	✓ You will need to demonstrate a certain standard of English language skills
	Job Offer	✓ You must receive an offer of employment
	Medical Registration	✓ You must be registered with the Medical Board of Australia
	Visa	✓ If you are not a permanent resident, you must have a visa to work in Australia.

These requirements are explained in more detail overleaf.

THE ORGANISATIONS INVOLVED

- The **Medical Board of Australia** (MBA) regulates the medical profession in Australia under the *Australian Health Practitioner Regulation National Law*. All doctors seeking to practise medicine in Australia must be registered with the MBA. For more information go to <https://www.medicalboard.gov.au/Registration.aspx>
- The **Australian Medical Council** (AMC) sets the standards for medical education and training in Australia. The AMC is responsible for assessing the knowledge and clinical skills of IMGs seeking to qualify for medical registration in Australia. For more information go to <https://www.amc.org.au>
- The **Australian Government Department of Health** develops policies and delivers programs to support the health and wellbeing of Australians. The Department has developed a web-based resource called *DoctorConnect* to help IMGs understand the steps required to work as a doctor in Australia. For more information go to [https://www.health.gov.au/initiatives-and-programs/doctorconnect?utm_source=doctorconnect.gov.au&utm_medium=redirect&utm_campaign=digital transformation](https://www.health.gov.au/initiatives-and-programs/doctorconnect?utm_source=doctorconnect.gov.au&utm_medium=redirect&utm_campaign=digital%20transformation)
- The **Departments of Health** in each Australian state or territory are responsible for employing doctors to work in the government (public) health system. Each Department provides information about medical careers and job opportunities on their website. For information and contact details for the Tasmanian Health Service (THS) go to <https://www.health.tas.gov.au/career/home/medical>
- **Rural Workforce Agencies** (RWAs) are funded by the Australian government to attract, recruit and support health professionals that are needed in rural and remote communities. RWAs can assist in finding a job in a private medical practice. The Tasmanian RWA is known as *Health Recruitment Plus* (HR Plus). For more information go to <https://www.hrpplus.tas.com.au/>
- **Specialist Medical Colleges** are responsible for postgraduate medical education in their designated specialty area as well as the continuing professional development of their members (called Fellows). A list of the 13 specialist colleges and their websites is available at <http://www.cpmec.org.au/index.cfm?Do=View.Page&PageID=55>

 Medical Degree	<p>You must demonstrate that you have been awarded a primary medical qualification by a training institution that is recognised by both the AMC and the World Directory of Medical Schools (WDOMS).</p> <p>The AMC and the WDOMS provide search tools that allow applicants to do a self-check:</p> <p>https://www.amc.org.au/assessment/pathways/self-check/list-of-medical-schools/ and https://search.wdoms.org/</p> <p>You must apply for Primary Source Verification (PSV) through the AMC to establish the authenticity of your medical credentials. This is done through the Educational Commission for Foreign Medical Graduates (ECFMG) Electronic Portfolio of International Credentials (EPIC). See: http://www.ecfmgepic.org/what-is-epic.html</p> <p>More about PSV is available on the AMC website at: https://www.amc.org.au/assessment/psv/</p>
 Knowledge & Skills	<p>You must have your knowledge and skills assessed as suitable to meet the standards for medical registration set by the AMC.</p> <p>This assessment is done differently depending on the pathway to medical registration that you are seeking to follow (see medical registration section below).</p> <ol style="list-style-type: none"> 1. The <i>Competent Authority Pathway</i> requires an assessment to be made by a competent authority approved by the MBA¹ 2. The <i>Standard Pathway</i> requires an assessment to be made by the AMC through a combination of a written exam, a clinical exam (or workplace-based assessment) and supervised practice 3. The <i>Specialist Pathway</i> requires an assessment to be made by the specialist medical college relevant to your area of specialty
 English Language Skills	<p>You will be required to demonstrate your English language competency by achieving the required minimum scores in one of the approved English language tests.</p> <p>This applies if English is not your primary language or you have not completed a minimum number of years of continuous education taught and assessed solely in English.</p> <p>The registration standard for English language skills is set by the MBA and is available at:</p> <p>https://www.ahpra.gov.au/Registration/Registration-Standards/English-language-skills.aspx</p>
 Job Offer	<p>You must receive a job offer before you can apply for medical registration or a working visa.</p> <p>IMGs can work in the private or public health system in Australia, but different rules apply to each.</p> <p>To work in a private medical practice (either as a GP or another specialist) you are likely to be restricted to applying for jobs in regional, rural or remote locations. RWAs can assist in finding a job in a private medical practice. A list of RWAs is available at: http://www.rhwa.org.au/ruralworkforceagencies</p> <p>The Australian Government has a searchable map called the <i>Health Workforce Locator</i> that can be used to find locations that need more doctors. Go to: https://www.health.gov.au/resources/apps-and-tools/health-workforce-locator/health-workforce-locator</p> <p>To work in the government (public) hospital system you will need to apply through the Department of Health in the relevant Australian state or territory. You can also seek advice through the specialist medical college relevant to your training or through a medical recruitment agency.</p> <p>Contact details of the local state and territory health departments are available at:</p> <p>https://www.health.gov.au/about-us/contact-us/local-state-and-territory-health-departments</p>
 Medical Registration	<p>You need to be on a pathway to medical registration to work as a doctor in any medical setting.</p> <p>Once you have accepted a job, you will need to apply for medical registration through one of three pathways:</p> <ol style="list-style-type: none"> 1. The <i>Competent Authority Pathway</i> is for IMGs who have passed recognised examinations or have completed training through an MBA-approved competent authority. 2. The <i>Standard Pathway</i> is for IMGs who are seeking general registration but are not eligible for the competent authority or specialist pathways. It involves Passing the AMC written and clinical examinations (or in some cases a period of workplace-based assessment) and completing 12 months supervised practice. 3. The <i>Specialist Pathway</i> is for IMGs who are overseas-trained specialists seeking specialist registration through an assessment of the comparability of training to the standard required of that specialty in Australia. <p>More details about the different Assessment pathways to medical registration for IMGs are available on the MBA website at: https://www.medicalboard.gov.au/Registration/International-Medical-Graduates.aspx</p> <p>Note: IMGs can undertake short-term training in Australia <u>without</u> having to obtain an AMC Certificate or undergo a full comparability assessment. In this case an application is made directly to the relevant specialist college for a training position.</p>
 Visa	<p>Unless you are a permanent resident of Australia, you will need a visa to work in Australia.</p> <p>There are different visas depending on the type of work you do and how long you want to stay.</p> <p>Some employers can sponsor your visa if you are deemed suitable for employment. Options would be discussed by the prospective employer during the recruitment process.</p>

¹ Countries with Board-approved competent authorities include the United Kingdom, Canada, United States, New Zealand and Ireland