

Portfolio:	Education	Ref. No.	ETA-IMG-029
Team:	International Medical Graduate Assessments		
Title:	IMG Assessment Post Accreditation		

1. PURPOSE AND SCOPE

The Royal Australasian College of Surgeons (RACS) has been appointed by the Medical Board of Australia (MBA) and the Australian Medical Council (AMC) to assess the specialist surgical qualifications of International Medical Graduates (IMG) to ascertain the level of comparability (i.e. equivalence) to the standards of training and practice associated with an Australian and New Zealand trained surgeon.

IMGs that have been assessed as partially or substantially comparable are required to undertake workplace based clinical assessment in a position approved by RACS. Decisions regarding assessment post accreditation are made by the Specialty Board of the specialty in which an IMG is being assessed. The Board may delegate its decision making authority to an individual or to a sub-committee. When a delegation authority is exercised the decision of the delegate is a decision of the Board.

Clinical Assessment is undertaken within the guidelines specified by the RACS and the Medical Board of Australia (MBA) on Supervised Practice for International Medical Graduates required to undertake Level 3 supervision and Level 4 supervision.

2. KEYWORDS

Hospital post, hospital, education, standards, clinical, assessment, supervision.

3. BODY OF POLICY

3.1. ACCREDITATION OF POSTS

- 3.1.1. It is the responsibility of an IMG who has accepted a pathway to Fellowship by Assessment (substantially comparable) or Examination (partially comparable) to obtain a hospital post in which to undertake workplace based clinical assessment, and to submit it to RACS for approval.
- 3.1.2. Applications for accreditation of an assessment post will only be assessed for IMGs who have completed the RACS "Operating with Respect" eLearning module.
- 3.1.3. Posts submitted for approval for clinical assessment are assessed in accordance with the following criteria:
 - a. the suitability of the position for MBA Level 3 supervision or MBA Level 4 supervision.
 - b. suitability of the scope of work for assessing the clinical practice of the IMG.
 - c. a minimum of three elective theatre sessions (minimum duration ½ day) per week which provide opportunities for the IMG to demonstrate the RACS competencies and is based on a combination of theatre time, case numbers and case mix.
 - d. the training and education for supervising IMGs of the nominated clinical assessors.
 - e. opportunities for continuing professional development.
 - f. opportunities for preparation for the Fellowship Examination (for IMGs on a pathway to Fellowship by examination).

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- g. opportunities for up skilling and/or further training required to demonstrate competence in areas identified in the specialist assessment.
- h. the suitability of hospital infrastructure for clinical assessment (including the commitment of all members of the unit to participate, if required, in the assessment of the IMG).

- 3.1.4. The assessment of the post is undertaken on the basis of documentation submitted by the IMG, in accordance with the IMG Post Description Form.
- 3.1.5. All posts that meet the required standards will be approved for clinical assessment purposes.
- 3.1.6. A site visit may be required before a post can be accredited or reaccredited.

3.2. WITHDRAWAL OF ACCREDITATION OF POST FOR CLINICAL ASSESSMENT PURPOSES

- 3.2.1 A Specialty Board may review the status of a post where it has a reasonable belief that the post is not operating in accordance with expectations.
- 3.2.2 RACS is committed to ensuring that all accredited posts for clinical assessment purposes operate within a culture of respect. In the event of a proven complaint of unprofessional behaviour (discrimination, bullying, sexual harassment, etc.) against a current member of a unit hosting an accredited post for clinical assessment, the Specialty Board will review the post which may result in the position deemed not suitable.
- 3.2.3 In the event that there is a 2nd proven complaint, the post will be withdrawn as not suitable for clinical assessment purposes.
- 3.2.4 Any post that has been withdrawn in accordance to 3.2.2 or 3.2.3 will not be eligible for reaccreditation until it can be demonstrated that there are two (2) years free of proven complaints.
- 3.2.5 Where the clinical assessors do not comply with mandated training, the accreditation of the post will be withdrawn, but may be reinstated when compliance is achieved.
- 3.2.6 A position may be deemed not suitable if the same position has been discredited for training in the SET program.
- 3.2.7 Employers retain the right to cease the employment of an IMG. In such an instance it is the responsibility of the IMG to obtain another position suitable for assessment of clinical practice.
- 3.2.8 Where approval is withdrawn hospital management will be notified of the decisions and the reasons for withdrawal

3.3. AREA OF NEED POSITIONS

Area of Need positions will be assessed against the same criteria and standards as per clause 3.1 and 3.2.

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4. ASSOCIATED DOCUMENTS

Assessment of the Clinical Practice of IMGs in Australia and New Zealand Regulation

Reconsideration, Review and Appeal Regulation

IMG Post Description Form

Guidelines - Supervised practice for international medical graduates (at [Medical Board of Australia](#))

Approver Education Board

Authoriser Council

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