Medical Board of Australia

Report on specialist medical colleges' specialist pathway data

Reporting period: 1 January 2018 - 31 December 2018



Contents

1 Intro	duction	1
1.1 Re	porting requirements	1
1.2 Be	nchmarks	1
1.3 Co	mpliance measures	2
1.4 Ho	w to interpret the data	2
2 High	nlights of the 2018 report	2
2.1 Da	ta highlights	2
2.2 Pe	rformance benchmark highlights	2
2.3 Co	mpliance highlights	3
3 List	of college abbreviations	3
4 App	lications	4
4.1 Nu	mber of applications received	4
	p five countries by number of plications received	5
	mber of applications incomplete on t submission	6
4.4 Nu IM	mber of applications withdrawn by the G	7
5 Spe	cialist recognition outcomes	8
5.1 Ou	tcome of interim assessment	8
5.1.1	By country of highest specialist qualification - all colleges	9
5.1.2	Top five countries by number of applications	10
5.2 Ou	tcome of final assessment	11
5.2.1	By country of highest specialist qualification - all colleges	12
5.2.2	Top five countries by number of final assessments - interim assessment - partially comparable	13
5.2.3	Top five countries by number of final assessments - interim assessment - substantially comparable	14
5.3 Nu	mber of fellowships awarded to IMGs	15
	mber of reviews, reconsiderations and peals of college decision requested by Gs	16
	cialist recognition timeframes and irements	17

6.1	Interim assessment	17
6.1.1	Time to first available interview	17
6.1.2	Time from interview to interim assessment decision	18
6.1.3	Total time for interim assessment	19
6.2	Substantially comparable IMGs	20
6.2.1	Period of peer review required by college	20
6.2.2	Number required to complete exam	21
6.2.3	Time for final assessment	22
6.2.4	Maximum timeframes for completing college requirements	23
6.3	Partially comparable IMGs	24
6.3.1	Period of supervised practice and/or training required by college	24
6.3.2	Time for final assessment	25
6.3.3	Maximum timeframes for completing college requirements	26
	Time for specialist recognition final assessment decision	27
7 Ai	rea of need outcomes and timeframes	28
7.1	Outcome of assessment	28
7.2	Time for assessment	29
8 IN	IG country of qualifications	30
	Primary medical degree and specialist qualification (data)	30
	Primary medical degree and specialist qualification (graph)	31
	Primary medical degree and specialist qualification (map)	32
8.4	Specialist qualification	33
8.4.1	Australasian College of Dermatologists	33
8.4.2	Australasian College for Emergency Medicine	34
8.4.3	Australasian College of Sport and Exercise Physicians	35
8.4.4	Australian and New Zealand College of Anaesthetists	36

8.4.5	Australian College of Rural and Remote Medicine	37
8.4.6	College of Intensive Care Medicine of Australia and New Zealand	38
8.4.7	Royal Australasian College of Dental Surgeons	39
8.4.8	Royal Australasian College of Surgeons	40
8.4.9	The Royal Australian College of General Practitioners	41
8.4.10	The Royal Australasian College of Medical Administrators	42
8.4.11	The Royal Australasian College of Physicians	43
8.4.12	The Royal Australian and New Zealand College of Psychiatrists	44
8.4.13	The Royal Australian and New Zealand College of Obstetricians and Gynaecologists	45
8.4.14	The Royal Australian and New Zealand College of Ophthalmologists	46
8.4.15	The Royal Australian and New Zealand College of Radiologists	47
8.4.16	The Royal College of Pathologists of Australasia	48

1 Introduction

The specialist pathway is for international medical graduates (IMGs) who are overseas-trained specialists seeking specialist registration in Australia (specialist recognition) or who are applying for an area of need specialist level position in Australia.

The Medical Board of Australia (the Board) has developed guidance for the specialist medical colleges on the current specialist pathway assessment process. The *Good practice guidelines for the specialist international medical graduate assessment process* aim to support specialist medical colleges in their role of assessing specialist international medical graduates. The guidelines came into effect on 2 November 2015.

More information about the specialist pathway and the *Good practice guidelines* are available on the <u>Board's website</u>.

On 1 July 2014 changes were made to the specialist pathway for IMGs. IMGs now apply directly to the relevant specialist medical college for assessment rather than through the Australian Medical Council (AMC). The AMC previously collected a range of data on specialist pathway applications. As the AMC no longer collect pathway data, colleges now report their data directly to the Board.

1.1 Reporting requirements

Reporting is annual by calendar year:

- the first report covered the initial six-month period 1 July 1 December 2014
- subsequent reports (covering the years 2015 -2017) are available at: <u>www.medicalboard.gov.au/Registration/Internat</u> <u>ional-Medical-Graduates/Specialist-</u> <u>Pathway/Guides-and-reports</u>
- this report covers the period 1 January – 31 December 2018.

All colleges report against the same metrics. The data requested for 2018 includes:

- number and type of applications received in 2018 (application for specialist recognition, area of need or combined (specialist recognition and area of need))
- applicant's (IMG) country of training (for applications received in 2018)
- number of applications received which were incomplete on first submission
- number of applications withdrawn by the applicant (IMG)

- outcome of college's interim comparability assessment (IMG found to be not comparable, partially comparable or substantially comparable)
- outcome of college's area of need assessment (IMG found to be suitable or not suitable for the area of need position)
- outcome of final assessment for specialist recognition (IMG recommended for specialist recognition or not recommended for specialist recognition)
- time from interim assessment to final assessment (from the date of decision of interim assessment, to the date the decision of final assessment is made by college)
- number of fellowships awarded to IMGs on the specialist pathway
- number of appeals of college decision by IMGs.
- 1.2 Benchmarks

Since 2016, colleges also report against a number of performance benchmarks. These include:

Metric	Benchmark
Time to first available assessment interview for interim assessment	Interview available within 3 months
From the date a complete application is received to the date of first available interview that is offered.	
Time from interview to interim assessment decision From the date the IMG attends interview to the date	Interim assessment completed within 14 days after interview
the decision of interim assessment is made by college.	
Time for specialist recognition interim assessment	Interim assessment completed within
From the date a complete application is received to the date the decision of interim assessment is made by college.	three months and 14 days

Time for area of need assessment From the date a complete application is received to the date the decision of suitability for area of need position is made by college. Excludes combined assessments.	Area of need assessment completed within two months
Time for specialist recognition final assessment decision From the date the IMG notifies the college that they have completed the requirements to the date the decision of final assessment is made by college.	Decision on final assessment completed within two months

1.3 Compliance measures

Colleges also reported against a set of compliance measures to confirm compliance with the *Good practice guidelines*. These include:

Metric	Compliance measure
Period of practice required by the college for substantially comparable IMGs	Up to 12 months FTE peer review
Period of practice required by	Up to 24 months
the college for partially	FTE supervised
comparable IMGs	practice
Requirement for substantially comparable IMGs to complete an examination	Only partially comparable IMGs may be required to complete an examination
Maximum timeframes for	Up to two years to
completing college	complete up to 12
requirements for substantially	months FTE peer
comparable IMGs	review
Maximum timeframes for	Up to four years to
completing college	complete 24 months
requirements for partially	FTE supervised
comparable IMGs	practice

1.4 How to interpret the data

The specialist college data report is a report of all college 'activities' during the period and reflects point in time reporting as IMGs are unlikely to complete all the processes within one reporting period. Therefore, denominators are unable to be defined and percentages cannot be calculated. A college may have more assessment outcomes than applications received for the period.

Delays can occur during the assessment process which are outside the control of the college, for example, an IMG may choose to defer their interview.

The data have been collated and summarised in graphs and tables.

2 Highlights of the 2018 report

- 2.1 Data highlights
- IMGs have gained their specialist qualifications in a range of countries with highest numbers of applications from United Kingdom, India and South Africa.
- The colleges with the highest number of applications in the twelve-month period were the Royal Australian College of General Practitioners (RACGP) (353 applications) and the Royal Australasian College of Physicians (RACP) (145 applications).
- The colleges with the lowest number of applications in the twelve-month period were the Royal Australasian College of Medical Administrators (RACMA) (zero applications) and Royal Australasian College of Dental Surgeons (RACDS) (two applications).
- Across all colleges, 89 per cent of IMGs from the UK and Ireland were assessed as substantially comparable.
- Across all colleges, 97 per cent of IMGs from the UK and Ireland who were assessed as partially comparable or substantially comparable fulfilled the college requirements and were recommended for specialist recognition.
- The majority of applicants for the specialist pathway area of need were found suitable for the position.
- The majority of requests for review/reconsideration and appeals relate to the interim assessment of comparability (i.e. IMG appealing assessment outcome 'not comparable' or 'partially comparable').
- 2.2 Performance benchmark highlights
- Most colleges were able to offer the majority of their IMGs an interview within three months of receiving a complete application.
- The time taken from the interview to the interim assessment decision varies with some colleges meeting the benchmark for all their IMGs and other colleges outside the benchmark for all their IMGs. For those colleges who don't meet the benchmark for any of their IMGs, the reason this was not met is because of the approval processes required within the college before the decision is confirmed.

- The time for interim assessment was outside the benchmark for many IMGs, however this can result when an IMG is offered an interview early in the process but they chose to defer the interview, thus extending the total time for interim assessment. In other cases, the delay was due to college internal processes.
- Of the five colleges who assessed area of need only applications (excluding combined assessments), three colleges completed all their area of need assessments within the benchmark (two months).
- The majority of IMGs received the outcome of their final assessment (recommended or not recommended for specialist recognition) within two months of completing their requirements.
- 2.3 Compliance highlights
- All colleges met the compliance measures for the period of peer review required for substantially comparable IMGs and for the period of supervised practice required for partially comparable IMGs.
- No colleges required their substantially comparable IMGs to complete a formal examination, thereby meeting the compliance measure.
- The majority of IMGs are completing the pathway process within the maximum timeframes set by the Board.

3 List of college abbreviations

ACD	Australasian College of Dermatologists
ACEM	Australasian College for Emergency Medicine
ACSEP	Australasian College of Sport and Exercise Physicians
ANZCA	Australian and New Zealand College of Anaesthetists
ACRRM	Australian College of Rural and Remote Medicine
CICM	College of Intensive Care Medicine of Australia and New Zealand
RACDS	Royal Australasian College of Dental Surgeons
RACS	Royal Australasian College of Surgeons
RACGP	The Royal Australian College of General Practitioners
RACMA	The Royal Australasian College of Medical Administrators
RACP	The Royal Australasian College of Physicians
RANZCP	The Royal Australian and New Zealand College of Psychiatrists
RANZCOG	The Royal Australian and New Zealand College of Obstetricians and Gynaecologists
RANZCO	The Royal Australian and New Zealand College of Ophthalmologists
RANZCR	The Royal Australian and New Zealand College of Radiologists
RCPA	The Royal College of Pathologists of Australasia









Note: Some colleges require documentation from a third party for applications to be complete.



Note: RACGP data not collected. Some withdrawls relate to applications received before 2018.



Note: RANZCR do not do paper-based assessments. RACP and RANZCP allow IMGs who were not comparable after a paper-based assessment to opt for interview. Outcomes of assessment may not total 'Total number of applications received' as some assessments were still in progress.

5.1.1	Specialist recognition outcomes: Outcome of interim assessment: By country of highest specialist qualification – all colleges

Country	Not comparable	Partially comparable	Substantially comparable	Country	Not comparable	Partially comparable	Substantially comparable	Country	Not comparable	Partially comparable	Substantially comparable
Argentina	3	1	0	Ireland	1	10	20	Romania	1	0	0
Austria	0	1	1	Israel	1	2	1	Russia	1	0	0
Bangladesh	0	1	0	Italy	1	1	1	Saudi Arabia	3	0	2
Belgium	0	3	2	Japan	0	0	1	Serbia	1	0	0
Brazil	5	7	0	Jordan	0	1	1	Singapore	0	1	1
Canada	2	3	10	Kazakhstan	1	0	0	South Africa	9	21	17
Chile	1	0	0	Kenya	0	1	0	Spain	1	2	2
China	1	3	0	Lebanon	1	0	0	Sri Lanka	1	13	12
Colombia	1	0	0	Malawi	0	0	0	Sudan	2	0	0
Egypt	6	7	1	Malaysia	3	4	4	Sweden	0	1	1
Finland	1	1	0	Mexico	0	0	1	Switzerland	0	2	2
France	0	2	0	Nepal	2	1	0	Syria	1	1	0
Germany	0	10	3	Netherlands	0	2	2	Taiwan	1	0	0
Greece	1	0	1	New Zealand	0	0	10	Tunisia	1	0	0
Hong Kong	0	3	1	Nigeria	1	2	1	Turkey	3	3	1
Hungary	0	0	1	Norway	0	1	0	United Arab Emirates	0	2	0
India	42	62	15	Oman	0	0	0	United Kingdom	5	35	376
Indonesia	0	2	0	Pakistan	2	14	3	United States of America	1	8	11
Iran	3	6	3	Philippines	0	2	0	Yugoslavia	0	1	0
Iraq	2	3	3	Qatar	1	3	0	Zimbabwe	0	1	0





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5.2.1. Specialist recognition outcomes: Outcome of final assessment: By country of highest specialist qualification – all colleges

Country	Partially c	Partially comparable		y comparable		Partially comparable		Substantially comparable	
	Recommended	Not recommended	Recommended	Not recommended	Country	Recommended	Not recommended	Recommended	Not recommended
Argentina	0	0	1	0	Israel	0	0	1	0
Austria	0	0	1	0	Italy	1	0	0	0
Bangladesh	1	0	0	0	Japan	1	0	0	0
Belgium	0	0	2	0	Lebanon	0	0	1	1
Brazil	1	2	1	0	Malaysia	5	0	0	0
Canada	0	0	8	0	Mexico	1	0	0	0
Chile	1	0	0	0	Nepal	1	0	0	0
China	2	0	0	0	Netherlands	4	1	5	0
Colombia	0	1	0	0	Nigeria	3	0	0	0
Croatia	1	0	0	0	Pakistan	3	0	0	0
Czech Republic	2	0	0	0	Singapore	0	0	1	0
Denmark	1	0	0	0	South Africa	8	3	9	0
Egypt	8	0	0	0	Sri Lanka	23	1	6	0
France	0	0	1	0	Sweden	1	1	0	0
Germany	7	1	3	0	Switzerland	2	1	0	0
Hong Kong	1	1	3	0	Syria	0	0	2	0
India	43	2	9	0	United Arab Emirates	2	0	0	0
Iran	5	1	1	0	United Kingdom	26	5	354	6
Iraq	2	0	1	0	United States of America	5	0	5	0
Ireland	5	0	8	0					



5.2.3 Specialist recognition outcomes: Outcome of final assessment: Top five countries by number of final assessments – interim assessment - substantially comparable





Note: The number of applications is provided as an indication of application volume; data includes IMGs who applied before 2018 and does not include IMGs who applied in 2018 period and are still in progress.



Note: Colleges have different appeals process and classification of 'reviews/reconsideration and appeals' vary. The number of applications is provided as an indication of volume, appeals may relate to IMGs who applied in 2018 or before 2018.



Note: RACGP do not interview to assess comparability.



Note: RACGP do not interview to assess comparability.



6.2.1 Specialist recognition timeframes and requirements: Substantially comparable IMGs: Period of peer review required by college



6.2.2 Specialist recognition timeframes and requirements: Substantially comparable IMGs: Number required to complete exam

All specialist medical colleges reported that no substantially comparable IMGs were required to complete a formal examination.





Note: RACGP data not collected.

6.2.4 Specialist recognition timeframes and requirements: Substantially comparable IMGs: Maximum timeframes for completing college requirements













Note: Outcomes of assessment may not total 'Total number of applications received'; some assessments were still in progress and some relate to applications received before 2018.



Note: Excludes combined assessments (where IMG applied for specialist recognition and area of need)

8.1 IMG country of qualifications: Primary medical degree and specialist qualification - all colleges (data)

Country	Primary	Specialist
Argentina	2	2
Austria	5	4
Bahrain	1	0
Bangladesh	7	1
Belarus	1	0
Belgium	4	5
Brazil	17	16
Brunei	0	1
Bulgaria	1	0
Cameroon	1	0
Canada	12	19
Czechoslovakia	3	0
Chile	1	1
China	4	2
Denmark	2	0
Dominica	1	0
Egypt	22	18
Finland	1	2
France	3	2
Germany	16	8
Greece	2	2
Grenada	1	0
Hong Kong	4	4
Hungary	2	1
India	222	128
	222	120

Country	Primary	Specialist
Iran	15	13
Iraq	14	7
Ireland	36	29
Israel	3	4
Italy	2	0
Japan	1	1
Jordan	3	6
Kenya	2	1
Lebanon	1	1
Malaysia	9	10
Malta	1	0
Mozambique	1	1
Myanmar	1	0
Nepal	6	7
Netherlands	3	2
New Zealand	0	14
Nigeria	21	5
Norway	1	2
Pakistan	54	25
Peru	1	0
Philippines	5	4
Poland	3	0
Qatar	1	5
Romania	3	2
Russia	8	3
Saudi Arabia	2	4

Country	Primary	Specialist
Serbia	1	1
Slovakia	4	1
Singapore	1	1
South Africa	53	48
South Korea	1	1
Spain	6	4
Sri Lanka	26	23
Sudan	6	2
Sweden	1	2
Switzerland	3	4
Syria	7	5
Taiwan	0	1
Thailand	1	0
Trinidad and Tobago	1	0
Tunisia	1	1
Turkey	4	3
Ukraine	7	0
United Arab Emirates	1	3
United Kingdom	270	444
United States of America	12	22
Venezuela	1	1
Yemen	1	0
Yugoslavia	1	1
Zaire	1	0
Zimbabwe	1	0



8.2 IMG country of qualifications: Primary medical degree and specialist qualification - all colleges (graph)

8.3 IMG country of qualifications: Primary medical degree and specialist qualification - all colleges (maps)





8.4.1 IMG country of qualifications: Specialist qualification: Australasian College of Dermatologists




Specialist qualification
1
2
1
1
3
2
2
4
2
3



Country	Specialist qualification
Iran	3
Ireland	2
Turkey	1





Country	Specialist qualification
Bangladesh	1
South Africa	6
UK	3



Country	Specialist qualification
Austria	1
Brazil	3
Canada	3
Egypt	2
Germany	1
Greece	1
ndia	10
Norway	1
Qatar	1
Russia	1
Saudi Arabia	2
Funisia	1
JK	4





	Country	Specialist qualification
	Belgium	1
Canada	Brazil	2
	Canada	1
NORTH AMERICA Belgium ASIA	Chile	1
USA	Egypt	1
lrag tran	India	13
Atlantic Ocean Atlantic Ocean Atlantic	Iran	1
Jordan Sri Lanka Malaysia	Iraq	2
Saudi Arabia	Ireland	2
Brazil	Jordan	1
SOUTH AMERICA South Africa	Malaysia	2
Chile South Alrica Indian Ocean AUSTRALIA	Netherlands	1
	Pakistan	1
	Philippines	2
	Romania	1
	Russia	1
	Saudi Arabia	1
	South Africa	9

3

1

1

19

2

Sri Lanka

Syria

UK

USA

Taiwan



1
1
10
13
1
3
3
293
1
1

Specialist qualification

1

13

8.4.10 IMG country of qualifications: Specialist qualification: Royal Australasian College of Medical Administrators

RACMA did not have any applications in 2018.



Country	Specialist qualification
Austria	2
Brazil	4
Egypt	5
France	1
Germany	5
Greece	1
Hong Kong	2
India	15
Indonesia	2
Iran	2
Iraq	3
Ireland	10
Israel	2
Japan	1
Malaysia	4
Mozambique	1
Nepal	2
Netherlands	1
Nigeria	1
Pakistan	3
Qatar	2
Serbia	1
Singapore	1
Slovakia	1
South Africa	10
South Korea	1
Spain	2
Sri Lanka	7
Sweden	1
Switzerland	2
Syria	3
UK	38
USA	9

8.4.12 IMG country of qualifications: Specialist qualification: Royal Australian and New Zealand College of Psychiatrists



Country	Specialist qualification
India	25
Iran	1
Lebanon	1
Nepal	2
Nigeria	1
South Africa	2
Sri Lanka	8
Sweden	1
UK	27
USA	2
Yugoslavia	1

8.4.13 IMG country of qualifications: Specialist qualification: Royal Australian New Zealand College of Obstetricians and Gynaecologists



Country	Specialist qualification
Belgium	1
India	9
Ireland	1
Jordan	1
Pakistan	1
South Africa	1
Spain	2
Sri Lanka	1
Sudan	1
Syria	1
UK	10
USA	2





Brazil	3
China	1
Egypt	4
Finland	1
Hong Kong	1
India	27
Iran	4
Iraq	2
Israel	1
Jordan	1
Kenya	1
Malaysia	1
Nepal	1
Nigeria	1
Pakistan	17
Russia	1
South Africa	6
Sri Lanka	2
Switzerland	1
Turkey	1
UK	14
USA	2



Country	Specialist qualification
Argentina	1
France	1
ndia	10
Jordan	1
Philippines	1
South Africa	2
Sri Lanka	1
Furkey	1
ЛК	5
JSA	1