



ISSUE	Assessment model
SUBJECT	AMC Orientation guidelines
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BACKGROUND

International Medical Graduates (IMGs), to satisfy registration requirements, must demonstrate English language proficiency and have primary source verification of their documents performed.

As a further prerequisite to registration, IMGs must successfully undertake one or more of the following pre-employment assessments:

1. The Australian Medical Council (AMC) multiple choice question examination (MCQ);
2. Employer +/- specialist medical college assessment of their suitability for the position; and a
3. Structured clinical interview.

Through these assessment processes, there can be reasonable confidence that an IMG has the clinical knowledge and experience to work in the position for which they are registered. However, IMGs come from a variety of backgrounds and cultures and may not have any familiarity with the Australian professional and cultural environment. All IMGs, regardless of their level or location of employment should be provided with an orientation program* to assist their transition to clinical practice in Australia.

Orientation objectives

The objectives of orientation are threefold:

1. To enhance the IMGs understanding of the Australian healthcare system;
2. To enhance the IMGs understanding of relevant communication and cultural issues; and
3. To assist the IMGs transition to clinical practice via the provision of information about the local jurisdiction, health services and facilities, and the legislative and professional practice environment.

Orientation principles

The principles of orientation are threefold:

*Although the December 2006 COAG IMG assessment initiative envisaged the formal accreditation of mandatory orientation programs by the AMC, the AMC Expert Panel recommended that orientation should not be a pre-requisite for registration. Accordingly, the AMC has endorsed general guidelines on orientation as part of the overall process for integration of IMGs into the medical workforce in Australia. While the provision of orientation may be considered as part of the accreditation of IMG assessment processes, the AMC does not intend to accredit individual orientation programs.

1. All IMGs should undergo an appropriate orientation program.
2. It is the responsibility of the employer to provide, or source, a suitable orientation program.
3. The scope and delivery of the orientation program is determined by both the nature of the position for which the IMG is registered and by the professional and cultural background of the IMG.

Orientation guidelines

1. An orientation plan is a mandatory component of the position description, or accompanying documentation. The content of the orientation program and the manner in which it will be delivered must be documented. The position description will be provided to the medical registration authority in the relevant jurisdiction for consideration with the IMGs application for registration.
2. The content of the orientation program should include:
 - orientation to the Australian healthcare system;
 - communication and cultural safety;
 - orientation to the local jurisdiction; and its health services and facilities; and
 - legislation and professional practice.
3. The delivery of the orientation program can utilise:
 - paper-based resources;
 - web-based programs;
 - face-to-face delivery.

Orientation may be delivered by a combination of methods.

4. The orientation program should be completed within 3 months of the IMG commencing employment.
5. Supervisors, in their reporting to the medical registration authorities in the jurisdiction should note the completion of the prescribed orientation program.
6. Orientation content should include but not be limited to the following
 - (a) **Orientation to the Australian healthcare system**
 - Structure and funding of the healthcare system in Australia
 - Medicare Australia
 - Commonwealth Department of Veterans' Affairs
 - Pharmaceutical Benefits scheme
 - Provider and Prescriber numbers
 - Interface between private and public health services

(b) Communication and Cultural Safety

- Cultural awareness; safety; respect and competence
- Australian society including multiculturalism; the status of women, children and the elderly
- Aboriginal and Torres Strait Islander culture
- The Australian patient
- Cross cultural communication
- Communication strategies

(c) Orientation to the local jurisdiction audits health services and facilities

- Registration and standards bodies
- Medical education and training
- Professional support
- Government and non-government referral agencies
- Rural and remote health services and supporting organisations
- IT systems; for example prescribing, pathology and radiology ordering and reporting
- Patient safety and safe medication practice
- Infection control
- Occupational health and safety

(d) Legislation and professional practice

- Legislative framework governing practice in the particular jurisdiction
- Litigation and indemnity
- Patient rights and responsibilities
- Patient complaints
- Patient consent
- Substituted health care decisions
- Adolescent autonomy
- Death and the Coroner's Act
- Child safety
- Organ transplantation and autopsies
- Access to health/medical records and confidentiality.

Links to available orientation resources identified in survey:

RANZCOG	http://www.ranzcoq.edu.au/oop/index.shtml
WACRRM	http://www.meddent.uwa.edu.au/wacrrm/docs/Scope%206003%20web.pdf http://www.wacrrm.edu.au
RANZCP	https://www.rmeo.com/ranzcp/dls_rmeo.pl?a=welcome
GPPHCNT	http://www.gpphcnt.org.au/www/index.cfm?itemid=196
GPTAS	http://www.gpatlas.org.au/subsector.php?id=108809
PMCV	http://www.pmcv.com.au/overseastrained/orientation/index.cfm
eMJA	http://www.mja.com.au/public/issues/186_07_020407/mul11298_fm.html
GPNetwork	http://www.gpnetworkforum.com.au
Southern Health	www.newaussiedocs.org