

Portfolio	Education	Ref. No.	ETA-IMG-025
Team:	International Medical Graduates		
Title:	Area of Need Assessment		

1. PURPOSE AND SCOPE

Surgical positions that have not been able to attract a suitable local applicant can be declared as Area of Need (AoN) by the relevant state or territory health authority and advertised internationally. RACS is requested by the Medical Board of Australia (MBA) to assess the suitability of an International Medical Graduate (IMG) to fill the declared position.

Supervision of an IMG in an AoN position is undertaken within the guidelines specified by the Medical Board of Australia (MBA).

2. KEYWORDS

International Medical Graduate, IMG, Area of Need, AoN.

3. AREA OF NEED ASSESSMENT

3.1. Background

RACS considers applications received from IMGs who wish to work in a surgical consultant position that has been designated as an AoN. RACS's role is to determine if the IMG has the ability to undertake the role, and whether the AoN position can provide the support and supervision required for the IMG's specialist pathway to Fellowship.

An AoN Assessment can be done in conjunction with a specialist assessment or subsequently.

3.2. Governance

Decisions regarding suitability of an AoN position for an IMG are made by the relevant Specialty Board. The Board may delegate its decision making authority to an individual or to a sub-committee.

3.3. Application for AoN Assessment

3.3.1. IMGs may apply to RACS for assessment of their suitability to undertake an AoN position at the same time as application for specialist assessment. In this case the suitability of the AoN position will be explored during the IMG assessment interview.

3.3.2. An AoN application from an IMG who has a current specialist assessment may be assessed on the basis of a document-based assessment alone or by a document-based assessment and interview.

3.3.3. The IMG is responsible for submitting documentation for assessment sufficient to demonstrate suitability for the position. Applications must be received in the format specified by RACS and detailed in the IMG section of the RACS website.

3.4. Assessment Standards

3.4.1. The IMG will first be assessed for comparability to an Australian and New Zealand trained surgeon within the same surgical specialty, as specified in the Specialist Assessment in Australia policy {ETA-IMG-006}.

3.4.2. If the IMG is found to be partially or substantially comparable, an assessment will then be made of the AoN position to determine whether the position is suitable for the individual IMG, bearing in mind the recommended pathway to fellowship. The assessment will include a

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review of workplace infrastructure, professional support, and ability to provide the level of supervision required.

3.5. Assessment Outcomes

The AoN position will be deemed suitable for the IMG if:

- 3.5.1. The specialist assessment results in a recommended pathway to fellowship under Level 4 supervision; or
- 3.5.2. The AoN position is able to provide Level 3 supervision: or
- 3.5.3. A minimum of 3 months of Level 3 supervision has been satisfactorily completed and the relevant specialty board considers the post suitable for completion of the remaining periods of assessment; and
- 3.5.4. The AoN position has adequate workplace infrastructure and professional support including appropriate support if required to undertake the Fellowship Examination.

3.6. Fees

Fees, published on RACS website, are payable in advance for an AoN assessment.

3.7. Pathway to Fellowship

An AoN assessment is not a pathway to fellowship of RACS.

4. ASSOCIATED DOCUMENTS

Specialist Assessment of International Medical Graduates in Australia.

Approver Education Board
Authoriser Council