

I-MED Radiology Network

Guidance for International
Medical Graduates (IMGs)



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Introduction

This document is a guide for International Medical Graduates to navigate the application process when seeking to practice and/or upskill in Australia as radiologists. This document provides the framework as outlined by RANZCR to support IMGs through this process.

Common abbreviations that will be used within the document include:

Abbreviation	Professional Body
RANZCR	The Royal Australian and New Zealand College of Radiologists
IMG	International Medical Graduates
AMC	Australian Medical Council
AHPRA	Australia Health Practitioner Regulatory Agency
MBA	Medical Board of Australia
ECFMG	Educational Commission for Foreign Medical Graduates
LOA	Letter of Appointment
EPIC	Electronic Portfolio of International Credentials
AoN	Area of Need
DWS	District Workforce Shortage

District Workforce Shortage (DWS) and Area of Need (AoN)

DWS is determined at a national level based on Medicare and the Australian Bureau of Statistics that demonstrate an area and/or geographic location where the population has poor access to specialised services, in our case radiological services.

An Area of Need (AoN) is **a geographical location where the medical needs of the population are unmet**. In Australia, State and territory governments determine their own AoN locations.

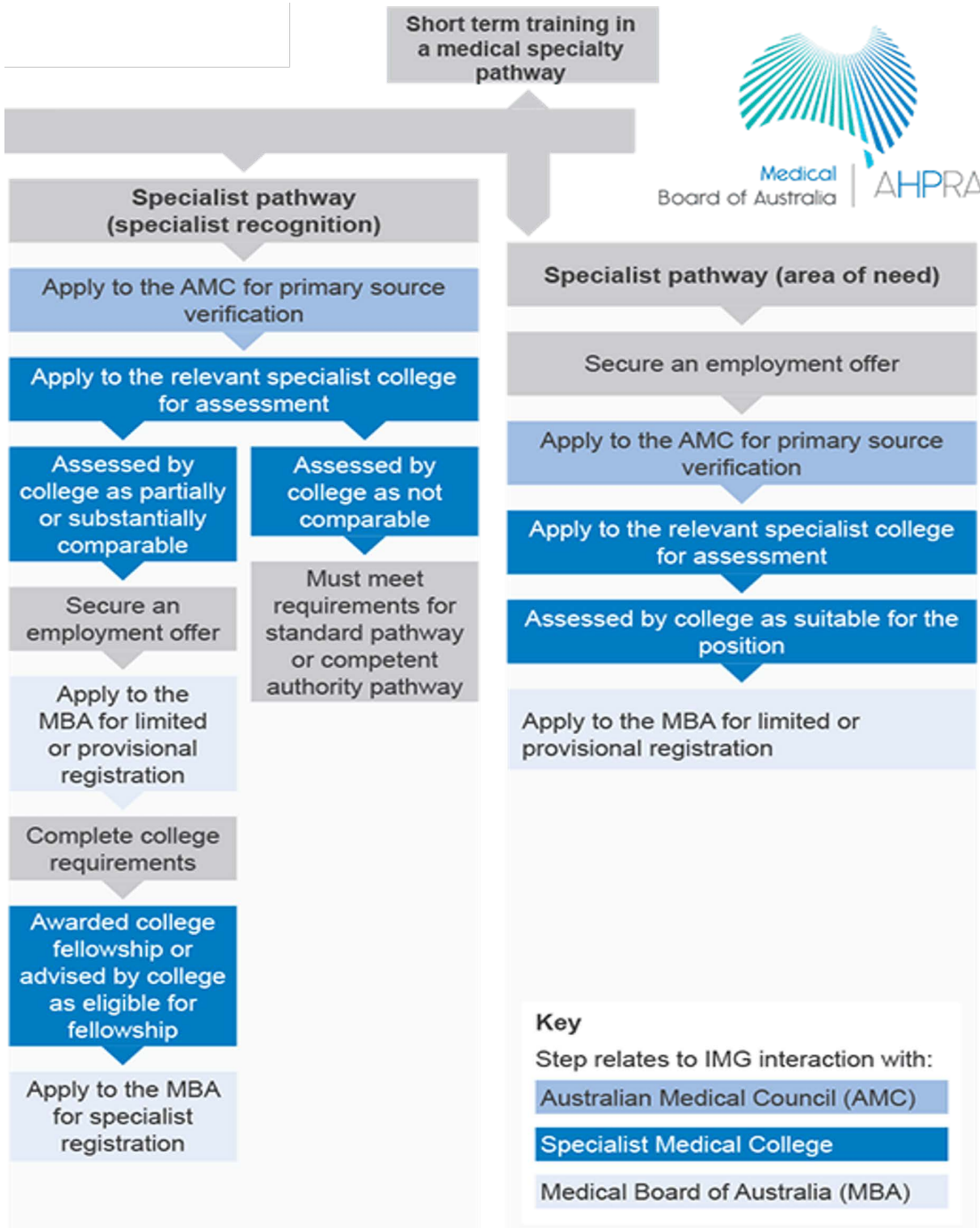
IMG Radiologists with **limited registration** are only able to work in Australia if they can secure an AoN role within a DWS location.

Working in Australia

There are four main pathways to enable international medical graduates to work in Australia. The most common pathways in the case of IMG radiologists is the specialist pathway (specialist recognition and area of need) which we will explore below.



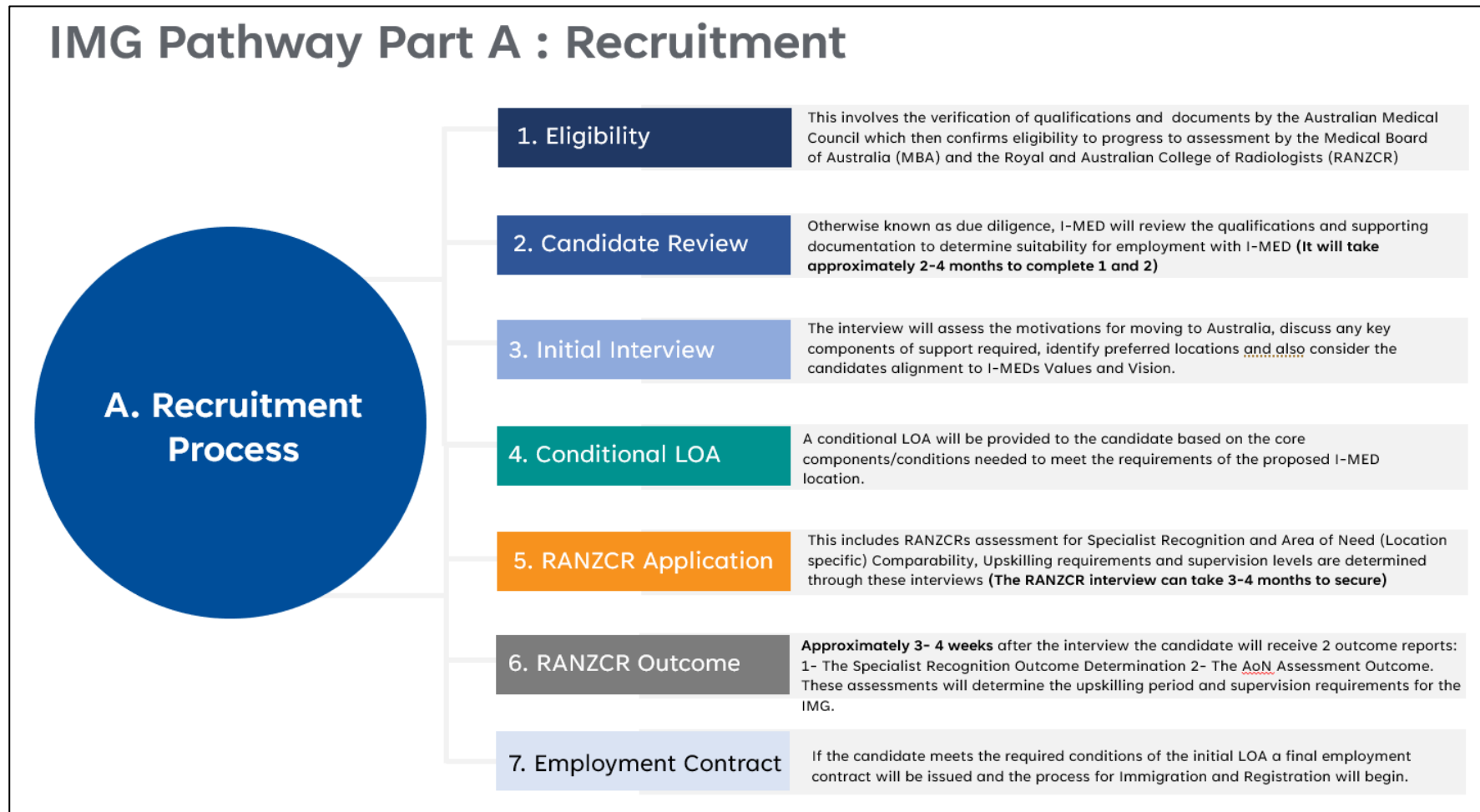
Overview of Pathways to Registration for IMGs wishing to practise medicine in Australia



You can also refer to the Medical Board of Australia's [website](#) for further information on the requirements for different registration type.

The IMG Pathway

On overview of the IMG Pathway



IMG Pathway Part B : Employment



B. Employment Process

** To note: Part B Employment process
can only begin after successful
completion of Part A Recruitment process*

1. Employment Contract

Once a final employment contract has been issued, I-MED's immigration agents will be instructed to begin the visa process while I-MED's team begin the AHPRA registration, Specialist recognition and Provider number applications are lodged

2. Prior to Commencement

A training plan, upskilling plan and position description must be sent to RANZCR 4 weeks prior to starting for RANZCR approval. The IMG Candidate will also need to create a RANZCR ePortfolio which records their progression through the upskilling period

3. Registration

This includes AHPRA registration, Specialist Recognition, Provider Numbers and Credentialing (where required). Confirmation of registration should be documented in employee's files prior to starting. **(This process takes approximately 8-12 weeks)**

4. Onboarding & Induction

All employees will be required to complete the onboarding and induction processes. This should be scheduled and completed within the first 2-3 days of starting. This will also include identifying the key supervisor and support structures in place for the IMG.

5. Ongoing Assessment

The IMG's Supervision and Upskilling plan will identify the assessments required during the upskilling period. The IMG's RANZCR ePortfolio is the required methodology for monitoring and recording the assessments and progress of the IMG.

6. Clinical Exams

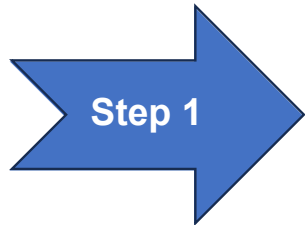
I-MED will work with the IMG to support and provide educational support and mentoring in preparation for the RANZCR examinations. The IMG has a maximum period of 2 years from the 1st attempt to complete all components of the RANZCR exams

7. Fellowship

Once the IMG successfully attains FRANZCR, AHPRA will be updated, and the IMG will no longer be required to work in an AoN location but will still be restricted to working in an DWS location for the period of their moratorium.

Assessing Eligibility

Prior to progressing on the IMG Specialist Pathway or consideration for any role in Australia, there are several key steps that should be initially undertaken to establish eligibility for working in Australia.



Apply to the AMC for primary source verification of your current credentials

This is where your medical qualifications are verified before creating an AMC account. Before applying for your AMC Portfolio, you must check the below information is verified.

- your medical school
- your medical degree title (final medical diploma/primary qualification)
- graduation year

This can be checked on the AMC website [here](#). The AMC verifies these credentials via the ECFMG.

Eligibility criteria can be found [here](#)



Create an EPIC account

This is a digital career portfolio of your credentials related to your education/registration etc.

This can be created following this [link](#)

You should receive your EPIC ID within a few business days. Once received, you should be able to upload each qualification to your EPIC account. It is essential that you nominate the **AMC** to receive the EPIC status updates so they are aware when your qualifications have been sent for verification and will receive a report once the verification has been completed.

To submit the PSV for the specialised pathway, you must provide the below credentials:

1. Medical degree (final medical diploma/primary qualification e.g., MBBS, etc.) This does not apply to Australian or New Zealand medical degrees.
2. Postgraduate and Specialist qualification(s). This does not apply to Australian or Australasian postgraduate/specialist credentials.
3. Check with the relevant Australasian or Australian specialist medical college for advice on postgraduate/specialist qualification(s). These will require verification BEFORE you can add them to your AMC candidate account and submit them for ECFMG verification.

A detailed list of these credentials can be found [here](#)



Create an AMC account

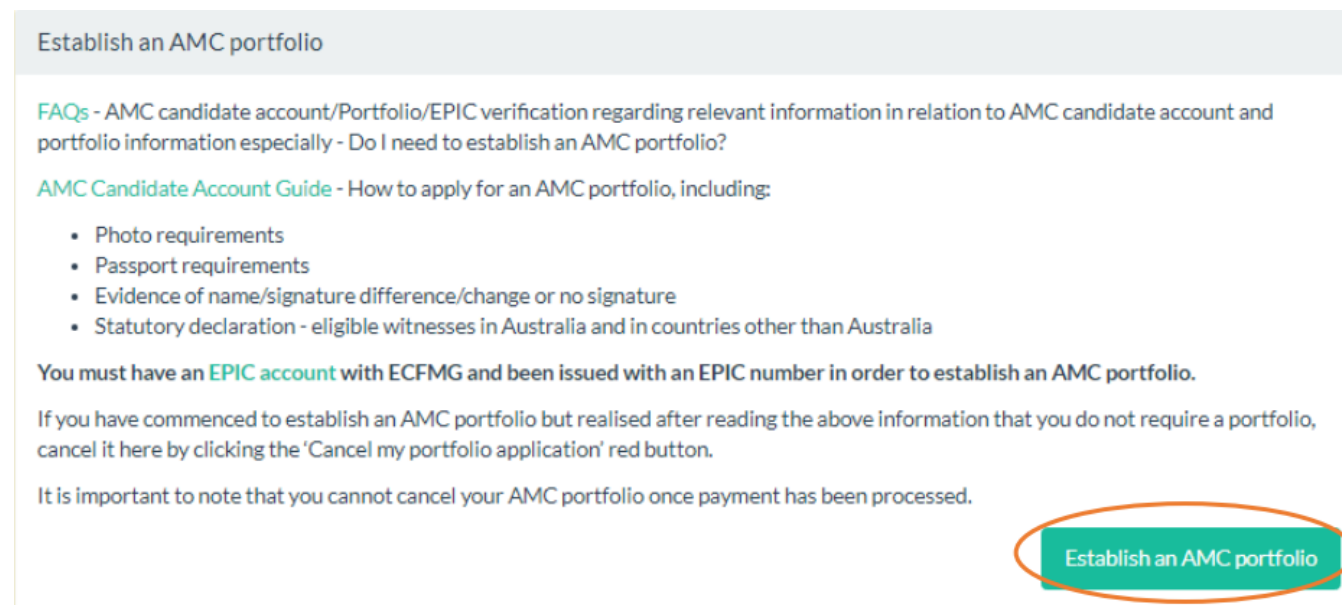
If you did not already create an account in Step 1, you must create an account here. To create/sign in, click [here](#)



Establish an AMC Portfolio

Sign into your AMC candidate account and select Establish an AMC portfolio

To create/sign in, click [here](#)



Establish an AMC portfolio

[FAQs - AMC candidate account/Portfolio/EPIC verification regarding relevant information in relation to AMC candidate account and portfolio information especially - Do I need to establish an AMC portfolio?](#)

[AMC Candidate Account Guide - How to apply for an AMC portfolio, including:](#)

- Photo requirements
- Passport requirements
- Evidence of name/signature difference/change or no signature
- Statutory declaration - eligible witnesses in Australia and in countries other than Australia

You must have an EPIC account with ECFMG and been issued with an EPIC number in order to establish an AMC portfolio.

If you have commenced to establish an AMC portfolio but realised after reading the above information that you do not require a portfolio, cancel it here by clicking the 'Cancel my portfolio application' red button.

It is important to note that you cannot cancel your AMC portfolio once payment has been processed.

[Establish an AMC portfolio](#)

Establish an AMC Portfolio con't

It is important to complete all mandatory fields. Please note a couple of requirements for some of the content required can be found [here](#). The content includes: Photo ID: The AMC will use your photo for identity confirmation and assessment purposes.

1. Passport: Provide a copy of the identification page(s) in your current and valid passport. The AMC will amend your names in your AMC candidate account if necessary, so it matches your passport details.
2. EPIC ID: The EPIC ID must be entered exactly as issued to you by ECFMG. There is live validation within the portfolio so it will not allow you to proceed with your application if incorrect.
3. Statutory declaration: This written statement declared to be true in the presence of an authorised witness need only be submitted if any of the following apply:
 - Your passport or driver's licence does not contain a signature.
 - The signature on your passport or driver's licence is not the same as the signature in your application form.
 - You have a name difference (not a legal name change).

The statutory declaration form can be found [here](#) if needed.

Note : Specialist Colleges: applications for assessment of comparability to the standard of a specialist trained in your specialty in Australia or for a specialist position in an area of need location are submitted through the [specialist pathway](#)

In regard to Radiology, **RANZCR** is selected as the nominated College. This will allow RANZCR to access your qualification information including verification status(es) and to upload their specialist assessment outcome documentation to the AMCs College Portal.



Step 5

Check your eligible pathway

To determine the correct pathway(s) for you, please click [here](#)



Step 6

Qualification(s) verified.

You must add all eligible qualifications verified by EPIC to your AMC Portfolio. This will then allow the AMC to update your verification status once received from ECFMG. The AMC cannot update your verification status to “yes” without receiving the EPIC report. The verification information is made available through the AMC portal to the:

- Medical Board of Australia for registration purposes.
- Relevant specialist college(s) for specialist assessment purposes.

NOTE: All IMG radiologists need to submit their qualifications to the AMC for primary source verification prior to being considered for employment.

Process for being considered for employment with I-MED

Due Diligence and Initial review

There are several steps that I-MED follows prior to committing to interviewing a prospective IMG Radiologist.

These include:

Completion of an expression of interest (EOI) to ensure candidates meeting the eligibility requirements to work in Australia that will be assessed.

This includes:

- a. The candidate has completed five years of general radiology training.
- b. The candidate must have trained in radiology and hold a specialised qualification from overseas.
- c. The candidate can provide evidence of current or previous overseas registration in radiology.
- d. The candidate can provide evidence of having completed an English language skill standard within the last two years. More information can be found on the APHRA website [here](#)
- e. The candidate can provide a criminal record check. There are a couple of APHRA approved suppliers. More information can be found [here](#)
- f. The candidate has had their qualifications verified by the AMC (as discussed in section 3 of this document)
- g. The candidate can provide a certificate of good standing. An IMG candidate must provide details of registration history outside of Australia. The candidate is also required to arrange certificates of good standing/registration status (or equivalent type of certificate) from each registration authority that they have been registered with in the past 10 years. The certificates should be supplied directly to the Board from the relevant registration authority, unless the relevant authority confirms it is not able to issue a certificate directly to the Board (MBA).

Has provided the Specialised Assessment Pathway Curriculum Vitae in RANZCR format. The template can be found [here](#)

Complete the I-MED [skills](#) and [lifestyle](#) surveys linked here.

Once the above required documentation and **IMG Screening module** is completed and reviewed, an initial Interview can be coordinated. This may be performed by the recruitment team and/or include the local BU (Business Unit) Operations/Regional Manager if a specific area of placement has been identified.

Please note that the requirements identified above must be completed prior to an initial interview being allocated and is the responsibility of the IMG to complete. This process on average takes 2-4 months.

Once completed our I-MED Team review and if the information meets the necessary criteria an initial interview will be scheduled.

Initial Interview

The initial interview is an opportunity for I-MED to determine the most appropriate placement location for you and your family. It also provides the chance for you to ask any questions/raise any concerns you may have regarding the process/moving to Australia. In this interview we can discuss the process still to come, offer more information around the support you will receive whilst collaborating with us and go through the potential timeframes for each point of the recruitment and training process.

It is also an opportunity for I-MED to discuss and determine your professional and personal suitability as an employee based on I-MED's key Vision and Value Principles:

I-MED Vision – is to be the most respected and trusted medical imaging specialists in the world.

I-MED Values

- Quality
- Teamwork
- Innovation
- Compassion
- Connect and Communicate

Key areas covered in the initial interview will include but are not limited to:

- a. General motivation to move to Australia.
- b. Family situation – spouse/partner/children/relatives in Australia. Are there employment considerations for the partner and/or schooling considerations for the children that may impact placement opportunities?
- c. Specific training history and any potential areas of upskilling that may be required.
- d. Areas of subspecialty and willingness to work in general radiology in Area of Need positions.
- e. Establish willingness to work in a regional location – desired locations and positions available.
- f. The timeframes involved across the various stages of the recruitment process and expectations of the candidate during this process.

For the successful applicant, an Area of Need (AoN) training hub/placement location will be identified prior to you receiving a conditional letter of appointment. Under RANZCR's new IMG policy, every IMG will need to undertake some degree of upskilling within an accredited training site or AoN upskilling site.

The IMG, suitability for a location will be based on a couple of areas:

1. The requirements and capabilities of a location to provide the necessary support and supervision to the IMG through their pathway to attaining full FRANZCR qualification.
2. The level of **supervision** the location can provide the IMG to the required standards of RANZCR's Supervision and Clinical Education policies.

An IMG candidate may not be suitable for some I-MED AoN/ DWS locations where a high level of direct supervision is determined during the RANZCR assessment interviews.

Therefore, a “**conditional**” offer of employment is provided at this point and a full employment contract is only offered after the RANZCR Interviews have been completed, the findings have been reviewed by I-MED.

Identifying a potential location can take a couple of weeks while our recruitment team discuss with the various locations and respective teams across I-MED. A further interview with the local managers and clinicians may also be required before progressing.

Application to RANZCR and Interview

Once you have received your conditional offer, an application will be made to RANZCR to secure an interview and assessment. **Our I-MED Team will assist with this process.**

1. Application to Royal Australian and New Zealand RANZCR of Radiologists (RANZCR)

ALL IMGs will be assessed for both [AON and Specialist recognition](#).

- a. Area of Need (AON) Pathway
- b. Specialist Recognition pathway

Area of Need

The purpose of the AoN assessment process is to determine the IMGs suitability for a specified position in a designated Area of Need. The RANZCR determines equivalence of training and qualifications of overseas trained specialists (as compared to Australian trained specialists), with a view to establishing their eligibility to apply for (conditional) registration in Australia. The assessment procedure will include: The [Application Form](#) which can be downloaded on the RANZCR website under the **Dual/Area of Need Assessment section**.

Specialist Recognition

The assessment of comparability is based on the professional attributes, knowledge, experience, and clinical skills expected of an Australian-trained specialist clinical radiologist or radiation oncologist. In assessing applicants for comparability, RANZCR is required to consider any qualifications, training, assessment, experience, recent practice and continuing professional development (CPD) to determine if these components enable the applicant to practise at a level comparable to an Australian-trained specialist in clinical radiology or radiation oncology. The [Application Form](#) as below can be downloaded on the RANZCR website under the **Specialist Assessment section**.

A primary and secondary supervisor must be nominated on the application forms. These will be determined by the Business Managers responsible for your proposed placement locations.

RANZCR Interview

A confirmed interview time may take several months to secure depending on the volume of applications the College may have received.

Interviews are conducted:

- a. All applicants are interviewed via video conference or in person at an agreed date and time.
- b. The applicant's qualifications, training, and experience, along with their skills and abilities expected of an Australian-trained specialist Radiologist at the level of a newly graduated Fellow.
- c. Prior to the interview the interview panel will review the applicant's application. The interview panel will consist of two trained IMG assessors.
- d. During the interview, the applicant's primary and specialist training will be discussed. The applicant will have an opportunity to provide information or ask questions to the panel. The applicant will be assessed with the comparability definitions and the RANZCR's assessment criteria.

Entry to the Specialist Recognition (SR) pathway depends on the Specialist Recognition assessment aligning with the MBA's definitions of comparability. For applicants found either substantially comparable or partially comparable, the pathway to full specialist recognition takes approximately one to four years.

There are three assessment stages: Stage 1 | Interim assessment stage; Stage 2 | Ongoing assessment stage; and Stage 3 | Final assessment stage.

Pathway 1: Specialist Assessment Pathway – Specialist Recognition

Stages	Timeline
<p>Interim Assessment Stage RANZCR determines whether an applicant's training, qualifications, recent specialist practice and continuing professional development (CPD) are comparable to an Australian-trained specialist (comparability assessment) and the requirements to be completed to achieve specialist recognition in Australia.</p>	<p>Substantially comparable assessment: minimum peer review period 3-12 months</p> <p>Partially comparable assessment: minimum upskilling period between 6-24 months</p> <p>Not comparable assessment: Applicants who fall into this category will not progress in the recruitment process with I-MED.</p>
<p>Ongoing Assessment Stage During the Specialist Recognition process's upskilling or peer review stage, RANZCR continues to monitor and assess individuals on the Specialist Recognition Pathway to ensure that the specialist assessment outcome aligns with the applicant's clinical competencies. Following assessment, the IMG will be required to undertake a period of supervised practice, which may involve completing work-based assessment(s) and/or further training. IMGs found partially comparable will be required to complete the Part/Phase 2 examinations in clinical radiology.</p>	<p>Substantially comparable assessment: IMGs found substantially comparable are required to complete all requirements within two years from the date the IMG commences in the peer review position.</p> <p>Partially comparable assessment: Need to complete all requirements within four years from the date the applicant commences upskilling.</p>
<p>Final Assessment Stage</p> <p>RANZCR will determine if the IMG has satisfactorily completed their requirements for specialist assessment. Applicants who have completed all College requirements can apply for specialist medical registration and Fellowship of the College. Irrespective of successful or unsuccessful completion of pathway requirements, RANZCR will provide applicants and the MBA with the relevant documentation.</p>	<p>Successful completion of all Specialist Recognition assessment outcome assessment requirements: RANZCR will notify the MBA that all requirements have been met and the applicant is eligible to apply for specialist medical registration and Fellowship of the College.</p>

Pathway 2: Specialist Assessment Pathway – Area of Need (AON)

Stages	Timeline
English language skills standard	Term of eligibility. Results need to be from within the last two year at the time of application.
Secure an AoN role	Term of eligibility. Dependant on meeting all pre-employment requirements.
Apply for AMC qualification verification and RANZCR AoN assessment	<p>Conditional employment offer needs to be in place.</p> <ul style="list-style-type: none"> ➤ Application/report provided to AMC takes approx. 10 business days. ➤ RANZCR AoN assessment requires an interview which can take a few weeks. <p>Suitability will be determined from this interview. For suitable candidate, the conditions/limitations relating to level of supervision/modalities that can be undertaken will be outlined.</p>

Approximately 3-4 weeks following this interview, an applicant will receive two outcome reports. These include:

- 1. The Specialist Recognition Outcome Determination**
- 2. The AoN Assessment Outcome**

These reports outline the comparability of qualifications, suitability for the position, conditions imposed, supervision, guidance and reporting requirements as related to the submitted locations.

A detailed breakdown of both pathways can be found on the RANZCR website [here](#)

What is the Next Step?

Once I-MED has received your outcome reports, these will be reviewed to ensure the proposed location, supervision level and/or restrictions that may apply to you are suitable for the proposed location outlined in your conditional offer.

You will be guided through the following steps.

- AHPRA Registration
- Immigration
- Medical Indemnity Insurance
- Medicare Provider/Prescriber Number