



THE MEDICAL BOARD OF THE NORTHERN TERRITORY
International Medical Graduate (IMG) Pre-Employment Structured Clinical Interview
Assessment (NT PESCI)

IMG INFORMATION SHEET

The Medical Board of the Northern Territory (MBNT) is the statutory authority authorised pursuant to the *Health Practitioners Act* to regulate medical practitioners in this jurisdiction. It is committed to ensuring International Medical Graduates (IMGs) have the skills, knowledge and experience required to safely and effectively perform the requirements of a specific General Practice, Area of Need (AoN) position in the Northern Territory (NT). In order to do this, the MBNT in collaboration with General Practice Network Northern Territory (GPNNT) has developed a pre-registration assessment process titled the 'Northern Territory Pre-Employment Structured Clinical Interview' (NT PESCI). The NT PESCI model is required to meet the Australian Medical Council (AMC) accreditation standards. Please refer to the Board's 'NT PESCI Policy and Guidelines' for further details.

The MBNT has delegated to GPNNT the responsibility to coordinate the NT PESCI process. As such GPNNT has the secretariat responsibilities for: processing applications for NT PESCI; coordinating NT PESCI interview panels from the cohort of medical practitioners approved by the MBNT for this purpose (Board approved Assessors); convening/chairing the clinical interview panels; and forwarding the NT PESCI interview panel reports to the MBNT.

The NT PESCI (the Interview), which is conducted by the Interview Panel selected by GPNNT, is a clinical assessment tool. The purpose of the Interview is to establish whether you have the knowledge, skills and experience to practise safely and effectively in the nominated Area of Need (AoN) position for which registration is to be sought. The Interview is designed to determine that you 'know how' rather than simply 'know'.

The Interview will consist of a number of clinical scenarios which will be presented by panel members. You will be required to demonstrate your knowledge of clinical signs and symptoms, investigations, analysis of investigation results, differential diagnosis, appropriate treatment and/or medical advice and likely outcomes of the clinical scenarios. The scenarios will have been selected due to their relevance to the nominated AoN locality. The Interview is also designed to identify your strengths, weaknesses, critical failures, omissions and any general concerns.

The interview panel will provide its assessment of your ability to meet the performance requirements of the nominated position directly to the MBNT.

Clinical interviews take one to two hours duration and are audio taped. The recording along with the Interview Report remains the property of the MBNT. If you have objections to recording of the interview you are required to notify GPNNT at the time of making the application to undertake the Interview.

Please note the interview is not designed to replace or make redundant any other recruitment processes that a recruiter / sponsor / employer would normally perform in relation to assessing your suitability of an IMG for a position.

1. Who Is Required To Undertake The NT PESCI?

1.1 The Board requires the following IMGs to successfully complete the NT PESCI prior to being eligible to apply for registration to work in a nominated AoN position in the Northern Territory.

This policy applies to IMGs who are eligible to follow the Competent Authority or Standard Pathway to the AMC Certificate.

- a. All IMGs seeking employment in a General Practice AoN locality, who do not qualify for the General Practice Specialist Pathway. (*refer exemptions below*)
- b. All IMGs seeking or securing an employment contract as a District Medical Officer (DMO) or regional/remote Hospital Medical Officer (HMO) positions, which are required to provide some level of general practice medical care as identified in the job description eg: conducting community clinics. (*refer exemptions below*)

1.2 The Board authorises GPNNT to manage the NT PESCI on its behalf under the terms specified in the Memorandum of Cooperation signed by both parties.

1.3 The Board delegates to its 'Board Approved Assessors' the authority to conduct the NT PESCI (the Interview) on its behalf in accordance with the Assessors Terms of Reference.

2. Who Is Eligible To Undertake the NT PESCI (refer 1. above)

2.1 IMGs who have more than five years General Practice experience are eligible to undertake the Interview. Refer Attachment A – categories 3 & 4.

2.2 IMGs who qualify as a Category 5 (refer Attachment A) will only be eligible for the Interview if they can provide the Board with evidence of significant periods of experience and training in the areas of medical practice relevant to General Practice.

2.3 IMGs who provide evidence of meeting the Board's current English Language Requirements for International Medical Graduates Policy.

3. Exemptions from NT PESCI

3.1 The Board reserves the right to exempt an IMG from the Interview. The decision to give an exemption will be made by the Board in rare instances and on a case by case basis. The Board will consider the risks associated with the position and the relevance of the IMG's qualification and experience.

3.2 All IMGs seeking employment at either Alice Springs or Darwin hospitals in an AoN position are not required to undertake the Interview.

3.3 Those IMGs who qualify for the Specialist Pathway (General Practice), are not required to undertake the Interview and may apply directly to the AMC for specialist recognition (*refer to the AMC website: amc.org.au*). The Board may require IMG's in this category that can not provide evidence of having practiced in this specialty in the preceding 5 years to undertake the Interview.

3.4 IMGs who have successfully completed the AMC Multiple Choice Questionnaire (MCQ) and the AMC Clinical Examinations, but not completed a minimum of 12 months Board approved supervised practice, may be considered by the Board for an exemption.

3.5 IMGs who provide evidence of having successfully worked in General Practice for longer than 12 months in another Australian jurisdiction may be considered by the Board for an exemption.

4. What Information Must Support Your Application for NT PESCI?

You must provide the following evidence:

- A detailed resume (in the approved format) that is: current at the date that the application to undertake the NT PESCI is submitted; declared by you to be a true account experience and qualifications; and signed by you;
- Your offer of employment in an AoN General Practice position;
- Evidence of your ability to meet the Board's current 'International Medical Graduates English Language Proficiency Policy'
- One of the following: (*refer the MBNT website for Pathway information*)
 - Advanced Standing issued by the Australian Medical Council (AMC) (Competent Authority Pathway only); or
 - Successful completion of the AMC–MCQ examination (Standard Pathway); or

- Successful completion of the AMC Off-shore Screening MCQ Examination.
- Applicants must provide proof of identity equivalent to 100 points. Below is a list of documents that may be presented in order to meet this requirement. Documents with a minimum value of 100 points in total must be submitted. All applicants must provide at least one document that includes a photograph.

Category B (70 points)

- Passport & Visa (if overseas passport).
- Birth Certificate/Birth Card (NSW) (original or extract).
- Citizenship Certificate.

Category C (40 Points)

- License or permit issued under a law of the Australian Commonwealth, State or Territory.
- Identification Card issued to a public employee in Australia.
- Identification Card issued by the Australian Commonwealth, State or Territory as evidence of a persons entitled to a financial benefit.
- International English Language Testing System Test Report Form (IELTS-TRF) (with photograph only).

Category D (25 Points)

- International Drivers License.
- Australian Public Utilities Accounts/Rates Notice.
- Australian Financial Institution Credit Card/Cash Card or Passbook (A maximum of 2 credit cards may be used).
- Evidence of current medical registration from overseas regulatory authority.

5. Preparing for the Interview

Familiarise yourself with the:

- Position description of the job;
- Location of the Job

Questions will be based on likely case presentations that will arise in the job. Some knowledge of the Australian health care system would be useful.

6. Organisation of the NT PESCI

When you have met the pre NT PESCI application requirements, the Secretariat will be sent a procedural skills 'Self Assessment Check List', which is followed by further communications to coordinate the interview.

A panel of three or four Board approved Assessors, which will include a minimum of three (3) experienced General Practitioners, will conduct the Interview.

If not a medical practitioner, the fourth person will have experience relevant to the delivery of general practice services eg: a Practice Manager. Medical Practitioners conducting the NT PESCI have been approved by the MBNT, they are registered in the Northern Territory, has experience relevant working in General Practice in the Northern Territory and postgraduate qualifications in this field of medical practice. The GPNNT Medical Advisor or his or her delegate will convene or chair the interview panel.

- Interviews will be conducted face-to-face and will take approximately one to two hours.
- Three to five clinical scenarios will be presented by the panel in which history taking, examination, diagnosis and clinical judgements, investigations and treatment and or medical advice, professionalism, procedural skills, as well as communication and empathy with the "patient" are considered.
- A member of the panel or another person may play the role of the patient in the scenarios and another provides information on any examinations and investigations the candidate requests.

- The scenarios are selected to be appropriate for the circumstances in which the candidate is seeking to be employed.
- You are permitted to take notes and ask questions to assist your responses.
- You may not be accompanied by another person during the interview.

It is anticipated that the Interviews may be available via videoconference on special request and at specific international or Australian locations. This is not currently an option and will be announced on the NTMB website when available.

7. Assessment Fees

The NT PESCI is a rigorous and time-consuming process involving the input of four MBNT approved assessors as well as other staff; it is therefore costly to administer. For those being recruited to work in metropolitan Darwin or to positions employed by NT Health and Community Services a fee is charged to the applicant

The fee of \$1,500 (as at May 2009) plus GST applies. This fee is reviewed from time to time to ensure cost recovery is maintained. GPNNT reserves the right to charge a cancellation fee.

For IMGs being recruited to General Practices and or other health services in rural and remote settings the costs may be covered by GPNNT.

It is recommended that the requirement to pay a fee and clarification of who is to pay the fee be referred to in the employment contract or other agreement with the employer.

All financial transactions must be made directly with GPNNT, who will also provide options available for payment.

You and/or your employer/sponsor/recruiting agency (as agreed) are responsible for all costs associated with travelling to attend the interview.

8. NT PESCI Assessment Outcome

After the interview the panel discusses your performance and decides whether to recommend you for AoN conditional registration. The convenor then sends a detailed report of the assessment and the panel's recommendation to the MBNT. The MBNT retains the right to decide on an applicant's suitability for conditional registration.

GPNNT will notify you or your authorised agent of the outcomes of the Interview. A letter will also be sent to you informing you of your result and giving detailed feedback on your performance. This feedback is intended to give information that will either be useful to you in relation to your work in the Northern Territory or assist you prepare for reassessment at any time in the future (if applicable). It can take up to four (4) weeks for the results to be issued.

If you are unsuccessful in the Interview, but do not agree with either the outcome of the Interview or have concerns that the Interview process was flawed, you may appeal the outcome of the assessment by making a written submission to the Board. (refer the Board's NT PESCI Policy and Guidelines for further details).

IMG's who have been unsuccessful in an NT PESCI assessment may undertake successive assessments at any time.

Successful assessments are valid for twelve months. If employment in an Area of Need position is not commenced within twelve months of the Interview, you are required to successfully complete another NT PESCI assessment, prior to being entitled to apply for AoN registration. If you believe exceptional circumstances apply and you have successfully completed the assessment in the preceding two years, the Board will accept a submission for an exemption from this requirement. Submissions will be considered on a case by case basis and exemptions.

WANT TO KNOW MORE?

For further information regarding NT PESCI and the clinical interview assessment process, please refer to the Board's website: www.nt.gov.au/health/registrationboards and/or contact:

NT PESCI Secretariat
c/- General Practice Network NT
PO Box 2562 Darwin
Northern Territory Australia 0801
www.gpnnt.org.au

Phone: +61 8 89821000
Facsimilie: +61 8 89815899

ROYAL AUSTRALASIAN COLLEGE OF GENERAL PRACTICE

International Medical Graduate (IMG), (Previously Titled Overseas Trained Doctors (OTD) Categories for Assessing Suitability for Conditional Registration

International medical graduates with any of the following qualifications and experience are exempt from undertaking the IMG PAC clinical interview and may apply for AoN registration directly with the Board. These applicants must be eligible for the Australian Medical Council Specialist Pathway and apply to the RACGP for assessment of qualifications and experience to determine equivalency to the Fellowship RACGP and / or requirements to complete this Fellowship Pathway and are recognised as meeting requirements of the RACGP-NRP Categories 1 and 2:

- UK - Holders of Certificate of the Joint Committee on Postgraduate Training for General Practice (JCPTGP) both membership of the college (MRCGP);
- CANADA - Holders of the Certificate in Family Practice from the College of Family Physicians (CFPC)
- IRELAND - Holders Irish College of General Practitioners (ICGP) and membership of the college (MICGP);
- USA - Certificate of the American Board of Family Practice;
- SOUTH AFRICA - Master of Family Medicine, South Africa; Master of PRAX Medicine, South Africa; and Membership of the College of Family Practitioners; Holders of registration as a Family Physician with the Health Professions Council of South Africa;
- SINGAPORE - Master of Medicine (Family Medicine) from the National University of Singapore;
- BELGIUM, Specialist Certificate in General Practice / Family Medicine;
- NETHERLANDS, Certificate of Specific Training for General Practice;
- DENMARK, Specialist Certificate in Family Medicine;
- NORWAY, Certificate of Specific Training for General Medical Practice; or
- SWEDEN, Certificate of Specific Training for General Practice.

All other applicants for General Practice Area of Need positions must be able to demonstrate:

1. Relevant qualifications and / or more than five years of equivalent full time GP experience;
2. GP training or postgraduate qualifications and less than five years equivalent full time GP experience in another country; or
3. Relevant medical practice experience of more than five years post graduate duration.

Category 3 and 4 and category 5 IMGs, who can demonstrate more than 5 years post graduate medical practice experience relevant to general practice, must undertake a clinical skills assessment by the Northern Territory.

Category 5 International Medical Graduates are those who have no General Practice training or postgraduate qualifications and less than five years equivalent full time General Practice experience in another country.

The Board notes the following advice in regards to the Health Insurance Commission recognition of consultant physician or specialist. Applicants will be granted specialist recognition if they meet the criterion which includes:

They are registered with the relevant State or Territory Medical Board to practise in a medical specialty listed in the Health Insurance Regulations 1975: Declared Professional Organisation, specialty and qualifications; and they are or will be employed to practise as a specialist or consultant physician.