

4 July 2017

RE: Expert Advisory Group on Discrimination – interim report

Dear all,

The Expert Advisory Group on Discrimination (EAG) provided an interim report to the ACEM Board for consideration at its June meeting. Dr Helen Szoke, Chair of the EAG and Professor Kichu Nair AM, external member of the EAG attended the meeting to discuss the interim report with the Board, and we are writing to update you on progress to date.

The EAG advises that the issues it is exploring are complex and further information is needed to inform a full and comprehensive investigation of this important matter. Two specific areas of information being sought by the EAG are the completion of a literature review in relation to wider contextual information, and further analysis of some specific College data relating to elements of the training and assessment program.

The EAG's preliminary position, as advised to the ACEM Board, is that initial consultations suggest that the introduction of the Fellowship Clinical Examination (OSCE) does appear to have unintentionally given rise to some effects of systemic discrimination.

The EAG also advises that it is yet to consider the extent to which certain disadvantaging elements of the OSCE are appropriate or justified in terms of the Fellowship Clinical Examination being a final step in the attainment of specialisation and having regard to health systems and the community's expectations in relation to patient safety.

As a result, the EAG has requested further time to complete its work in order to identify unjustified discriminatory impacts of the examination process and strategies to reduce and/or eliminate such.

Recognising the desire of all involved to understand and respond to the issues raised, the Board fully supports the EAG's need for additional information. Accordingly, the ACEM Board has agreed to a request from the EAG to extend the period of investigation to ensure the EAG has the necessary time and resources to compile the information necessary to fulfil its tasks as set out in its Terms of Reference. The ACEM Board has, therefore, extended the term of the EAG to provide a final report to the Board for consideration at its meeting scheduled for 9 October 2017, or earlier if possible, and will continue to support the EAG to enable its work to be done.

A [summary of the EAG's interim report is available on the College website](#), and the report will be responded to by the ACEM Board in the coming weeks.

The EAG and the ACEM Board thank all those who have contributed to the process and acknowledge that this process has caused distress for some trainees and members. If any member or trainee requires additional support, please contact Converge International who have been engaged to support ACEM members and trainees: Australia 1300 687 327 New Zealand +61 3 8620 5300.

If you have specific questions please direct them to eag@acem.org.au and we will ensure that they are answered promptly.

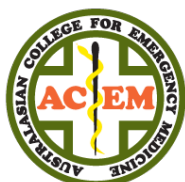
Yours sincerely,

Helen Szoke
Chair
Expert Advisory Group on Discrimination

Professor Anthony Lawler
President
Australasian College for Emergency Medicine

The Expert Advisory Group on Discrimination is an independent body established to assess and advise on concerns of discrimination at the Australasian College for Emergency Medicine. Full details, including the Group's Terms of Reference, are available on the [ACEM Website](#).

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