



Regulation C

Assessment of Specialist International
Medical Graduates

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DOCUMENT REVIEW

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v1	Apr-2016	Approved by Board
v2	Aug-2016	C1.1.3.1: primary degree in medicine and surgery C1.5.1: EM-WBA requirements C1.6.1, C2.2.2: EM-WBA requirements, Fellowship Examination (Clinical) eligibility
v3	Oct-2016	C1, C2: authority for assessment decisions delegated by COE to the Committee C1.5.9, C1.6.14, C2.2.5: removal from pathway to Fellowship
v4	Dec-2016	C1.5.8, C1.6.13, C2.3: election to Fellowship declaration
v5	May-2017	C1.5.4, C1.6.5: supervised clinical training C2.2.1: amended to allow for ACEM WBA requirements C1.6.4, C2.2.2.5: amended to clarify assessment requirements throughout duration C1.5.9, C1.6.14, C2.2.5: removal from pathway to Fellowship for unsatisfactory assessments
v6	Jun-2017	C1.5.1 amended to mandate participation in the ACEM Specialist CPD Program as an Educational Affiliate
v7	Apr-2018	Revisions throughout approved by Board
v8	Jun-2018	C1.5.9.2: amended to clarify exceptional circumstances warranting a granting of relief
v9	Dec-2018	C1.5.1, C1.6.1 and C2.2.2: amended to include requirement for Multi-source Feedback Assessment

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C1 ASSESSMENT OF SPECIALIST INTERNATIONAL MEDICAL GRADUATES APPLYING FOR RECOGNITION AS A SPECIALIST IN EMERGENCY MEDICINE IN AUSTRALIA

C1.1 Application Process

- C1.1.1 Specialist International Medical Graduates (SIMGs) seeking recognition as a specialist in emergency medicine in Australia must first apply to the Australian Medical Council (AMC) for Primary Source Verification (PSV) of both their primary and specialist medical qualifications before submitting an application for assessment to the College.
- C1.1.2 Following submission of an application for PSV, SIMGs seeking recognition as a specialist in emergency medicine in Australia apply directly to the College for assessment using the prescribed application form.
- C1.1.3 Applicants applying for recognition as a specialist in emergency medicine in Australia must:
- C1.1.3.1 hold a primary degree in medicine and surgery issued by a medical school listed in the International Medical Education Directory World Directory of Medical Schools (IMED WDOMS) and recognised by the AMC as eligible for the AMC assessment pathways; and
 - C1.1.3.2 have completed formal post-graduate training in emergency medicine and have obtained specialist recognition from a recognised college or equivalent body and provide evidence of specialist recognition;
 - C1.1.3.3 demonstrate recency of practice in the specialty of emergency medicine within the twelve (12) months prior to the date of receipt by the College of an application for assessment and have participated in a continuing professional development program; and
 - C1.1.3.4 for applications submitted on or after 1 January 2016, demonstrate that they have the necessary English language skills for the purposes of registration with the Australian Health Practitioner Regulation Agency pursuant to the Medical Board of Australia (MBA) *Registration Standard: English Language Skills*.
- C1.1.4 Applications must include all required documentation as specified by the College, together with payment of the applicable fee.
- C1.1.5 Applications will not be processed until the application form, together with all necessary documentation, as specified by the College, the assessment fee and proof of application for Primary Source Verification (PSV), utilising the processes of the AMC, have been received.
- C1.1.6 An Incomplete Application fee shall be payable for incomplete applications.
- C1.1.7 An application for assessment will lapse if payment and/or any required documentation or other information remain outstanding after six (6) months from the date of receipt of the application for assessment, with a new application required and associated fee payable.

C1.2 Initial Assessment

- C1.2.1 Each application will be assessed against the requirements of FACEM for comparability to an Australian-trained specialist in emergency medicine.
- C1.2.2 An initial assessment will be conducted by a member of the Panel of Assessors, appointed by the ACEM Specialist International Medical Graduate Assessment Committee (hereafter referred to as the SIMG Assessment Committee).
- C1.2.3 In order to be considered for interview, it is generally expected that applicants will have completed a specialist training program in emergency medicine which meets the following criteria:

- The program was a structured post-graduate course of at least three (3) years duration with published standards that are comparable to that of the FACEM Training Program.
- The program contained a documented and systematic in-training assessment system incorporating regular, on-going formative and summative performance-based assessments, examinations and other assessments comparable to those undertaken by FACEM trainees.
- The program was accredited against published standards by an external body and was subjected to assessment for reaccreditation at regular intervals.

C1.2.4 Applicants who completed the training program(s) leading to the qualifications specifically listed on the ACEM website, as approved by the Council of Education (COE) for this purpose, will be deemed eligible for interview without the need to demonstrate that their specific training program meets the above criteria.

C1.2.5 The outcome of the initial assessment will be either:

C1.2.5.1 'not comparable to an Australian-trained Specialist in Emergency Medicine', which will be reported to the MBA as the assessment outcome; or

C1.2.5.2 'eligible for interview for assessment of comparability to an Australian-trained Specialist in Emergency Medicine'.

C1.2.6 Applicants assessed as 'not comparable to an Australian-trained Specialist in Emergency Medicine' will be advised that if they wish to proceed to FACEM they must enter the FACEM Training Program at the Provisional Training Stage, having met the necessary entry requirements.

C1.2.7 Applicants assessed as 'eligible for interview' pursuant to Regulation C1.2.5.2 above will be assessed in accordance with Regulation C1.3 and all associated College policies and processes as from time to time approved or required by the College. If an applicant fails to accept an invitation to attend an interview within six (6) months of the date of notification of the outcome of the initial assessment, their application for assessment will lapse, with a new application required and associated fee payable.

C1.3 The Interview

C1.3.1 The interview will be conducted by a panel of SIMG Assessors, comprising members of the ACEM Panel of Assessors appointed for this purpose by the SIMG Assessment Committee.

C1.3.2 An applicant deemed eligible for interview may not attend an interview until the PSV process for verification of their primary education and specialist training has been completed.

C1.3.3 Three (3) written referee reports must be received by the College not less than seven (7) days prior to interview.

C1.3.3.1 Applicants who have applied for assessment in Australia under Regulation C1 and have been working in Emergency Medicine in Australia or New Zealand within the two (2) years prior to the interview, must include at least one (1) referee report from a medical practitioner recognised in Australia or New Zealand as a registered specialist in Emergency Medicine with whom they have worked at the Australian or New Zealand workplace.

C1.3.4 In the event that the required referee reports are not received by the College within the required timeframe, the applicant will be withdrawn from the interview and a new interview date offered. The applicant shall be responsible for any costs they incur as a result of failure to provide the required reports.

C1.3.5 In the event of the applicant being unable to attend a scheduled interview, the College will retain:

C1.3.5.1 50% of the structured interview assessment fee for cancellations less than four (4) weeks prior to the scheduled interview date,

C1.3.5.2 100% of the structured interview assessment fee for cancellations less than one (1) week prior to the scheduled interview date.

C1.4 Outcome of the Assessment

- C1.4.1 Following interview for assessment of comparability to an Australian-trained Specialist in Emergency Medicine, the SIMG Assessment Committee will make one of the following decisions:
- C1.4.1.1 The applicant's training and experience is such that they are 'Substantially Comparable to an Australian-trained Specialist in Emergency Medicine'.
- Applicants assessed as Substantially Comparable are required to meet the requirements of Regulation C1.5 in order to be awarded FACEM.
- C1.4.1.2 The applicant's training and experience, while not such that they are considered Substantially Comparable to an Australian-trained specialist in emergency medicine, is such that they may be considered to be 'Partially Comparable to an Australian-trained Specialist in Emergency Medicine'.
- Applicants assessed as Partially Comparable are required to meet the training, assessment and administrative requirements of Regulation C1.6 in order to be awarded FACEM.
- C1.4.1.3 The applicant's training and experience is such that they are neither partially nor substantially comparable (i.e. 'Not Comparable') to an Australian-trained specialist in emergency medicine.
- Applicants assessed as 'Not Comparable' who wish to attain FACEM must enter the College specialist training program at the Provisional Training Stage, having met the necessary entry requirements.
- C1.4.2 Reporting of the Assessment Decision
- C1.4.2.1 Applicants assessed as Substantially Comparable to an Australian-trained Specialist in Emergency Medicine will have this decision reported by the College to the MBA as an 'interim assessment'.
- C1.4.2.2 Applicants assessed as Partially Comparable to an Australian-trained Specialist in Emergency Medicine will have this decision reported by the College to the MBA as an 'interim assessment'.
- C1.4.2.3 Applicants assessed as Not Comparable to an Australian-trained Specialist in Emergency Medicine', will have this decision reported by the College to the MBA as the 'assessment outcome'.
- C1.4.3 The assessment decision is valid for a period of 12 months from the date of notification of the decision and an applicant cannot apply for reassessment during this period.
- C1.4.4 Applicants assessed as either Substantially Comparable or Partially Comparable to an Australian-trained specialist in emergency medicine have six (6) months from the date of notification of the assessment decision in which to advise the College of their intention to proceed with the requirements specified in order to become eligible for election to Fellowship and 12 months from the date of notification of the assessment decision in which to obtain an appropriate position and commence the requirements of their pathway to Fellowship.
- C1.4.5 Applicants who fail to comply with Regulation C1.4.4, will be considered by the SIMG Assessment Committee for removal from the pathway.
- C1.4.5.1 Applicants so removed from the pathway will have this decision reported by the College to the MBA.
- C1.4.6 Applicants who fail to comply with Regulation C1.4.4, as well as applicants assessed as Not Comparable to an Australian-trained specialist in emergency medicine, may not apply for reassessment while their assessment decision remains valid.
- C1.4.7 An applicant may apply for reassessment of comparability when the assessment outcome is no longer valid and only if they can provide evidence of a further significant period of training and/or experience that is verifiable and acceptable to the College.

C1.5 Applicants Assessed as Substantially Comparable

C1.5.1 SIMG applicants assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine will be eligible for election to Fellowship following satisfactory completion of:

C1.5.1.1 up to 12 FTE months of specialist practice under peer review in the field of emergency medicine in a position in Australia prospectively approved by the SIMG Assessment Committee, with the duration of the required period determined by the SIMG Assessment Committee and advised at the time of notification of the assessment decision; and

C1.5.1.2 where a period of specialist practice under peer review in the field of emergency medicine is required, completion of satisfactory three-monthly Work Performance Reports throughout that period; and

C1.5.1.3 where a period of specialist practice under peer review in the field of emergency medicine is required, completion of the equivalent number of months of Continuing Professional Development (CPD) activities in the ACEM Specialist CPD program as an Educational Affiliate; and

C1.5.1.4 where a period of specialist practice under peer review in the field of emergency medicine is required, completion to the satisfaction of the SIMG Assessment Committee of a set of structured references from three (3) FACEMs in the Department in which the specialist practice under peer review was undertaken; and

C1.5.1.5 the following Emergency Medicine Workplace-Based Assessments (EM-WBAs):

(a) two (2) shift reports every three (3) months, reflective of the performance of a newly elected FACEM; and

(b) one (1) Direct Observation of Procedural Skills (DOPS) demonstrating intubation/RSI skills;

C1.5.1.6 completion to the satisfaction of the SIMG Assessment Committee of a Multisource Feedback Assessment; and

C1.5.1.7 such other assessment(s) as the College may from time to time require.

C1.5.2 SIMGs assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine have two (2) calendar years from the date on which they commence specialist practice under peer review in a position approved by the College for the purposes of meeting the requirements of Regulation C1.5.1.1, in which to provide evidence of satisfactory completion of the requirements of Regulation C1.5.1.

SIMGs assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine undertaking fractional (part-time) work must also remain within the maximum limit allowed for completion of the requirements of Regulation C1.5.1.

C1.5.3 SIMGs assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine who commence the requirements of Regulation C1.5.1 for the purposes of becoming eligible for election to Fellowship may not apply for reassessment within the timeframe specified for the completion of those requirements.

C1.5.4 Specialist Practice under Peer Review

C1.5.4.1 For the purposes of Regulation C1.5.1.1, 12 months' specialist practice under peer review is defined as a minimum of 42 weeks completed full-time work, with the definition of shorter periods of work being determined on a pro rata basis. Appointments of less than three (3) FTE months will not be considered in assessing duration of supervised practice.

C1.5.4.2 An annual fee will be payable to ACEM during the period of specialist practice under peer review.

C1.5.4.3 Applications for prospective approval of a position under peer review, for the purposes of meeting the requirements of Regulation C1.5.1.1, must be submitted prior to commencing the

period of specialist practice. Applications submitted after an SIMG assessed as Substantially Comparable has commenced the position will only be approved from the date the application is received by the College.

- C1.5.4.4 SIMGs assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine working, for the purposes of meeting the requirements of Regulation C1.5.1.1, in a position of specialist practice under peer review in the field of emergency medicine must ensure they comply with the MBA's *Guidelines: Supervised practice for international medical graduates*.

- C1.5.4.5 Formal SIMG Performance Assessment Reports, in the format specified by the College, must be submitted every three (3) calendar months.

Failure to submit any SIMG Performance Assessment Report to the College within four (4) weeks of completion of that period of work will, for the purposes of meeting the requirements of Regulation C1.5.1.1, invalidate that period of specialist practice under peer review.

- C1.5.4.6 SIMG Performance Assessment Reports where the overall performance is assessed as 'satisfactory' will be reviewed by the Chair of the SIMG Assessment Committee.

- C1.5.4.7 SIMG Performance Assessment Reports where the overall performance is assessed as 'unsatisfactory' will be reviewed by the SIMG Assessment Committee, which will determine the area(s) of concern in relation to performance to be communicated to the SIMG.

The SIMG will also be advised that if any future SIMG Performance Assessment Report is assessed as 'unsatisfactory' they will be considered for removal from their pathway to Fellowship pursuant to Regulation C1.5.9.

- C1.5.4.8 The required period of specialist practice under peer review in the field of emergency medicine shall be deemed to have been successfully completed upon receipt by the College of the requisite number of satisfactory SIMG Performance Assessment Reports that cumulatively cover the FTE period required under Regulation C1.5.1.1 and that relate to position(s) approved by the College pursuant to Regulation C1.5.4.3.

C1.5.5 Structured References

- C1.5.5.1 Where a period of specialist practice under peer review in the field of emergency medicine is required, prior to the commencement of the final three (3) FTE months, the SIMG shall advise the College of three (3) FACEMs in the Department in which the specialist practice under peer review is to be undertaken, for the purposes of the set of Structured References required under Regulation C1.5.1.3.

- C1.5.5.2 The set of Structured References will be reviewed by the SIMG Assessment Committee, which will determine whether this requirement has been satisfactorily completed.

- C1.5.5.3 Where the SIMG Assessment Committee determines that a set of Structured References is not satisfactory, an SIMG assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine may be required to undertake a further additional period of specialist practice under peer review in the field of emergency medicine.

Any additional period of specialist practice under peer review required as a result of an unsatisfactory set of Structured References must comply with Regulations C1.5.3 and C1.5.4 above. The additional period shall be not greater than three (3) FTE months, with a new set of Structured References required in accordance with this regulation, Regulation C1.5.5.

- C1.5.6 Following satisfactory completion of all applicable requirements stipulated in Regulation C1.5.1, the College will recommend to the MBA that the SIMG be granted recognition as a specialist in emergency medicine and the SIMG will be eligible to apply for election to Fellowship. The recommendation will be reported by the College to the MBA as a 'final assessment'.

- C1.5.7 Where any assessment(s) indicate the inability of an SIMG assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine to work at specialist level in Australia without further training, the SIMG may be reclassified at the discretion of the SIMG Assessment Committee. The MBA

will be notified of any change in status of the SIMG by means of a revised 'interim assessment' or a 'final assessment', as applicable.

C1.5.8 Election to Fellowship

C1.5.8.1 SIMGs assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine who have satisfactorily completed all applicable requirements stipulated in Regulation C1.5.1 and who seek election to Fellowship should submit an application for election to Fellowship to the College on the prescribed form, together with payment of the prescribed fee and any other documentation specified on that form and in these regulations.

C1.5.8.2 The date of Fellowship shall be the date of COE approval of the application for election to Fellowship.

C1.5.8.3 Eligible SIMGs seeking election to Fellowship must also submit a completed Declaration relating to matters that may affect an individual's Fellowship pursuant to the relevant clauses of section 4 of the ACEM Constitution.

C1.5.8.4 Eligible SIMGs will not be considered for election to Fellowship until a completed Declaration has been returned to the College and reviewed.

C1.5.8.5 Where a completed Declaration indicates matters that may potentially have an effect on an individual's Fellowship pursuant to the relevant clauses of section 4 of the Constitution, the matter will be referred in the first instance to the Censor-in-Chief and the Chief Executive Officer.

The Censor-in-Chief in consultation with the Chief Executive Officer will determine whether the matters are such that they be:

- dealt with under relevant provisions of Clause 4.2 or 4.3 of the Constitution as applicable; or
- referred under the *Complaints Policy* (COR166) to the Complaints Committee; or
- noted with no further action taken.

C1.5.8.6 An SIMG will not be considered for election to Fellowship while matters declared are being considered under Regulation C1.5.8.5.

C1.5.9 Removal from the SIMG Pathway to Fellowship

C1.5.9.1 Unless the SIMG Assessment Committee accepts that there are exceptional circumstances that warrant a granting of special consideration and the SIMG has not otherwise been reclassified pursuant to Regulation C1.5.7 above, an SIMG assessed as Substantially Comparable to an Australian-trained specialist in emergency medicine who commences the requirements of Regulation C1.5.1 will be referred to the Pathway to Fellowship Review Committee (PFRC) for consideration for removal from their pathway to Fellowship if they:

- (a) fail to achieve eligibility for election to Fellowship within the timeframe specified in these Regulations; or
- (b) have two (2) SIMG Performance Assessment Reports where the overall performance is assessed by the SIMG Assessment Committee as 'unsatisfactory'; or
- (c) engage in conduct contrary or derogatory to or inconsistent with the principles, ethics, dignity, standards or purposes of the College.

C1.5.9.2 At least 28 days prior to the meeting at which an SIMG applicant is to be considered by the SIMG Assessment Committee for removal from their pathway to Fellowship, the SIMG will be informed in writing and advised:

- of the ground(s) on which they may be removed from their pathway to Fellowship;
- that unless the SIMG Assessment Committee accepts that there are exceptional circumstances that warrant a granting of special consideration, and that in the entirety of the circumstances, a granting of relief is warranted, they will be referred to the PFRC for

consideration for removal from their pathway to Fellowship in accordance with Regulation A5;

- the date on which their removal from their pathway to Fellowship is to be considered;
- that they are entitled to provide a written submission for consideration by the SIMG Assessment Committee of any exceptional circumstances (as described in the College's *Exceptional Circumstances and Special Consideration Policy*), but that they are not entitled to attend in person or through a representative;
- that any information they wish to have considered by the SIMG Assessment Committee should be provided in writing to the College not less than 14 days prior to the meeting at which their removal from their pathway to Fellowship is to be considered.

C1.5.9.3 The SIMG Assessment Committee may:

- (a) Resolve that, on the basis of the materials presented to it, the SIMG be permitted to remain on their pathway to Fellowship and the revised timeframe in which they are required to complete the requirements of this pathway.
- (b) Recommend to PFRC that, on the basis of the materials presented to it, the SIMG be removed from their pathway to Fellowship.

C1.5.9.4 An SIMG removed from their pathway to Fellowship pursuant to a decision of COE on the recommendation of the PFRC will have this decision reported by the College to the MBA as a 'final assessment'.

C1.6 Applicants Assessed as Partially Comparable

C1.6.1 Applicants assessed as Partially Comparable to an Australian-trained specialist in emergency medicine shall be required to satisfactorily complete one or more of the following as prescribed by the College as an SIMG trainee:

C1.6.1.1 a maximum of 24 FTE months of prospectively approved supervised clinical training ('upskilling'), with the following Emergency Medicine Workplace-Based Assessments (EM-WBAs) at the rate and minimum complexity required of a Late-Phase Advanced trainee undertaking the FACEM Training Program (refer Regulation B3.6.1.2):

- (a) Case-based Discussions (CbD): one (1) per three (3) calendar month period with a minimum 50% of the total completed while undertaking approved supervised clinical training being of high complexity,
 - (b) Direct Observation of Procedural Skills (DOPS): one (1) per three (3) calendar month period and at least one (1) RSI/intubation DOPS completed,
 - (c) Mini-Clinical Evaluation Exercise (Mini-CEX): one (1) per six (6) calendar month period with a minimum 67% of the total completed while undertaking approved supervised clinical training being of high complexity, and
 - (d) Shift Report: one (1) per six (6) calendar month period; and
- one or more of the following may also be required:
- (e) three (3) FTE months of Critical Care training
 - (f) the paediatric requirement of the FACEM Training Program
 - (g) a specified period of prospectively approved supervised clinical training in an identified setting.

C1.6.1.2 the Fellowship Examination (Written);

C1.6.1.3 the Fellowship Examination (Clinical);

C1.6.1.4 the research requirement of the FACEM Training Program;

- C1.6.1.5 completion to the satisfaction of the SIMG Assessment Committee of a set of structured references from three (3) FACEMs;
- C1.6.1.6 completion to the satisfaction of the SIMG Assessment Committee of a Multisource Feedback Assessment; and
- C1.6.1.7 such other assessment(s) as the College may from time to time require.

The specific requirements an applicant assessed as Partially Comparable to an Australian-trained specialist in emergency medicine is required to satisfactorily complete under Regulation C1.6.1 in order to be eligible for election to Fellowship shall be stipulated by the SIMG Assessment Committee.

- C1.6.2 The requirements of Regulation C1.6.1 that the SIMG trainee is required to complete may be completed concurrently; however, all requirements must be completed within four (4) calendar years of the date of commencement in a position approved by the College for the purposes of Regulation C1.6.1.1.

SIMG trainees undertaking fractional (part-time) training must also remain within the maximum limit allowed for completion of the requirements of Regulation C1.6.1.

- C1.6.3 Applicants who commence the applicable requirements of Regulation C1.6.1 as an SIMG trainee for the purpose of becoming eligible for election to Fellowship may not apply for reassessment within the timeframe specified for the completion of those requirements.

- C1.6.4 To be eligible to undertake any of the applicable assessment requirements of Regulation C1.6.1, the SIMG trainee must occupy a position under supervision prospectively approved by the College for this purpose and must continue to do so until all assessment requirements are complete, during which time the SIMG trainee must continue to submit to the College SIMG Trainee In-Training Assessments every three (3) calendar months and EM-WBAs at the rate and complexity specified in Regulation C1.6.1.1. An annual fee will be payable to ACEM during this period.

- C1.6.4.1 Applicants who have satisfactorily completed the prescribed period of prospectively approved supervised clinical training and all other prescribed requirements pursuant to Regulation C1.6.1.1, with the exception of the research requirement of the FACEM Training Program, may apply to the SIMG Assessment Committee for a period of leave from the pathway of up to 12 months to complete this requirement. The provisions of C1.6.2 apply notwithstanding this period of leave.

- C1.6.5 Supervised Clinical Training

- C1.6.5.1 For the purposes of Regulation C1.6.1.1, 12 months training is defined as a minimum of 42 weeks completed full-time training. The College defines fractional (part-time) training as training undertaken between 0.5 and full-time training (1.0) at the relevant site for the relevant period of training. Training will be recognised on the basis of the period of training (in calendar weeks) multiplied by the relevant time fraction. Appointments of less than three (3) FTE months will not be considered in assessing duration of completed training.

- C1.6.5.2 Applications for prospective approval of a supervised clinical training position, for the purposes of meeting the requirements of Regulation C1.6.1.1, must be submitted to the College prior to commencing training. Applications submitted after an SIMG trainee has commenced the position will only be approved from the date the application is received by the College.

- C1.6.5.3 A training position is approved for a maximum of 12 calendar months and a new application for approval must be submitted each and every 12 calendar months until such time as the requirements stipulated in Regulation C1.6.1.1 have been satisfactorily completed.

- C1.6.5.4 SIMG trainees working, for the purposes of meeting the requirements of Regulation C1.6.1.1, in a supervised clinical training position must ensure they comply with the MBA's *Guidelines: Supervised practice for international medical graduates*.

- C1.6.5.5 Formal SIMG Trainee In-Training Assessments, in the format specified by the College, must be submitted every three (3) calendar months.

- C1.6.5.6 Failure to submit any SIMG Trainee In-Training Assessment to the College within four (4) weeks of completion of that period of work will, for the purposes of meeting the requirements of Regulation C1.6.1.1, invalidate that period of supervised clinical training.
- C1.6.5.7 SIMG Trainee In-Training Assessments where the overall performance is assessed as 'satisfactory' will be reviewed by the Chair of the SIMG Assessment Committee.
- C1.6.5.8 SIMG Trainee In-Training Assessments where the overall performance is assessed as 'unsatisfactory' will be reviewed by the SIMG Assessment Committee, which will determine the area(s) of concern in relation to performance to be communicated to the SIMG trainee.

The SIMG trainee will also be advised that if any future SIMG Trainee In-Training Assessment is assessed as 'unsatisfactory' they will be considered for removal from their pathway to Fellowship pursuant to Regulation C1.6.14.
- C1.6.5.9 The required period of specialist practice under peer review in the field of emergency medicine shall be deemed to have been successfully completed upon receipt by the College of the requisite number of satisfactory SIMG Trainee In-Training Assessments that cumulatively cover the minimum FTE period required under Regulation C1.6.1.1 and that relate to supervised clinical training position(s) approved by the College pursuant to Regulation C1.6.5.2.
- C1.6.6 Fellowship Examinations
 - C1.6.6.1 To be eligible to sit the Fellowship Examination (Written), an SIMG trainee must:
 - (a) be formally registered with the College as an SIMG trainee, and
 - (b) hold an appropriate level of registration to practise medicine in either Australia or New Zealand, and
 - (c) have no financial debts to the College.
 - C1.6.6.2 To be eligible to sit the Fellowship Examination (Clinical), an SIMG trainee must:
 - (a) be formally registered with the College as an SIMG trainee, and
 - (b) hold an appropriate level of registration to practise medicine in either Australia or New Zealand, and
 - (c) where required to complete the Fellowship Examination (Written), have satisfactorily done so, and
 - (d) have completed the trainee research requirement or obtained exemption from this requirement, and
 - (e) have no financial debts to the College.
 - C1.6.6.3 With the exception of the above specified eligibility requirements, SIMG trainees required to satisfactorily complete the Fellowship Examinations are otherwise bound by Regulation B5.
- C1.6.7 Critical Care Training
 - C1.6.7.1 SIMG trainees required to complete Critical Care training must meet the requirements of Regulation B2.3.4, save that only three (3) FTE months of satisfactory training is required.
 - C1.6.7.2 SIMG trainees undertaking Critical Care training must also ensure they comply with the requirements of Regulation C1.6.5.
- C1.6.8 Paediatric Requirement
 - C1.6.8.1 SIMG trainees required to complete the paediatric requirement of the FACEM Training Program must meet the requirements of Regulation B2.3.7, save that no such training or logbook encounters can be undertaken in a country other than Australia or New Zealand.
 - C1.6.8.2 SIMG trainees undertaking the paediatric requirement of the FACEM Training Program must also ensure they comply with the requirements of Regulation C1.6.5.

C1.6.9 Research Requirement

C1.6.9.1 SIMG trainees required to complete the research requirement of the FACEM Training Program must meet the requirements of Regulation B4.

C1.6.10 Structured References

C1.6.10.1 Where the SIMG trainee anticipates that they will meet the final assessment requirement(s) within the next three (3) FTE months, the SIMG trainee shall advise the College of three (3) FACEMs in the Department in which the supervised clinical training is to be undertaken for the purposes of the set of Structured References required under Regulation C1.6.1.5.

C1.6.10.2 The set of structured references will be reviewed by the SIMG Assessment Committee, which will determine whether this requirement has been satisfactorily completed.

C1.6.10.3 If satisfactory, structured references will remain valid for a period of 12 calendar months from the end-date of the supervised clinical training period to which they relate. At the end of that 12-month period, they shall become invalid through expiration of time and a further set of structured references will be required if the SIMG trainee has not yet satisfactorily completed all requirements of Regulation C1.6.1.

C1.6.11 Following satisfactory completion of all applicable requirements of Regulation C1.6.1, the College will recommend to the MBA that the SIMG trainee be granted recognition as a specialist in emergency medicine and the SIMG will be eligible to apply for election to Fellowship. SIMG trainees will have the recommendation reported by the College to the MBA as a 'final assessment'.

C1.6.12 Where any assessment(s) indicate the inability of an SIMG trainee to function at a level that will enable them to complete the requirements of their pathway to Fellowship within the timeframe permitted, the SIMG trainee may be reclassified at the discretion of the SIMG Assessment Committee. The MBA will be notified of any change in status of the SIMG by means of a 'final assessment'.

C1.6.13 Election to Fellowship

C1.6.13.1 SIMG trainees who have satisfactorily completed all applicable requirements of Regulation C1.6.1 and who seek election to Fellowship should submit an application for election to Fellowship to the College on the prescribed form, together with payment of the prescribed fee and any other documentation specified on that form and in these regulations.

C1.6.13.2 The date of Fellowship shall be the date of COE approval of the application for election to Fellowship.

C1.6.13.3 Eligible SIMG trainees seeking election to Fellowship must also submit a completed Declaration relating to matters that may affect an individual's Fellowship pursuant to the relevant clauses of section 4 of the ACEM Constitution.

C1.6.13.4 Eligible SIMG trainees will not be considered for election to Fellowship until a completed Declaration has been returned to the College and reviewed.

C1.6.13.5 Where a completed Declaration indicates matters that may potentially have an effect on an individual's Fellowship pursuant to the relevant clauses of section 4 of the Constitution, the matter will be referred in the first instance to the Censor-in-Chief and the Chief Executive Officer.

The Censor-in-Chief in consultation with the Chief Executive Officer will determine whether the matters are such that they be:

- dealt with under relevant provisions of Clause 4.2 or 4.3 of the Constitution as applicable; or
- referred under the *Complaints Policy* (COR166) to the Complaints Committee; or
- noted with no further action taken.

C1.6.13.6 An SIMG trainee will not be considered for election to Fellowship while matters declared are being considered under Regulation C1.6.13.5.

C1.6.14 Removal from the SIMG Pathway to Fellowship

Unless the SIMG Assessment Committee accepts that there are exceptional circumstances that warrant a granting of special consideration and the SIMG trainee has not otherwise been reclassified pursuant to Regulation C1.6.12 above, an SIMG trainee assessed as Partially Comparable to an Australian-trained specialist in emergency medicine and who commences the applicable requirements of Regulation C1.6.1 will be referred to the Pathway to Fellowship Review Committee (PFRC) for consideration for removal from their pathway to Fellowship if they:

- (a) fail to achieve eligibility for election to Fellowship within the timeframe specified in these Regulations; or
- (b) have two (2) SIMG Trainee In-Training Assessments where the overall performance is assessed as 'unsatisfactory' by the SIMG Assessment Committee; or
- (c) engage in conduct contrary or derogatory to or inconsistent with the principles, ethics, dignity, standards or purposes of the College.

Consideration of removal from the pathway to Fellowship shall be conducted according to the process outlined in Regulation C1.5.9.

C2 ASSESSMENT OF SPECIALIST INTERNATIONAL MEDICAL GRADUATES APPLYING FOR RECOGNITION AS A SPECIALIST IN EMERGENCY MEDICINE IN NEW ZEALAND

C2.1 Vocational Registration

- C2.1.1 For the purposes of the granting of vocational registration to practice in New Zealand, the assessment of Specialist International Medical Graduates (SIMGs) in Emergency Medicine shall be conducted in accordance with the regulations and requirements of the Medical Council of New Zealand (MCNZ), with the College acting as a Vocational Education and Advisory Body (VEAB) for the MCNZ.
- C2.1.2 SIMGs seeking recognition as a specialist in emergency medicine in New Zealand apply directly to the MCNZ. Eligible applications are forwarded by the MCNZ to the College for advice on the applicant's suitability for vocational registration. The College shall conduct the initial paper assessment of applicants and, if deemed suitable, the subsequent interview process. The interview assessment shall be undertaken by a panel of assessors appointed for that purpose by the ACEM SIMG Assessment Committee. The MCNZ will then determine whether the applicant is suitable for provisional registration within a vocational scope via:
- (a) the supervision pathway; or
 - (b) the assessment pathway.
- C2.1.3 Applicants who have applied for assessment in New Zealand under Regulations C2, and have been working in Emergency Medicine in Australia or New Zealand within the two (2) years prior to interview, must include at least one (1) referee report from a medical practitioner recognised in Australia or New Zealand as a registered specialist in Emergency Medicine with whom they have worked at the Australian or New Zealand workplace.

C2.2 Pathways to Fellowship

For the purposes of the granting of Fellowship of ACEM, the pathways shall be as follows:

- C2.2.1 Applicants who are identified in the assessment process undertaken by the College acting as a VEAB for the MCNZ as having qualifications 'equivalent to' those of a specialist in emergency medicine vocationally trained in New Zealand shall be eligible to apply for election to Fellowship under Regulation C2.3 upon being granted registration within the vocational scope of practice by the MCNZ and completion of any Workplace-Based Assessment requirements prescribed by the College.
- C2.2.2 Applicants who are identified in the assessment process undertaken by the College acting as a VEAB for the MCNZ as having qualifications 'as satisfactory as' those of a specialist in emergency medicine vocationally trained in New Zealand and where that advice is accepted by the MCNZ, shall be eligible to apply for election to Fellowship under Regulation C2.3 after:
- C2.2.2.1 having been granted registration within the vocational scope of practice by the MCNZ; and
 - C2.2.2.2 satisfactorily completing one or more of the following as prescribed by the College as an SIMG trainee:
 - (a) prospectively approved supervised clinical training ('upskilling'), with the following Emergency Medicine Workplace-Based Assessments (EM-WBAs) at the rate and minimum complexity required of a Late-Phase Advanced trainee undertaking the FACEM Training Program (refer Regulation B3.6.1.2):
 - Case-based Discussions (CbD): one (1) per three (3) calendar month period with a minimum 50% of the total completed while undertaking approved supervised clinical training being of high complexity,
 - Direct Observation of Procedural Skills (DOPS): one (1) per three (3) calendar month period and at least one (1) RSI/intubation DOPS completed,

- Mini-Clinical Evaluation Exercise (Mini-CEX): one (1) per six (6) calendar month period with a minimum 67% of the total completed while undertaking approved supervised clinical training being of high complexity, and
- Shift Report: one (1) per six (6) calendar month period;

- (b) three (3) FTE months of Critical Care training;
- (c) the paediatric requirement of the FACEM Training Program;
- (d) a specified period of prospectively approved supervised clinical training in an identified setting;
- (e) the Fellowship Examination (Written);
- (f) the Fellowship Examination (Clinical);
- (g) the research requirement of the FACEM Training Program;
- (h) completion to the satisfaction of the SIMG Assessment Committee of a Multi-source Feedback Assessment; and
- (i) such other assessment(s) as the College may from time to time require.

The specific requirement(s) an applicant is required to satisfactorily complete under Regulation C2.2.2.2 in order to be eligible for election to Fellowship shall be stipulated by the SIMG Assessment Committee.

- C2.2.2.3 The applicable requirements of Regulation C2.2.2 must be completed within four (4) calendar years of the date of commencement in a position approved by the College for that purpose and may be undertaken concurrently during the period of provisional registration within the vocational scope.
- C2.2.2.4 Applicants who commence the applicable requirements of Regulation C2.2.2 may not apply to the College for reassessment within the timeframe specified for the completion of those requirements.
- C2.2.2.5 To be eligible to undertake any of the applicable assessment requirements of Regulation C2.2.2, the applicant must occupy a position under supervision prospectively approved by the College for this purpose and must continue to do so until all assessment requirements are complete, during which time the applicant must continue to submit to the College SIMG Trainee In-Training Assessments every three (3) calendar months and EM-WBAs at the rate and complexity specified in Regulation C2.2.2.2. An annual fee will be payable to ACEM during this period.
- C2.2.2.6 Applicants who have satisfactorily completed the prescribed period of prospectively approved supervised clinical training and all other prescribed requirements pursuant to Regulation C2.2.2.2, with the exception of the research requirement of the FACEM Training Program, may apply to the SIMG Assessment Committee for a period of leave of up to 12 months from the pathway to complete this requirement. The provisions of C2.2.2.3 apply notwithstanding this period of leave.
- C2.2.2.7 Where satisfactory completion of the Fellowship Examination (Written) is required, the applicant must:
- (a) be formally registered with the College as an SIMG trainee, and
 - (b) hold an appropriate level of registration to practise medicine in either Australia or New Zealand, and
 - (c) have no financial debts to the College.
- The applicant shall otherwise be bound by Regulation B5.
- C2.2.2.8 Where satisfactory completion of the Fellowship Examination (Clinical) is required, the applicant must:
- (a) be formally registered with the College as an SIMG trainee, and

- (b) hold an appropriate level of registration to practise medicine in either Australia or New Zealand, and
- (c) where required to complete the Fellowship Examination (Written), have satisfactorily done so, and
- (d) have completed the trainee research requirement or obtained exemption from this requirement, and
- (e) have no financial debts to the College.

The applicant shall otherwise be bound by Regulation B5.

C2.2.3 Applicants who are identified in the assessment process undertaken by the College acting as a VEAB for the MCNZ as having qualifications 'as satisfactory as' those of a specialist in emergency medicine vocationally trained in New Zealand, but who have obtained vocational registration through a different pathway by virtue of a decision of the MCNZ, and who have not completed the requirements specified in Regulation C2.2.2 may apply for reassessment by the College for the purpose of attaining FACEM.

C2.2.4 Applicants who are identified in the assessment process undertaken by the College acting as a VEAB for the MCNZ as having qualifications that are neither 'equivalent to' nor 'as satisfactory as' those of a specialist in emergency medicine vocationally trained in New Zealand, will be advised that if they wish to proceed to FACEM, they must enter the College specialist training program at the Provisional Training Stage, having met the necessary entry requirements.

Where such applicants are subsequently granted vocational registration in the scope of practice of emergency medicine by the MCNZ, they may apply to the College for a reassessment to determine the comparability of their training, qualifications and experience to a FACEM and an associated pathway to Fellowship of the College.

C2.2.5 Removal from Pathway to Fellowship

C2.2.5.1 Unless the SIMG Assessment Committee accepts that there are exceptional circumstances that warrant a granting of special consideration, an applicant required to undertake further training with the College under Regulation C2.2 and who commences the applicable requirements of Regulation C2.2.2 will be considered for removal from their pathway to Fellowship if they:

- (a) fail to achieve eligibility for election to Fellowship within the timeframe specified in these Regulations; or
- (b) have two (2) SIMG Trainee In-Training Assessments where the overall performance is assessed as 'not satisfactory' by the SIMG Assessment Committee; or
- (c) engage in conduct contrary or derogatory to or inconsistent with the principles, ethics, dignity, standards or purposes of the College.

C2.2.5.2 Consideration of removal from the pathway to Fellowship shall be conducted according to the process outlined in Regulation C1.5.9.

C2.2.5.3 Applicants removed from their pathway to Fellowship and who, at that time, hold or who are subsequently granted vocational registration in the scope of practice of emergency medicine by the MCNZ may, for the purpose of attaining FACEM and with reference to the date on which they were notified of removal from their pathway to Fellowship, apply to the College for reassessment following a period of at least 12 calendar months.

C2.3 Election to Fellowship

C2.3.1 Eligible applicants who seek election to Fellowship should submit an application for election to Fellowship to the College on the prescribed form, together with payment of the prescribed fee and any other documentation specified on that form and in these regulations.

- C2.3.2 The date of Fellowship shall be the date of COE approval of the application for election to Fellowship.
- C2.3.3 Eligible applicants seeking election to Fellowship must also submit a completed Declaration relating to matters that may affect an individual's Fellowship pursuant to the relevant clauses of section 4 of the ACEM Constitution.
- C2.3.4 Eligible applicants will not be considered for election to Fellowship until a completed Declaration has been returned to the College and reviewed.
- C2.3.5 Where a completed Declaration indicates matters that may potentially have an effect on an individual's Fellowship pursuant to the relevant clauses of section 4 of the Constitution, the matter will be referred in the first instance to the Censor-in-Chief and the College Chief Executive Officer.
- The Censor-in-Chief in consultation with the Chief Executive Officer will determine whether the matters are such that they be:
- dealt with under relevant provisions of Clause 4.2 or 4.3 of the Constitution as applicable; or
 - referred under the *Complaints Policy* (COR166) to the Complaints Committee; or
 - noted with no further action taken.
- C2.3.6 An applicant will not be considered for election to Fellowship while matters declared are being considered under Regulation C2.3.5.