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## SIMG ASSESSMENT GUIDELINES FOR DETERMINING DURATION OF SUPERVISED PRACTICE

### 1. INTRODUCTION

These Guidelines have been developed by the SIMG Assessment Committee to guide SIMG Assessment Panels in determining the duration of supervised practice an SIMG is required to complete in order to become eligible for election to Fellowship of the College. The duration of supervised practice is considered when the comparability of the SIMG has been determined by the Assessment Panel following an interview (Document No: SIMG510).

All processes conducted in the assessment of SIMGs at ACEM are in compliance with the provisions of the Medical Board of Australia (MBA) Standards: specialist medical college assessment of specialist international medical graduates (January 2021).

The MBA Standards mandate minimum and maximum durations of supervised practice for both Substantially and Partially Comparable SIMGs. The Standards state that most SIMGs will require the maximum period of supervised practice to complete the requirements and be afforded an adequate period of assessment.

### 2. COMPARABILITY TO AN AUSTRALASIAN-TRAINED SPECIALIST IN EMERGENCY MEDICINE

#### 2.1 Substantially Comparable

##### 2.1.1. External Requirements (The MBA/AHPRA):

- A minimum of three (3) and a maximum up to 12 FTE months supervised practice
- A maximum of two (2) years to complete requirements (to allow for part time work)
- No examination requirement(s)
- May include satisfactory completion of workplace-based assessments (WBA)
- An appropriate AHPRA Level of Supervision for Australian SIMGs

##### 2.1.2. ACEM Requirements:

In addition, during the supervised practice period, the College will require:

- SIMG Performance Assessment Reports every three (3) months
- The WBA requirements as specified by Reg C1.5.1.5
- Three (3) structured references and Multi-source Feedback (MSF) at end of period of supervised practice
- Completion of three (3) ACEM Assessing Cultural Competence modules
- Other assessment(s) as specified by Reg C1.5.1.7

### 2.1.3. Guidance for Assessors:

- Supervised practice duration: a minimum of three (3) and up to 12 FTE months, depending upon previous consultant experience, including comparability of the jurisdictional healthcare system with Australia/New Zealand and adaptability to the Australian/ New Zealand system
- Hospital accreditation: Applicants with limited Major Referral Hospital experience may require a period of supervised practice at an 18 or 24-month (Tier 3) ACEM accredited site
- AHPRA Level of Supervision: generally expected at Level 4 – The supervisor oversees the SIMG's practice and must periodically review the SIMG's practice.

## 2.2 Partially Comparable

### 2.2.1. External Requirements (The MBA/AHPRA):

- A minimum of six (6) and a maximum up to 24 FTE months supervised practice
- A maximum of four (4) years from supervised practice commencement to allow for part-time work or to complete examinations after completing the prescribed supervised practice
- Further training with any associated assessment(s) such as in paediatrics, critical care or research
- If required, Fellowship Examination(s) (written and/or clinical)
- An appropriate AHPRA Level of Supervision for Australian SIMGs

### 2.2.2. ACEM Requirements:

In addition, during the supervised practice period, the College will require:

- SIMG In-Training Assessment (ITA) every three (3) months
- The WBA requirements as specified by Reg C1.6.1.1
- Three (3) structured references and Multi-source Feedback (MSF) at end of period of supervised practice
- Completion of three (3) ACEM Assessing Cultural Competence modules
- Other assessment(s) as specified by Reg C1.6.1
- Four duration periods only are available: 6 months, 12 months, 18 months and 24 months
- SIMGs must remain in supervised practice while completing any pathway requirement

### 2.2.3. Guidance for Assessors

- Supervised practice duration: a minimum of six (6) and up to 24 FTE months.

Considerations:

- previous consultant experience
- comparability of jurisdiction healthcare system with Australia/New Zealand and/or experience in the Australian/ New Zealand system
- focus required on a specific ACEM curriculum domain as observed during interview
- experience in paediatrics, critical care and research – additional emergency department (ED) supervised practice time may be required in addition to any of these requirements
- Hospital accreditation: Applicants with limited Major Referral Hospital experience may require a period of supervised practice at an 18 or 24-month/Tier 3 ACEM accredited site
- AHPRA Level of Supervision: generally expected at Level 3 - The SIMG is permitted to work alone but the supervisor must be contactable by phone or video link
- Fellowship Examination(s) requirement:

- Training record lacks evidence the SIMG completed rigorous assessment(s) overseas
- Fellowship Examination (Written) required if concerns about knowledge base (significant concerns in Medical Expertise domain)
- Fellowship Examination (Clinical) required if significant concerns about teamwork, communication, decision making or other ACEM curriculum domains.

#### 2.2.4. Further Considerations

Assessors are advised to consider the maximum supervised practice duration of 24 months first, and to work backwards as appropriate, taking into account the pathway requirements and the applicants background qualifications, training and experience (QTE) and their performance at interview.

SIMGs must be given every opportunity to complete their requirements in the specified time. It is fair and respectful to advise them on commencement of their pathway, of the time this may take. Should all requirements be completed in less time than allocated, the SIMG may request a reduction.

#### 2.2.5. Supervised Practice Duration Indicators for Partially Comparable SIMGs

| Requirements/Indicators   | Comment   | Duration  |
|---|---|-----------|
| <ul style="list-style-type: none"> <li>• One or both Fellowship examinations</li> <li>• Additional requirements – consultant level</li> <li>• Some domain shortfalls</li> <li>• Significant acclimatisation need</li> </ul>                     | <p>May need up to 48 months to complete exams</p> <p>24 months is needed by many to reach FACEM standard in all domains</p> <p>24 months will give SIMGs more support while completing requirements and preparing for exams</p> | 24 months |
| <ul style="list-style-type: none"> <li>• Some domain shortfalls</li> <li>• Some acclimatisation need</li> <li>• Critical Care or Paediatric requirement</li> </ul>  | <p>If Critical Care or Paediatric experience or requirements, the ED time must be at least 12 months in addition.</p> <p>Most will need 18 months to reach FACEM standard in all domains</p>                                    | 18 months |
| <ul style="list-style-type: none"> <li>• Several domain shortfalls</li> <li>• Clear acclimatisation need</li> <li>• Research requirement</li> </ul>   | <p>Most will need at least 12 months to acclimatise and meet FACEM standard across all domains</p> <p>Research by coursework – two units - will take at least six months, if not 12.</p>  | 12 months |
| <ul style="list-style-type: none"> <li>• Most domains at least partially met at interview</li> <li>• Medical Expertise 'Met'</li> <li>• No major shortfalls noted</li> <li>• General acclimatisation and ED experience only required</li> </ul> | The minimum – should be rarely given  | 6 months  |

### 2.3 Not Comparable

The applicant will not be recommended for ACEM SIMG pathway and advised that they will need to obtain the necessary registration and join the FACEM Training Program if they wish to proceed.

## 3. ASSOCIATED DOCUMENTS

- ACEM Regulation C – Assessment of Specialist International Medical Graduates
- ACEM Regulation B – FACEM Training Program
- ACEM Regulation G – FACEM Training Program (2022)
- SIMG 507, SIMG 508 – Policies for SIMG Assessment Australia/New Zealand
- SIMG 510 – Guidelines for Determining Comparability

## 4. DOCUMENT REVIEW

Timeframe for review: every two (2) years, or earlier if required.

### 4.1 Responsibilities

Document authorisation: Council of Education  
Document implementation: Executive Director, Education / General Manager, Education Assessment  
Document maintenance: SIMG Manager, SIMG Standards Lead

### 4.2 Revision History

| Version | Date of Version | Pages revised / Brief Explanation of Revision           |
|---------|-----------------|---|
| v1      | Jul-2016        | Approved by Council of Education                        |
| v2      | Mar-2018        | AHPRA Level of Supervision recommendations incorporated |
| v3      | Feb-2022        | Implementation of the MBA Standards                     |