

EMPLOYMENT PROCESSES FOR INTERNATIONAL MEDICAL GRADUATES (IMGs)

Each country is asked to provide information about the processes required for employing International Medical Graduates (IMGs). Where processes vary for permanent and temporary employment for IMGs these distinctions should be noted. Where there are variations in process within the one country (ie among states or provinces) these should also be noted. Questions refer to IMGs seeking either training (either as specialists or family medicine physicians/general practitioners) or to enter practice. Three categories have been identified:

- a) Immigration – refers to general immigration regulations which all intended migrants must meet;
- b) Skills/qualifications – refers to professional recognition of skills and/or qualifications; and
- c) Employment conditions – refers to any restrictions which may have been a condition of employment being sought and/or approved.

The following questions may be appropriate to address during the breakout session:

- 1) What is (your nation's) stated policy objectives with regard to International Medical Graduates (IMGs) (eg national self-sufficiency, a quota system, or no stated restrictions)? Have future policy directions in this area been identified? Do existing employment arrangements for IMGs help or hinder in realising that objective?
- 2) Are there any apparent inconsistencies between employment arrangements for temporary and permanent International Medical Graduates (IMGs)?
- 3) Are there opportunities for collaborative action among nations regarding these disparate processes?

GENERAL IMMIGRATION REGULATIONS

Please outline the requirements, if any, in the following areas for prospective immigrants to your country:

Police/criminal/justice requirements

Health requirements

Language requirements

Character assessment

Any others?

SKILLS/QUALIFICATIONS

Is there automatic recognition of any skills/qualification by the recognising authorities? If so, is this based on country of origin of skill/qualification?

If there is no automatic recognition, please briefly outline the process of skills/qualification assessment/recognition.

What is the role of the professional college/body in this process?

Do any other organisations play a significant role in skills/qualifications assessment/recognition?

EMPLOYMENT ARRANGEMENTS

Must an IMG be sponsored in order to practise?

What sponsorship options are available to IMGs?

What requirements are made of both the IMG and the sponsor?

Must prospective employers attempt to fill vacancies with locally trained medical graduates before advertising/recruiting IMGs?

Are there restrictions on the practice arrangements of IMGs? Examples of restrictions of practice include restriction to disciplines of identified shortages, restrictions on geographic location of practice, and restrictions on access to public funds. If yes, who determines these restrictions and on what grounds are they made?