

INTERNAL ONLY

ISLHD GUIDELINE



Health

Illawarra Shoalhaven
Local Health District

NAME OF DOCUMENT	Determining commencing salary of Senior Medical Officers Holding Overseas Qualifications - Staff Specialists and Visiting Medical Practitioners
TYPE OF DOCUMENT	Guideline
DOCUMENT NUMBER	ISLHD CORP GL 06
DATE OF PUBLICATION	March 2019
RISK RATING	Low
REVIEW DATE	March 2024
FORMER REFERENCE(S)	ISLHD OPS GL 06
EXECUTIVE SPONSOR or EXECUTIVE CLINICAL SPONSOR	Executive Director Medical Services and Clinical Governance
AUTHOR	Senior Medical Officer Manager
KEY TERMS	
FUNCTIONAL GROUP OR HUB	Senior Medical Officer Services
NSQHS STANDARD	Standard one
SUMMARY	This Guideline is to be used by Interview and Credentials Sub-Committees of MDAAC, and by MDAAC, in determining the commencing salary of SMOs who have overseas qualifications and have experience working as a "specialist" overseas prior to employment in NSW Health.



Determining commencing salary of Senior Medical Practitioners holding overseas qualifications – Staff Specialist and Visiting Medical Practitioners

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Background and Principles

Section 1 – Background

This Guideline allows for a standard approach to determining the commencing salary of senior medical officers (SMOs) who have overseas qualifications and experience working as a "specialist" overseas prior to employment in NSW Health.

Section 2 - Principles

- 1.1 A consistent approach is required within the Local Health District with respect to recognition of time spent working as a "specialist" overseas prior to employment in NSW Health.
- 1.2 This Guideline applies to SMOs holding specialist qualifications gained overseas who commence employment with the Local Health District either in an Area of Need (AON) position, or appointed under clause 2(d)iv of the Staff Specialist Award or, for Visiting Medical Officers (VMOs), recognised as a specialist under the Health Insurance Act 1973 (Commonwealth). In the latter 2 cases, the SMO will be registered under the Competent Authorities Pathway (CAP) or the Postgraduate training/Supervised Practice Pathway with the Medical Board of Australia.
- 1.3 The assessment of a medical practitioner with overseas qualifications by the Australian Medical Council (AMC), by a Specialist Medical College, and the Medical Board of Australia may result in the following outcomes:
 - the overseas qualifications are recognised as "equivalent", with the doctor eligible to be granted the relevant Australian Fellowship
 - the overseas qualifications are partially recognised, with the doctor required to undertake a period of "supervised practice" together with, depending on the specialist medical College involved, an examination. Level of supervision is determined by the Medical Board of Australia's Supervised Practice for International Medical Graduates Guidelines; or
 - the overseas specialist qualifications are not recognised.
- 1.4 Recognition of prior service is instrumental in determining the initial salary level for appointment as a Staff Specialist or, in the case of a Visiting Medical Officer (VMO), initial appointment to, or progression towards, Senior Specialist VMO. Variations in practice with respect to incremental year at initial appointment and with the use of the "accelerated progression" clause available under the Staff Specialists (State) Award must be avoided.
- 1.5 For a consistent approach to recognising Specialist overseas qualifications the following shall apply:
 - (1) Overseas trained specialists whose qualifications and experience are fully recognised by the AMC and the relevant Australian Specialist Medical College as equivalent to an Australian Fellowship, without the need for further supervised training and/or examination, shall have all prior service as a specialist since gaining their overseas qualification recognised for initial salary purposes.

- (2) Overseas trained specialists from a Competent Authority whose qualifications and experience are recognised by the AMC and the relevant Australian Specialist Medical College as substantially equivalent to an Australian Fellowship, without the need for further examination and under level 4 supervision as a specialist with no other restrictions, shall have all prior service as a specialist since gaining their qualification recognised for initial salary purposes.
- (3) Overseas trained specialists from a Competent Authority whose qualifications and experience are recognised by the AMC and the relevant Australian Specialist Medical College as substantially equivalent to an Australian Fellowship, and are only required to undergo up to 12 months of “supervised practice” as a specialist with no other restrictions, shall have *half* of all prior service as a specialist since gaining their qualification recognised for initial salary purposes. Once Australian College Fellowship is received, they shall have all prior service as a specialist since gaining their qualification recognised for ongoing salary purposes from the date of assessment.
- (4) Overseas trained specialists whose qualifications and experience are recognised by the AMC and the relevant Australian Specialist Medical College as substantially equivalent to an Australian Fellowship, and are only required to undergo up to 24 months of “supervised practice” and/or examination as a specialist with no other restrictions, should be considered Staff Specialist Year 1 or Specialist VMO, Year 1 for initial salary purposes. Once Australian College Fellowship is received, they shall have all prior service as a specialist since gaining their qualification recognised for ongoing salary purposes.
- (5) Overseas trained specialists whose qualifications are deemed “not comparable” i.e.: not fully recognised by the AMC and the relevant Australian Specialist Medical College, with the exception of those noted above in section 1.5(2), and who are required to undertake further training and/or pass an examination:
 - Practitioners in this category are extremely unlikely to meet the requirements for a "specialist" under either the Staff Specialists (State) Award (clause 2 (d) (iv) is the only option), or the VMO Determination. If such a doctor is appointed they should be considered Staff Specialist Year 1 or Specialist VMO.
 - Overseas trained specialists who work in positions under the Public Hospital Medical Officers State Award, Public Hospital Career Medical Officers State Award, or the Medical Superintendents Award before obtaining Australian College Fellowship, may, in extenuating circumstances, have their overseas specialist service recognised from the date of acquiring their Australian College Fellowship, in consultation with the Director Medical Workforce.
 - Where application is subsequently made by such a Staff Specialist for "accelerated progression" under the Staff Specialists (State) Award, service as a "specialist" prior to gaining Australian Fellowship is not to be considered as a component of the application.

Section 1-2

Background and Principles



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Area of Need (AON) registered specialists, who were not deemed eligible and mandatorily registered by the Medical Board of Australia under the Competent Authority Pathway, and, who do not satisfy the criteria at 1.5 (2) above, will be appointed as Staff Specialist Year 1 or Specialist VMO.

Section 3-5
Performance Measures, Responsibilities
and Principles

Section 3 – Performance Measures

All senior medical practitioners with overseas qualifications are appropriately paid at the incremental year

Section 4 - Responsibilities

- Chief Executive – approves or rejects MDAAC advice
- Interview and Credentials Subcommittees to MDAAC – recommends appointment
- Interview and Credentials Subcommittee Chair – recommends commencing salary
- Directors of Medical Services – Is Chair of Interview and Credentials Subcommittee, considers this guideline when recommending commencing salary
- MDAAC – considers Interview and Credentials Subcommittees recommendations and recommends to Chief Executive
- Senior Medical Officer Services – administers MDAAC and drafts contracts

Section 5

References

- <https://www.medicalboard.gov.au/Codes-Guidelines-Policies/Supervised-practice-guidelines.aspx>
- <https://www.medicalboard.gov.au/Registration/International-Medical-Graduates.aspx>
- PD2016_052 Appointment of Visiting Practitioners in the NSW Public Health system
- PD2017_040 Recruitment and Selection of Staff of the NSW Health Service – module 2 (Staff Specialists and Clinical Academics)
- Staff Specialist (State) Award
- Staff Specialists Determination
- Health Services Act (NSW) 1997
- Health Services Regulation (NSW) 2003
- Health Services Model By-Law 2011
- [MBA International Medical Graduates Specialist Pathway](#)

Revision and Approval History

Date	Revision No.	Author and Approval / Date
December 2018	0	A/Workforce Co-ordinator, SMO Services
April 2019		Approved by Deputy Director Medical Services and Clinical Governance