



Royal Australasian College  
of Dental Surgeons  
*Let knowledge conquer disease*

# OMS SPECIALIST ASSESSMENT OF SPECIALIST INTERNATIONAL MEDICAL GRADUATES POLICY (AUSTRALIA AND NEW ZEALAND)

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### **Document Information**

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## Purpose

This policy governs the assessment of Specialist International Medical Graduates (SIMG) for comparability to the standard of an Oral and Maxillofacial Surgery (OMS) specialist trained in Australia and New Zealand. Its guiding principles provide a fair, transparent, and accountable assessment process to determine eligibility for specialist registration in Australia or vocational registration in New Zealand.

Any SIMG seeking specialist medical registration to practise OMS unsupervised or independently in Australia or New Zealand will be assessed following the relevant Medical Board of Australia (MBA), Medical Council of New Zealand (MCNZ), and Royal Australasian College of Dental Surgeons (RACDS) regulations.

## Background

The Royal Australasian College of Dental Surgeons (RACDS) is the specialist medical college accredited by the MBA and MCNZ as defined in the Australian Health Practitioner Regulation National Law and the New Zealand Health Practitioners Competence Assurance Act.

The Overseas Trained Specialist Subcommittee (OTSS) of the Accreditation Committee represents the RACDS in assessing a SIMG's training and experience and informs the MBA of the assessment outcome. The OTSS acts as an advisory body of the MCNZ and makes recommendations on the suitability of a SIMG for vocational scope registration. The RACDS or OTSS has no role in granting medical registration.

## Definitions

RACDS / the College	the Royal Australasian College of Dental Surgeons
OMS	Oral and Maxillofacial Surgery
OTSS	Overseas Trained Specialist Subcommittee
SIMG	Specialist International Medical Graduate
AMC	Australian Medical Council
MBA	Medical Board of Australia
MCNZ	Medical Council of New Zealand
WDOMS	World Directory of Medical Schools

## Policy Statement

### 1. SPECIALIST ASSESSMENT IN AUSTRALIA

#### 1.1. Assessment Application

1.1.1. Specialist International Medical Graduates (SIMG) with primary medical, dental and OMS specialist qualifications verified by the Educational Commission for Foreign Medical Graduate's (ECFMG) can apply for assessment under the

specialist pathway (specialist recognition). The comparability assessment comprises of a document-based assessment alone, or by a document-based assessment and assessment interview. Refer to Appendix 1 for further information on the assessment process.

## 1.2. Assessment Standards

1.2.1. The comparability assessment standards are based on the professional attributes, knowledge and clinical skills expected of contemporary Australian and New Zealand practicing OMS specialist, with consideration having been given to the applicant's scope of practice, their training and assessment, recent specialist practice, experience and continuing professional development.

1.2.2. The main assessment standards are:

- a) OMS training in comparison with the RACDS OMS training program in its duration, structure, and content, including assessments, and supervision.
- b) Specialist qualifications and previous practice as an Oral and Maxillofacial Surgeon.
- c) Experience as an OMS in terms of case mix, use of equipment and procedures, and compliance with good practice as promoted in RACDS documentation.
- d) Evidence of participation in continuing education and quality assurance activities.

## 1.3. Assessment Outcomes

There are three possible outcomes of the comparability assessment.

### 1.3.1. Substantially Comparable

Substantially comparable applicants have satisfied the OTSS that they are at the standard of an Australian or New Zealand trained specialist commencing practice (at the level of a newly qualified RACDS OMS Fellow).

A SIMG is deemed to be Substantially Comparable when:

- a) there is evidence of recency of surgical practice in the full scope of OMS; and
- b) there is evidence of completion of a specialist training program comparable to the RACDS OMS Training program, including a research component; and
- c) there is evidence the applicant has completed an exit examination equivalent to the RACDS OMS Fellowship Examinations and
- d) the depth and scope of surgical practice in the specialty of OMS since the attainment of their surgical qualification is of a sufficiently high

standard and duration.

### 1.3.2. Partially Comparable

Partially comparable applicants have been deemed by the OTSS to have gaps in either knowledge, skills, or both in comparison to the standard of an Australian or New Zealand trained specialist commencing practice (at the level of a newly qualified RACDS OMS Fellow).

A SIMG is deemed to be Partially Comparable when:

- a) there is evidence of recency of surgical practice in the full scope of OMS; and
- b) there is evidence of completion of a specialist training program comparable to the RACDS OMS Training program, including a research component; and
- c) the applicant has not completed a comparable exit examination equivalent to the RACDS OMS Fellowship Examinations and/or the depth and scope of surgical practice in the specialty of OMS since the attainment of their surgical qualification is not of a sufficiently high standard or duration.

### 1.3.3. Not Comparable

Not comparable applicants have been deemed by the OTSS to not be at the standard of an Australian or New Zealand trained specialist commencing practice (at the level of a newly qualified RACDS OMS Fellow). An applicant deemed not comparable has been assessed as unable to reach comparability within 24 months of full-time supervised practice.

Applicants who meet one or more of the following criteria are deemed Not Comparable to an Australian-trained OMS Specialist:

- a) Failure to demonstrate completion of a specialist training program comparable to the RACDS OMS Training program, including a research component.
- b) Failure to demonstrate that specialist training in OMS took place after obtaining both medical and dental undergraduate qualifications.
- c) Failure to demonstrate completion of a full year of surgery in general whilst occupying a post in a hospital that is approved for surgical training prior to the commencement of specialist medical training in the field of OMS.
- d) Failure to demonstrate completion of a specialist training program in Oral and Maxillofacial Surgery which is at least 4 years in duration.
- e) Failure to demonstrate completion of a specialist training program which covers the full scope of OMS.
- f) Failure to demonstrate consultant level experience in OMS.

- g) Failure to demonstrate recency of clinical practice of OMS.

#### 1.4. Pathways to Specialist Registration

SIMGs will be required to satisfactorily complete the following requirements before being considered comparable to Australian or New Zealand trained OMS specialist commencing practice (i.e., at the level of a newly qualified RACDS OMS Fellow).

Following satisfactory completion of the requirements, the OTSS will recommend the applicant be recognised as an OMS specialist and eligible to apply for specialist registration. Application for the award of RACDS (OMS) Fellowship is a separate process in accordance with the RACDS Admission to Fellowship Policy.

##### 1.4.1. Substantially Comparable

- a) Undertake three to 12 months full time equivalent supervised practice with a supervisor approved by the OTSS.
- b) Maintain work-based assessments and logbook during the period of supervised practice.
- c) Complete continuing professional development activities.
- d) Other assessments determined by the OTSS.

##### 1.4.2. Partially Comparable

- a) Undertake six to 24 months full time equivalent supervised practice with a supervisor approved by the OTSS.
- b) Maintain work-based assessments and logbook during the period of supervised practice.
- c) Pass the OMS Fellowship Examinations within the number of attempts stipulated by the Committee.
- d) Complete continuing professional development activities.
- e) Other assessments determined by the OTSS

##### 1.4.3. Not Comparable

- a) Applicants who are deemed Not Comparable are not eligible to apply for the award of RACDS (OMS) Fellowship. They may re-apply for specialist assessment after undertaking more than 24 months of upskilling and supervised practice.

#### 1.5. Notification and Acceptance of Outcomes

1.5.1. Following a document-based assessment, or a document-based assessment and assessment interview, the OTSS will notify the SIMG, AMC and MBA of the interim or final assessment outcome within three to six months.

1.5.2. A SIMG assessed as Partially or Substantially Comparable has 28 days from the date of notification to accept the outcome in writing. If RACDS receives no response within 28 days, the SIMG will be treated as having rejected the decision.

1.5.3. Where a SIMG is assessed as Not Comparable and RACDS receives no response within 28 days, the SIMG will be treated as having accepted the decision.

## **2. VOCATIONAL ASSESSMENT IN NEW ZEALAND**

### **2.1. Assessment Application**

2.1.1. Specialist International Medical Graduates (SIMG) with primary medical qualifications listed in the World Directory of Medical Schools (WDOMS) and OMS specialist qualifications can apply for assessment of comparability to the standard of an OMS specialist trained in New Zealand under the vocational pathway (specialist recognition).

2.1.2. The comparability assessment may comprise a preliminary document-based assessment only (i.e., preliminary advice) or a final document-based assessment and face-to-face interview (i.e., final advice). Refer to Appendix 2 for further information on the assessment process.

### **2.2. Assessment Standards**

2.2.1. The OTSS assesses the SIMG's qualifications, training, and experience for equivalence to the New Zealand or Australasian Fellowship. The MCNZ requires advice on the appropriate supervision period and if any additional assessment may be required.

2.2.2. The standards for assessing an equivalent training program and exit examination are specified in section 3.2. of this policy.

### **2.3. Assessment Recommendations**

2.3.1. The OTSS determines whether the SIMG's qualifications, training, and experience:

- a) Appear equivalent to an OMS specialist registered within the same vocational scope of practice which holds the FRACDS (OMS); or
- b) Appear as satisfactory as (i.e., nearly equivalent to) an OMS specialist registered within the same vocational scope of practice who holds the FRACDS (OMS); or
- c) Appear neither equivalent to nor as satisfactory as (i.e., nearly equivalent to) an OMS specialist registered within the same vocational scope of practice who holds the FRACDS (OMS), so the SIMG requires further

formal training to meet the required standard.

#### 2.4. Pathways to Specialist Registration

2.4.1. A SIMG who holds a vocational registration must apply to the AMC and RACDS for specialist recognition if they wish to practice in Australia. Application for the award of RACDS (OMS) Fellowship is a separate process in accordance with the RACDS Admission to Fellowship Policy.

#### 2.5. Notification and Acceptance of Outcomes

2.5.1. The MCNZ will notify the SIMG of its decision on the application for vocational registration and the recommendation of the OTSS. The SIMG must commence a period of supervised/assessed clinical practice within two years from notification.

### 3. APPEALS

3.1. A SIMG undergoing specialist assessment in Australia may appeal the final assessment (i.e., Not Comparable, Substantially Comparable) within 30 days of notification subject to the RACDS Reconsideration, Review, and Appeals Policy.

3.2. Appeals related to vocational assessment and registration in New Zealand must be directed to the MCNZ in accordance with their policies.

### 4. RELATED DOCUMENTS

4.1. This policy must be read with reference to the following:

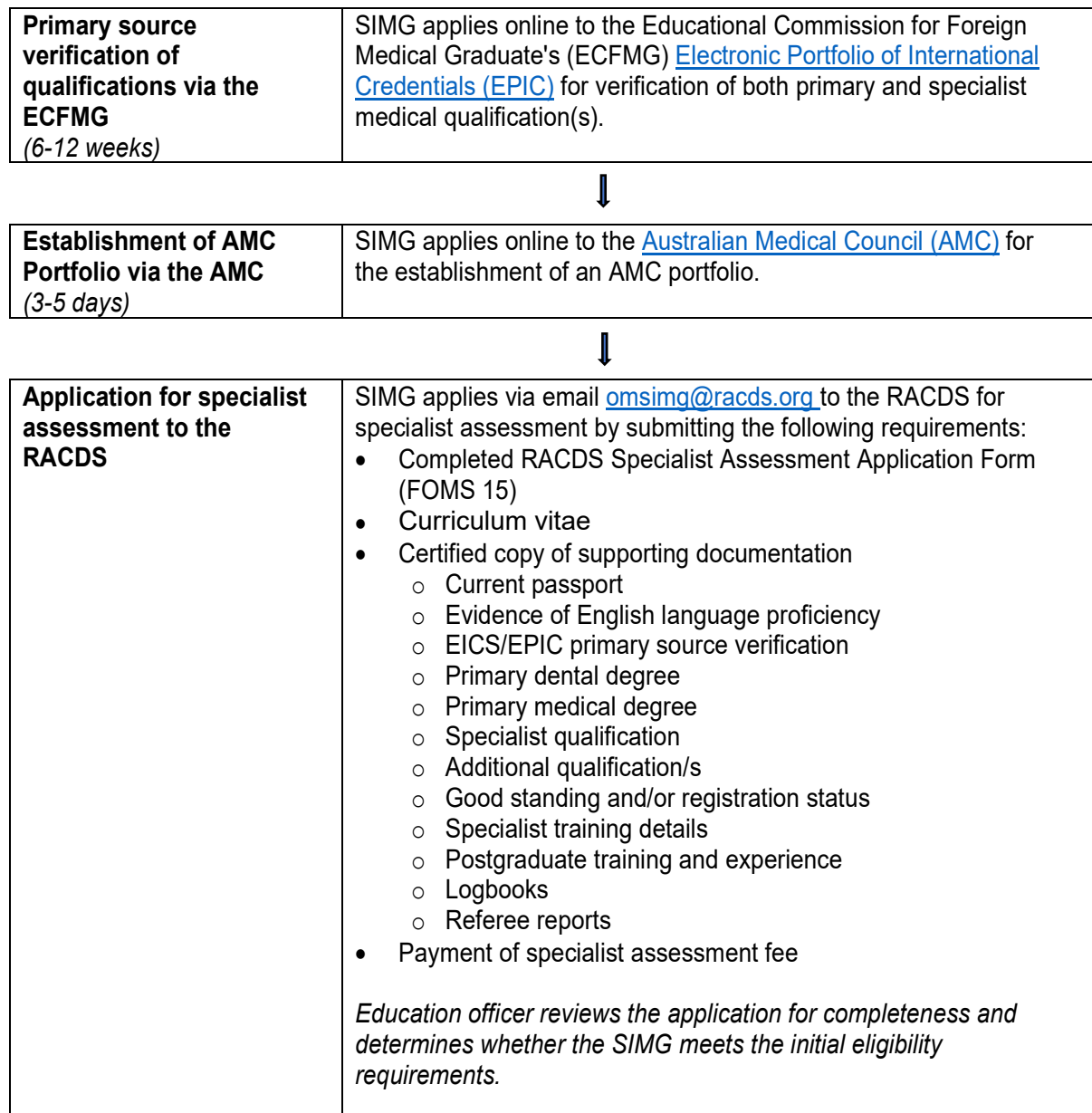
- a) RACDS Oral Maxillofacial and Surgery Handbook
- b) RACDS Admission to Fellowship Policy
- c) RACDS Reconsideration, Review, and Appeals Policy
- d) MBA Specialist Medical College Assessment of SIMG Standards
- e) MBA Registration Standard for Specialist Registration
- f) MBA Supervised Practice for International Medical Graduates Guidelines
- g) MCNZ Registration Within a Vocational Scope of Practice Policy
- h) MCNZ Registration in New Zealand Policy
- i) MCNZ Vocational Practice Assessments Policy



## Appendix 1: Specialist Assessment of Comparability Process (Australia)

The specialist pathway is for overseas-trained Oral and Maxillofacial Surgery (OMS) specialists applying for assessment of comparability to the standard of an OMS specialist trained in Australia (specialist recognition).

The Overseas Trained Specialist Subcommittee (OTSS) of the Accreditation Committee assesses the training and experience of the specialist international medical graduate (SIMG) for comparability with the training and experience of Australian trained OMS specialist, and the skills standard required to practise in Australia. The OTSS makes decisions on a case-by-case basis. However, it is unlikely that any qualification will show direct equivalence as no other specialist training program is blueprinted to the RACDS Accredited Training in OMS Curriculum.



<p><b>Interim assessment</b></p> <p><i>(MBA benchmark: document review within six weeks; interview within three months; interim assessment decision within 14 days after interview)</i></p>	<p>OTSS undertakes a paper-based review of the application and may interview the SIMG before interim and/or final assessment. OTSS gives SIMG a summary of the preliminary review (SPR) before or after the interview to ensure they considered and assessed all the information provided. Moreover, this is the SIMG's opportunity to provide clarification or submit additional evidence if there are errors of fact, perceived gaps, or omissions in the information assessed.</p> <p>Possible outcomes:</p> <ul style="list-style-type: none"> <li>• Not comparable – conclusion of application (i.e., final assessment)</li> <li>• Partially comparable – SIMG required to pass the OMS Fellowship Examinations and undertake 6-24 months FTE supervised practice in four years.</li> <li>• Substantially comparable – SIMG required to undertake 3-12 months FTE supervised practice in two years.</li> </ul> <p>The length of time permitted to lapse between the interim assessment decision and the start of practice shall not be greater than 24 months.</p> <p><i>Education officer sends Board of Studies-approved MBA Report 1 – Interim assessment outcome to SIMG and uploads to AMC portal.</i></p>
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<p><b>Final assessment</b></p> <p><i>(MBA benchmark: final assessment decision within two months after completion of requirements)</i></p>	<p>OTSS reviews the supervisor reports and/or examination results of the SIMG and makes a final assessment.</p> <p>Possible outcomes:</p> <ul style="list-style-type: none"> <li>• Not comparable – SIMG did not satisfactorily complete requirements and is not eligible to apply for specialist registration.</li> <li>• Substantially comparable – SIMG satisfactorily complete requirements and is eligible to apply for specialist registration. Application for the award of RACDS (OMS) Fellowship is a separate process in accordance with the RACDS Admission to Fellowship Policy.</li> </ul> <p><i>Education officer sends Board of Studies-approved MBA Report 2 – Final assessment outcome to SIMG and uploads to AMC portal.</i></p>
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## Appendix 2: Vocational Assessment of International Medical Graduate Process (New Zealand)

The vocational registration pathway is for overseas-trained Oral and Maxillofacial Surgery (OMS) specialists applying for assessment of comparability to the standard of an OMS specialist trained in New Zealand.

The Overseas Trained Specialist Subcommittee (OTSS) of the Accreditation Committee acts as an advisory body and makes recommendations on the suitability of international medical graduates (IMG) for vocational scope registration.

<p><b>Assessment of fitness, competence, and qualification requirements for registration in a provisional vocational scope</b></p>	<p>IMG submits a vocational application (<a href="#">VOC3</a>) to the MCNZ. Council staff reviews the application for completeness and determines whether the IMG meets the initial fitness and competence requirements for provisional vocational registration.</p> <p>MCNZ sends all information related to the IMG's qualifications, training, and experience to the OTSS for advice on:</p> <ul style="list-style-type: none"> <li>• the relative equivalence of the IMG's qualifications, training and experience to the New Zealand or Australasian Fellowship; and</li> <li>• the appropriate supervision period, and if any additional assessment may be required.</li> </ul> <p><b>Types of advice requested from the OTSS:</b></p> <ul style="list-style-type: none"> <li>• Preliminary advice (if the IMG is overseas) by paper-based assessment within six weeks</li> <li>• Final advice (if the IMG is in New Zealand) by paper-based assessment and interview within four months</li> </ul> <p>If preliminary advice indicates that the IMG is not suitable for provisional vocational scope registration, then the IMG may go to New Zealand to attend interview for final advice or withdraw application.</p>
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<p><b>Decision on the IMG's eligibility for provisional vocational scope registration</b></p>	<p>After the final advice is received, the MCNZ decides whether the IMG can proceed to provisional vocational registration.</p> <p>Types of decision:</p> <ul style="list-style-type: none"> <li>• Preliminary decision (if the IMG is overseas) – IMG may start work under the provisional vocational (assessment pathway) but must attend interview with OTSS upon arriving in New Zealand.</li> <li>• Final decision (if the IMG is in New Zealand) – ineligible/unsuitable, eligible, or can continue based on the MCNZ's preliminary decision.</li> </ul>
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<p><b>Approval of employment / position and supervision plan (starting work in New Zealand)</b></p>	<p>Before the IMG can start work in New Zealand, the IMG's employment / position and supervision plan must be approved by the MCNZ.</p> <ul style="list-style-type: none"> <li>• Supervision pathway – IMG must meet the MCNZ guidelines outlined in <a href="#">Orientation, Induction and Supervision</a>.</li> <li>• <b>Assessment pathway</b> – MCNZ seeks advice from OTSS on the employment, position, and supervision plan.</li> </ul>
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<p><b>Decision to grant vocational registration</b></p>	<p>IMG applies for a change of scope from a provisional vocational to a vocational scope of practice once the supervision and / or assessment requirements are satisfactorily met. Application for the award of RACDS (OMS) Fellowship is a separate process in accordance with the RACDS Admission to Fellowship Policy.</p>
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