



PMCT
POSTGRADUATE
MEDICAL EDUCATION
COUNCIL OF TASMANIA

A guide for
IMGs living
in Tasmania

| Welcome to
Tasmania





Section 1

Welcome to Tasmania

An overview of PMCT, Governing Bodies and Training

Postgraduate Medical Education Council of Tasmania

The Postgraduate Medical Education Council of Tasmania (PMCT) is the organisation responsible for prevocational medical education in Tasmania. Prevocational doctors are those who have not yet commenced vocational training with a college (usually doctors in their first two to three years post qualification). PMCT also has a role in the education and support of International Medical Graduates (IMGs) working in Tasmanian public hospitals.

PMCT is a not-for-profit organisation, which is independent of the Department of Health and Human Services, but which receives the majority of its funding from this Department.

PMCT is responsible for the education of doctors in their early postgraduate years (PGY1 to PGY3) and the accreditation of training sites and training posts for junior doctors in Tasmania.

PMCT employs staff at each of Tasmania's public hospitals to ensure the appropriate education, supervision and support for prevocational doctors in the hospital system.

PMCT is also an active participant in the Confederation of Postgraduate Medical Councils in Australia, thus facilitating close collaboration between the States in early postgraduate medical education. Further information about PMCT's activities can be found at www.pmct.org.au

Medical Board of Tasmania (MBA)

The Medical Board of Australia (MBA) is responsible for:

- registering medical practitioners and medical students
- developing standards, codes and guidelines for the medical profession
- investigating notifications and complaints about medical practitioners
- where necessary, conducting panel hearings and referring serious matters to Tribunal hearings
- assessing international medical graduates who wish to practise in Australia, and
- approving accreditation standards and accredited courses of study.

The National Board of the MBA is supported by boards in each state and territory. They have the delegated powers to make individual registration and notification (complaints) decisions, based on the national policies and standards set by the National Board.

Each state and territory board also has a number of committees to deal with certain decisions. For example, a registration committee, health committee, immediate action committee and notifications committee.

www.medicalboard.gov.au/About/State-and-Territory-Medical-Board-Members/The-Tasmanian-Board-of-the-Medical-Board-of-Australia.aspx

Australian National Health Practitioner Regulation Authority (AHPRA)

The MBA is supported by the Australian Health Practitioner Regulation Agency (AHPRA). AHPRA has a national office based in Melbourne and offices in every state and territory to support local boards and committees. Further information can be found at www.ahpra.gov.au/

Australian Medical Council (AMC)

The role of the Australian Medical Council (AMC) is to ensure that standards of education, training and assessment of the medical profession promote and protect the health of the Australian community. The AMC is an independent national standards body for medical education and training. Further information can be found at www.amc.org.au/about

Specialist Colleges

The MBA provides a list of specialties, fields of specialty practice and related specialist titles. For further information visit www.medicalboard.gov.au/Registration/Types/Specialist-Registration/Medical-Specialties-and-Specialty-Fields.aspx

Workplace-based assessment (standard pathway)

Some IMGs in the Standard Pathway can have their clinical skills and knowledge assessed in the workplace by AMC-accredited providers as an alternative to the AMC Clinical Examination. Workplace-based assessment of your performance in everyday clinical practice in the Australian healthcare setting tracks your progress in integrating clinical knowledge and skills as a basis for safe and effective clinical judgments and decision making. It also assesses how well you deal with patients and whether you work productively in a team of healthcare professionals.

The content and the assessment standard of accredited workplace-based assessment programs are approved by the AMC and overseen by members of the AMC Board of Examiners, who ensure that the format and content of the assessments are consistent with the required standard.

The assessment methods for workplace-based assessment programs are rigorous and structured. Disciplines covered include medicine; surgery; obstetrics and gynaecology; paediatrics; emergency medicine and psychiatry.

wbaonline.amc.org.au/
www.amc.org.au/assessment/pathways/standard/wba

Eligibility

To be eligible to undertake the Standard Pathway - Workplace Based Assessment in Tasmania you will need to secure employment as a medical practitioner at one of the following hospitals.

- North West Regional Hospital
- Mersey Community Hospital
- Royal Hobart Hospital
- Launceston General Hospital

You must also provide evidence that you have successfully completed the AMC CAT MCQ Examination and be successful in applying for Limited Registration with the Australian Health Practitioner Regulation Agency (AHPRA).

You will need to have fulfilled the following requirements to apply for limited registration.

- English language skills - as per registration standard: English language skills
- Recency of practice - as per registration standard: Recency of practice
- Evidence of primary degree in medicine and surgery (evidence of primary source verification)
- Evidence of successful completion of internship or comparable
- Provide details of past registration history
- Contract of employment at one of the hospitals mentioned above.

For further information about work based training contact:

Launceston General Hospital	Launceston General Hospital; North West Regional Hospital, Burnie; Mersey Community Hospital, Latrobe; and Royal Hobart Hospital, Tasmania	Ms Debbie West Project Manager, WBA P: 03 6777 4344
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Cultural training and the Health System in Australia

There are a number of online training modules we recommend that you complete which provide information on cultural training and the health system in Australia. The links to these sites are below. Please note that the first link is to the ACEM training package – although this takes several hours to complete it is a very valuable resources for those doctors new to Australia.

- <https://acem.org.au/Content-Sources/Advancing-Emergency-Medicine/Cultural-competency/Indigenous-Health-and-Cultural-Competency-Resource>
- <https://rhce.ruralspecialist.org.au/courses/health-management-in-rural-settings-2/>
- <https://rhce.ruralspecialist.org.au/courses/indigenous-health-cultural-learning/>
- <https://rhce.ruralspecialist.org.au/courses/intercultural-learning/>
- <https://elearning.acem.org.au/course/view.php?id=659>

Graded Assertiveness

Occasionally you may not agree with a management plan, action or behaviour, or you may think there is a potential error. Even if the doctor or health professional is senior to you it is important to speak up. Graded assertiveness is a communication technique that can allow anyone to challenge an action or behaviour they think is inappropriate. For further information and tips on using graded assertiveness visit:

https://onthewards.org/wp-content/uploads/2017/01/Graded_Assertiveness.pdf

<https://trauma.reach.vic.gov.au/guidelines/teamwork-and-communication/dealing-with-issues>



Section 2

Support & community services for doctors & their families in Tasmania

Migrant Resource Centre

<http://mrchobart.org.au/information-and-referral-service-for-new-arrivals/>

Moving to a new country can be exciting and rewarding but challenging at the same time.

To help you make your temporary or permanent home in Tasmania, the Tasmanian Government funds an Information and Referral service for new arrivals, which can assist you with many of the initial issues you may have such as:

- Finding a place to live
- Getting connected – utilities, phone and internet
- Learning English
- Enrolling your child in day-care or a school
- Finding a family doctor
- Exchanging money and shopping
- Obtaining your driver's licence
- Using public transport
- Getting to know your local community – social, sporting and recreational opportunities
- Studying options
- Applying for a tax file number
- Finding a job or having job issues
- Applying for citizenship
- And many more questions and issues you may have

Depending on your location contact one of the centres below for advice:

Devonport: Corner of Best and Rook Street, 2nd floor, Phone: 64235598

Burnie: 2 Spring Street, Phone: 64319476

Launceston: 95-99 Cameron Street, Phone: 03 6332 2211

Hobart: Glenorchy: Level 2, 1a Anfield Street: Phone: 03 6221 0999

Centrelink

If you have an eligible visa or are a permanent resident and you are living in Australia, Centrelink you may be eligible for a range of payments and services to support you.

www.humanservices.gov.au/customer/subjects/payments-visa-holders

Section 3

Important things to do as soon as possible after you arrive in Australia

1. Apply for a Tax File Number (TFN)

To receive income in Australia you need a Tax File Number (TFN). Temporary residents are required to pay taxes on income earned in Australia. Most temporary residents do not have access to social welfare benefits or national public health cover Medicare.

Income includes wages or salary from a job or payments from the government, money earned from investments including interest on savings accounts. Only one TFN will ever be issued to you. Once you have a TFN, you don't need to re-apply for one if your circumstances change, for example, if you change your name, have investments or claim government benefits. You do not require a TFN to work in Australia, but it is to your advantage to have one. If you do not, you may pay higher tax and have no entitlement to government benefits that you may otherwise be eligible for. Residents and temporary visitors are required to pay taxes on income earned in Australia.

Who can apply for a tax file number online?

You can apply for a tax file number (TFN) online only if you are currently in Australia and you have:

- a valid permanent migrant visa
- a valid visa with work rights
- a valid overseas student visa
- a valid visa allowing you to stay in Australia indefinitely

Visitors and permanent migrants need authorisation from the Department of Immigration and Border Protection (DIBP) to work in Australia. Note - solely receiving a TFN is not an authorisation for you to work in Australia.

www.ato.gov.au/individuals/tax-file-number/apply-for-a-tfn/foreign-passport-holders,-permanent-migrants-and-temporary-visitors---tfn-application/

Tax Basics

The Australian Tax Office controls all aspects of taxation in Australia. The financial year runs from 1 July to 30 June the following year. Your income is declared on your tax return each year. You may be able to do this online or have a financial tax agent assist you.

The link below provides information on the types of income you need to declare: www.ato.gov.au/Individuals/Income-and-deductions/Income-you-must-declare/

If you need more information, visit your nearest ATO shopfront or phone **13 28 61**. If you need English language support, phone the Translating and Interpreting Service on **13 14 50**.

Launceston ATO Service Centre 8 Boland St Tasmania 7250.
Appointments by videoconference bookings essential phone **13 28 61**

Hobart ATO Service Centre 30-38 Barrack St Tasmania 7000.
Appointments by videoconference bookings essential phone **13 28 61**

2. Medicare Services

Provider Number for Health Professionals

If you are a graduating health professional or are new to Australia and will be working as an International Medical Graduate, **you need to register for a Medicare provider number**. It is important to get your application in early. The processing timeframe for applications is up to 6 weeks. This number identifies you as a health professional at your practice location.

www.humanservices.gov.au/health-professionals/services/medicare/medicare-provider-number-health-professionals

Medicare administer and pay Medicare benefits on behalf of the Department of Health. Medicare provides access to a range of medical services, lower cost prescriptions and free care as a public patient in a public hospital.

Medicare Services for you and your Family

Certain categories of visitors to Australia and eligible Australian residents can enrol in Medicare and access these services. It is important to visit a Medicare Office 7-10 days after arriving in Australia and bring your passport and travel documents. Further information about Medicare services is at:

www.humanservices.gov.au/customer/subjects/medicare-serviceses

Medicare offices are also located at:

Devonport - Medicare Devonport Service Centre, 167 William Street

Burnie - Medicare Burnie Service Centre, 23 Marine Terrace

Launceston - Medicare Launceston, 90 St John Street

Hobart - Medicare Hobart, 30-38 Barrack Street

Reciprocal Health Care Agreements

May help cover costs when visitors from certain countries come to Australia.

www.humanservices.gov.au/customer/services/medicare/reciprocal-health-care-agreements

Private Health Insurance

If Medicare is not able to provide service to you due to your residency status there are also many different private health insurance options you may wish to consider. Private Health insurance may cover costs for your treatment in a private hospital and can include some services Medicare does not cover such as dental, optical, physiotherapy and ambulance transport. If you wish to purchase private health cover it is important to compare different funds and what they cover for the price.

Health Checks

Applicants for temporary visas may be required to undergo a medical examination, chest x-ray and/or other tests depending on how long they propose to stay in Australia, their intended activities in Australia, their country's risk level for tuberculosis and other factors. The department will provide applicants with details of the health checks required.

Life in Australia

For information on the life style in Australian, Australian values, beginning life in Australia and permanent residency visit <http://www.border.gov.au/Trav/Life>

3. Open a bank account

In Australia, most income including salary or wages are paid directly into a bank account. To open a bank account you will need to take your passport and other documents to prove your identity. There are numerous banks and credit unions available in Tasmania.



4. Learning English

You may be eligible for the Australian Migrant English Program if you are a permanent resident or hold an eligible temporary visa. For further information visit www.education.gov.au/adult-migrant-english-program-0

Some local Libraries may offer English classes;

Burnie Library 30 Alexander Street, telephone 6477 7400

Devonport Library 21 Oldaker Street, telephone 6478 4232

Hobart Linc 91 Murray Street, telephone 6165 5597

Launceston Linc 71 Civic Square, telephone 6777 2446

Personal Interpreting Assistance

The Translating and Interpreting Service (TIS National) has a long history of providing language services in Australia. TIS National delivers Multicultural Access and Equity to the diverse Australian community by:

- providing an immediate phone interpreting service 24 hours a day, every day of the year
- providing free interpreting services to non-English speakers (in the majority of cases)
- providing free interpreting services to eligible agency clients on behalf of DSS' Free Interpreting Service
- providing a range of interpreting service options to meet your needs
- providing a range of informative publications and promotional materials about our services
- providing translated multilingual information and resources.
www.tisnational.gov.au/

5. Enrol your children in school

If you have children you should enrol them in school as soon as possible. The Department of Education is responsible for education from the early years to Year 12 and Vocational Education and Training (VET) delivered through senior secondary schools, colleges, Trade training Centres as well as adult learning (LINC).

There are 192 Tasmanian government schools and eight senior secondary colleges grouped into three Learning Service areas: North, North-West and South. Teachers in Tasmanian government schools are required to be qualified of good character, and registered with the Tasmanian Teachers Registration Board.

Information about the location of schools, term dates and parent/student responsibilities can be found at www.education.tas.gov.au/Pages/default.aspx

You may need care for your child before or after school, or during school holidays.

Many schools have arrangements with local education and care centres for outside school hours care, and there are an increasing number of services on school sites. These services generally cater for children aged 5 to 12 years, although kindergarten children are sometimes included.

Some family day carers also offer out of school hours care - this can be arranged through your local Family Day Care Scheme.

Information about services available in your local community can be obtained from:

- Australian Government's Child Care Access Hotline phone 1800 670 305. A Translator Information Service is also available.
- Department of Education, Education and Care Unit, phone (03) 616 55 425 or 1800 816 057

Immunisation for school and child care aged children

Under the *Public Health Act 1997* parents and guardians must give schools and daycare facilities information about their child's vaccinations. This aims to stop the spread of illness and disease. If your child is starting school or childcare, you must provide a written statement on whether your child is immunised. For more information you can use this web site link or speak to

your doctor, your child health nurse or contact The Department of Health and Human Services Hotline is available on 1300 135 513. www.dhhs.tas.gov.au/publichealth/communicable_diseases_prevention_unit/immunisation/childhood

6. Apply for a Driver's License

You will need to visit any Service Tasmania shop to obtain a driving permit – you will need to take your driver's license and passport. You can drive in Tasmania on your overseas license if you are a visitor OR have a temporary visa (e.g. international students, refugees, working, holiday) OR have a permanent visa that has not been issued more than 3 months, as long as you meet the requirements. See the web site via the link for all the information related to driving. <http://www.transport.tas.gov.au/licensing/newtotas>

Service Tasmania Shops:

Devonport 21 Oldaker Street, phone 1300 135 513

Ulverstone 54-56 King Edward Street, phone 1300 135 513

Burnie Reece House 48 Cattley Street, phone 1300 135 513

Launceston 1 Civic Square, phone 1300 135 513

Hobart LINC Bligh Street Rosny Park, 1300 135 513

Section 4

Basic information about how the health system operates in Australia



Complexity is unavoidable in providing a multi-faceted and inclusive approach to meeting the health system needs of Australia's many and varied residents, when those needs are shaped by many and varied factors, including gender, age, health history and behaviours, location, and socioeconomic and cultural background.

Behind the scenes of the health system is a network of governance and support mechanisms that enable the policy, legislation, coordination, regulation and funding aspects of delivering quality services. Governance, coordination and regulation of Australia's health services is a big job, and is the joint

responsibility of all levels of government, with the planning and delivery of services being shared between government and non-government sectors.

Australia's health-care system is a multi-faceted web of public and private providers, settings, participants and supporting mechanisms. Health providers include medical practitioners, nurses, allied and other health professionals, hospitals, clinics and government and non-government agencies. These providers deliver a plethora of services across many levels, from public health and preventive services in the community, to primary health care, emergency health services, hospital-based treatment, and rehabilitation and palliative care.

Public sector health services are provided by all levels of government: local, state, territory and the Australian Government. Private sector health service providers include private hospitals, medical practices and pharmacies.

Although public hospitals are funded by the state, territory and Australian governments, they are managed by state and territory governments. Private hospitals are owned and operated by the private sector. The Australian Government and state and territory governments fund and deliver a range of other health services, including population health programs, community health services, health and medical research, Aboriginal and Torres Strait Islander health services, mental health services, and health infrastructure.

Medicare

The Australian Government's funding contributions include a universal public health insurance scheme, Medicare. Medicare was introduced in 1984 to provide free or subsidised treatment by health professionals such as doctors, specialists and optometrists.

The Medicare system has 3 parts: hospital, medical and pharmaceutical. The major elements of Medicare include free treatment for public patients in public hospitals, the payment of benefits or rebates for professional health services listed on the Medicare Benefits Schedule, and subsidisation of the costs of a wide range of prescription medicines under the Pharmaceutical Benefits Scheme.

A person can have Medicare cover only, or a combination of Medicare and private health insurance coverage.

The government-funded schemes and arrangements aim to give all Australians access to adequate, affordable health care, irrespective of their personal circumstances. The schemes are supplemented by social welfare

arrangements, such as smaller out-of-pocket costs and more generous safety nets for those who receive certain income-support payments.

Medicare benefits are based on a schedule of fees (the Medicare Benefits Schedule, or MBS), which are set by the Australian Government after discussion with the medical profession. Practitioners are not required to adhere to the schedule (except for optometry) and can charge more than the scheduled fee. In these instances the patient is required to pay the extra amount, often called a 'gap' payment.

Medicare also subsidises a wide range of prescription pharmaceuticals under the Pharmaceutical Benefits Scheme (PBS). Under the PBS, Australians pay only part of the cost of most prescription medicines bought at pharmacies. The rest of the cost is covered by the PBS. The amount paid by the patient varies and is lower for those with concession cards.

Where do I go for more information?

www.humanservices.gov.au/health-professionals

Tasmanian Department of Health and Human Services

Support the executive and statutory roles of the Tasmanian Minister for Health and Minister for Human Services, as well as monitoring the performance of the Tasmanian public health system through the services delivered by the Tasmanian Health Service. DHHS also has a major role in direct service provision. Our four operational Groups (Ambulance Tasmania; Children and Youth Services; Housing, Disability and Community Services; and Public Health Services) deliver a range of essential public services.

www.dhhs.tas.gov.au/about_the_department

Australian private hospitals

Private hospitals are owned and operated by not-for-profit religious and charitable institutions or commercial enterprises. Those services provided to patients are partially or fully subsidised from sources including private health insurance funds, the Department of Veterans' Affairs, Medicare, the Pharmaceutical Benefits Scheme, third party insurers and patients themselves.

Public hospitals receive a significant amount from insurance funds. All public and private hospitals are required to be accredited against a nationally consistent and uniform set of measures known as National Safety and Quality Health Service Standards (NSQHS Standards) developed by Australian Commission on Safety and Quality in Health Care (ACSQHC).

Furthermore, 294 private hospitals are participating in the Australian Government's My Hospitals website which provides information about individual hospital performances, including hospital services, patient admissions, waiting times for elective surgery and emergency department care, measures of safety and quality, cancer services and hospital accreditation.

privatehospitals.org.au/voice-of-reason/dispeiling-the-myths/

Further information about Australia's Health System can be found at <https://beta.health.gov.au/about-us/the-australian-health-system>



This guide was prepared by
Lynn Hemmings and Thi Han Linn
PMCT

We welcome your
comments and feedback
office@pmct.org.au

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