



The role of Overseas Doctors in the New Zealand Medical Workforce

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Statistics

- New Zealand has 11,854 practising doctors.
- 1,065 new overseas trained doctors registered in the last year compared to 296 New Zealand trained doctors.

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Statistics

- 31 (60%) of the 52 overseas trained doctors who sat, passed NZREX.
- 1034 registered through other Council pathways.
- The overseas trained doctors came from 68 different countries.

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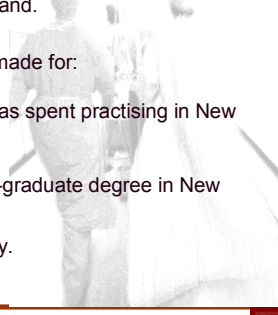
Defining IMG

An IMG is a doctor with an overseas primary medical qualification working in New Zealand.

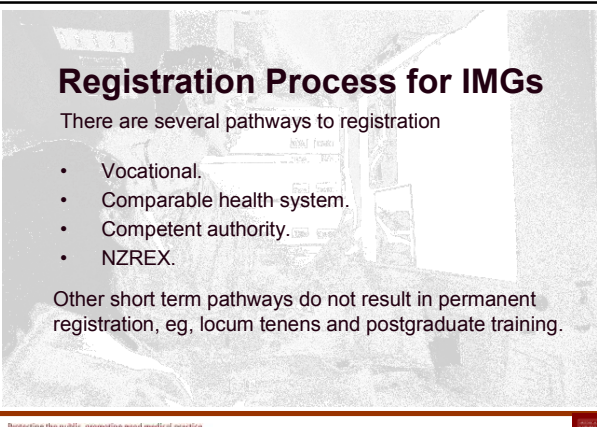
Considerations are not currently made for:

- The length of time the doctor has spent practising in New Zealand.
- If the doctor has gained a post-graduate degree in New Zealand or passed NZREX.

This is not the norm internationally.



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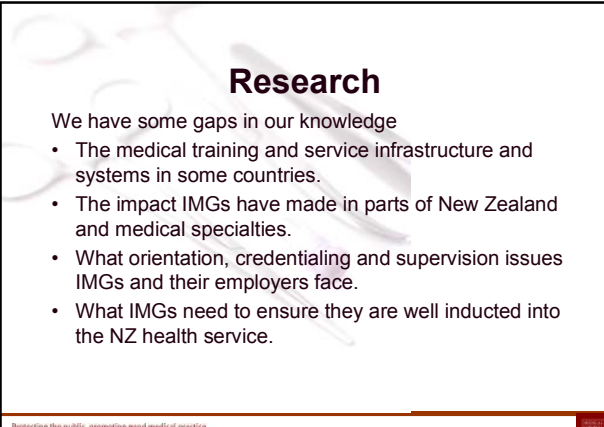
Registration Process for IMGs

There are several pathways to registration

- Vocational.
- Comparable health system.
- Competent authority.
- NZREX.

Other short term pathways do not result in permanent registration, eg, locum tenens and postgraduate training.

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Research

We have some gaps in our knowledge

- The medical training and service infrastructure and systems in some countries.
- The impact IMGs have made in parts of New Zealand and medical specialties.
- What orientation, credentialing and supervision issues IMGs and their employers face.
- What IMGs need to ensure they are well inducted into the NZ health service.

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HDC Comments

- “Quite often I pick up ...
- “But putting aside any question of racism ...
- “We are increasingly going to strike doctors with foreign accents ...

And Alec Ekeroma ...

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Council's Purpose

“... to protect the health and safety of the public”.

Rigorous, fair and transparent policies

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Assessing Comparable Health Systems

To decide what constitutes a comparable health system the Council took the health data of 70 countries and matched these criteria:

Life expectancy, mortality rate, survival, registration system, doctors per capita, government expenditure on health, WHO achievement.



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22 Countries fit the description

Key features of the comparable health system pathway:

- No entry examination.
- ✓ IELTS exam or exemption.
- ♣ 36/48 months in a comparable country in a similar position.



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What we can do



Note: What we won't do is relax our rigorous assessment policies as the Council's primary purpose is to protect the health and safety of the public.

The Council:

- ✎ Is researching the needs of IMGs and the New Zealand health sector.
- ✎ Has established a working group with Chief Medical Officers in DHBs to review orientation, supervision and credentialing processes.

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Bridging Programme

- June 2000 - \$11.8M budget package
- Key criteria including PMQ and CGS
- Two-part programme
- Pass in NZREX
- Key statistics

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