



9 February 2024

Ms Rachel Koha
Team Leader Vocational Registration
Medical Council of New Zealand

By email: rkoha@mcnz.org.nz

Kia ora Rachel

Medical Council of New Zealand for IMG assessment response

Thank you for the opportunity to provide feedback on the fees set by the Medical Council of New Zealand for IMG assessment.

ANZCA strives to promote professional standards and patient safety in anaesthesia, perioperative medicine and pain medicine. ANZCA is very proud of the service it provides the Medical Council of New Zealand, and we value the positive and collaborative relationship we enjoy.

Outlined below is ANZCA's feedback on the advice on fees for assessment of IMGs:

Fee category	Direct costs	Indirect costs	General overheads
Assessment of documents (preliminary advice)	Assessor	DPA Annual salary: use top of ASMS scale NZD 267,980 FTE – works out at NZD \$145.64/hour Average 10 hours per assessment Administration staff \$41/hour Average 16 hours per assessment Video conferencing technology	Administration costs (30% overhead costs- office space, computer, Zoom license, phone, courier, photocopier) \$25,000 per annum
Interview with college	Panel	DPA Administration staff Community reps \$110/hour Average 3 hours	Administration costs
Re-evaluation	Assessor	DPA Average 3 hours	Administration costs
Advice on supervisor/employment	Assessor	DPA Average 3 hours	Administration costs
Advice on doctor's submission following Council's proposal to decline their application [not charged to applicant]	Assessor	DPA Administration staff Average 3 hours	Administration costs

*The current fees do not take into account cost of living and CPI for the following three years. The pursuit of SIMG registration in New Zealand is a complex task and the advisory role as a medical college serves a crucial role in assisting the Medical Council of New Zealand. In ANZCA's view the fees charged for providing advice to the Medical Council seeking the expertise and personalised guidance on provisional registration are only a contribution to the service and do not reflect the actual costs incurred by ANZCA.

ANZCA employs Directors of Professional Affairs (DPAs) who are all medically qualified and are Fellows of the College/Faculty. They are all part time, and most have other work as specialist anaesthetists or pain medicine specialists. They work with many departments across ANZCA and provide advice that is best given by someone with their specialised knowledge and expertise. While attached to a specific role, they can also be asked to work across departments if they have the relevant knowledge and expertise.

The DPA role is both **advisory**, to the CEO and to ANZCA Council and committees, and FPM Board and committees, and **executive**, through the assessor and other delegated processes. DPAs support the efficient and effective function of the College by virtue of their significant institutional knowledge, expertise and clinical background. It is supportive via a staff role, not leading through governance roles.

The DPA SIMG: approves reports received and position descriptions for SIMGs being assessed and assists the SIMG department in administering the SIMG assessment process. They provide written advice on preliminary assessment of SIMGs, take part in SIMG interviews and assist in preparation of documents that support the SIMG process. Employment of senior fellows for these roles enables speedy and reliable responses to MCNZ requests.

The advice types are as described:

- the paper-based assessment (RGR6)
 - Requests received from MCNZ, download documents. Complete the RGR6 template with the candidate's details, load documents onto ANZCA Connect and create a database record for them. Send request to Director of Professional Affairs (DPA) with link to documents, once the DPS has completed the RGR6 then it is sent through to MCNZ, request an invoice for our fee and update database. Ensure all documents are filed. There is no direct contact with the candidate. Salary costs for this process are incurred.
- the interview assessment (RGR7)
 - Request the request from MCNZ, download documents and prepare them for the panel (between 100-800 pages, so separate out curriculum, logbooks, etc and create bookmarks for each section). Liaise with both candidate and panel members for a suitable date (email) and once confirmed, send calendar/Zoom invitation (all interviews are done by Zoom, as per MCNZ expectations) to all and official email with details to candidate. Prepare RGR7 template with candidate's details, plus two ANZCA forms and add all to ANZCA Connect. Add candidate to the database and/or update interview details. In the week before the interview remind both panel and candidate (email). After the interview send documentation through to MCNZ, request the invoice and update database with the outcome. Ensure all documents are filed. When MCNZ contact the candidate with the outcome, file these documents. The interview panel is made up of two suitably qualified ANZCA fellows who give their time pro-bono as a professional commitment, an ANZCA salaried DPA and a paid community representative form part of this process. Each interview lasts on average 60-90 minutes, with on average 90 minutes preparation time.

- the (paper-based) re-evaluation of the equivalence of the applicant's qualifications, training and experience
 - The process is to liaise with the candidate and reconvene the panel attend a 45-minute meeting in the evening and send the candidate the outcome. The meeting is made up of suitably qualified ANZCA fellows who give their time pro-bono as a professional commitment, a salaried DPA and a paid community representative are also present.
- on the suitability of position and supervision arrangements (when requested separately from advice on equivalence – REG7), ANZCA understanding is that the RGR7 is the final advice after interview, and RGR8 was PD approval.
 - ANZCA's DPA makes a decision and advises MCNZ of that decision.
- providing advice on submissions made by applicants in response to Council's proposal to decline an application.
 - ANZCA does get involved in these, as above requests are rare.

Thank you for the opportunity to provide this information as part of the Memorandum of understanding (MoU) between the medical colleges and Te Kaunihera Rata o Aotearoa | Medical Council of New Zealand (Council), in association with the Council's 3-yearly review of medical college advice fees.

If you require any further clarity of any aspect of this feedback, please do not hesitate to contact Ms Stephanie Clare – Executive Director – NZ via email - sclare@anzca.org.nz

Ngā mihi.



Mr Nigel Fidgeon
Chief Executive Officer