

AMA International Medical Graduate Working Group (IMG-WG)

Terms of Reference

Endorsed by AMA Federal Council on 11 November 2023

Background

The Australian Medical Association (AMA) recognises the substantial contribution that International Medical Graduates (IMGs) make to the medical workforce and the delivery of health care in Australia, particularly in providing patients with access to care in under-serviced communities including rural and remote areas of the country.

The AMA acknowledges its role as the primary advocacy body for all doctors working in Australia, including IMGs. The role of the International Medical Graduate Working Group (IMG-WG) is to advise the AMA on what actions it can take to support IMGs progress to employment in safe work environments, and to pursue fulfilling careers as a valued and integral part of Australia's medical workforce. The advice from the IMG-WG will inform AMA policy and advocacy in support of IMGs.

The Role of the Working Group

The key objectives of the IMG-WG will be to recommend what actions the AMA can take to advocate for pathways to support work participation and career progression for IMGs and also provide advice on how to ensure membership of the AMA is relevant to IMGs.

The IMG-WG will:

1. Identify the barriers, enablers and gaps to workforce participation in Australia including but not limited to:
 - medical workforce planning and visa requirements
 - ethical recruitment
 - Medical Board of Australia (MBA) registration and other relevant standards
 - supervision and assessment
 - areas of need
 - pay and conditions
 - psychosocial safety and combating racism
 - access to support services.
2. Provide advice on what actions the AMA could take address gaps identified, including advocacy, policy, development and implementation of recommended initiatives and resources.
3. Provide advice on engagement and communication with IMG doctors and other relevant stakeholders.
4. Provide guidance and feedback on issues that arise in relation to the IMG workforce.

5. Provide advice on how the AMA and/or state/territory AMAs can provide services/activities that better meet the needs of IMGs (within resourcing constraints)
6. Provide input into projects that contribute to IMG-WG objectives.

Membership

It is intended that the IMG WG will reflect the diversity of IMGs working in Australia, taking into considerations such as residency status, career stage and country of origin. Its membership may be drawn from IMG members, IMGs put forward for consideration by state/territory AMAs, IMG representative organisations and suitably qualified candidates from the AMA's membership.

The IMG-WG may also co-opt members as required.

The IMG-WG will report to Federal Council and the Chair(s) will be appointed by the President.

Meeting arrangements

The IMG-WG will be established in December 2023 and will meet until December 2024 at which time the requirements for and role of the IMG-WG will be reviewed.

The IMG-WG will meet by videoconference as required, usually monthly, and/or at key points during the year.

Relevant papers/materials will be provided to members at least five (5) working days prior to the day of the meeting.

A brief report of the meeting will be drafted and circulated to members.

The general practice and workplace policy section at the AMA federal office will provide secretariat support to the IMG-WG. The federal office will be responsible for communicating with the IMG-WG about meeting arrangements.