



Pre Employment Structured Clinical Interview Framework

1. BACKGROUND

- 1.1 The Medical Board of Queensland (Board) has agreed to implement Pre-Employment Structured Clinical Interviews (PESCI) as a component of registration for International Medical Graduates (IMGs) seeking special purpose registration in Queensland.
- 1.2 The Australian College of Rural and Remote Medicine (ACRRM) has been authorised by the Board to undertake PESCI on its behalf. Information on how to make application for a PESCI and the process can be found at www.acrrm.org.au

2. PURPOSE

- 2.1 The function of the PESCI is to assess whether an IMGs level of knowledge and experience is relevant to the position for which they are seeking registration.
- 2.2 A PESCI provides an independent, valid and reliable means by which a clinical assessment can occur. The assessment interview will be conducted to evaluate:
 - clinical competence in medical knowledge
 - clinical skills
 - ethics and professional attitudes for safe and effective clinical practice in the Queensland community
 - communication skills
 - cultural awareness
 - legislative requirements
- 2.3 Key information requirements for a pre-employment clinical assessment include a well written and informative position description and comprehensive curriculum vitae (CV). Standardised position descriptions for both hospital and general practitioners (GPs) have been developed based on the Australian Medical Council (AMC) guidelines. Employers should utilise these documents to enable the assessment panel to develop relevant scenarios and determine level of risk. The CV of the applicant must also detail all qualifications and full work experience. Assessors must ensure that any gaps in the chronology of employment in the CV are explained. Both the [position descriptions](#) and standard [CV template](#) are available on the Board's website.
- 2.4 The successful completion of a PESCI alone does not guarantee satisfactory professional performance. Applicants for registration will also be assessed on other criteria outlined in legislation for registration purposes.

3. SCOPE

- 3.1 The AMC risk matrix has been redefined to suit Queensland's requirements (**Attachment A**). There are five levels of employment as per the risk matrix which range from Low to High. If PESCI are to be conducted, then they must be tailored to the position description for which Special Purpose registration is being sought.
- 3.2 A PESCI **is** required as part of an application for Special Purpose registration to practise in any non-specialist position, other than a junior medical officer position within a Queensland Health facility¹. From **1 February 2010** a PESCI must be undertaken before submitting an application for Special Purpose registration.
- 3.3 A PESCI **is not** required, as a matter of course, for a Queensland Health junior medical officer position. However, this does not preclude an employer from arranging or requiring an applicant to undertake an assessment interview as part of the pre-employment assessment. The Board **may** request a PESCI to be undertaken when considering an application for Special Purpose registration and the position description for such a position.
- 3.4 A PESCI **is not** required, as a matter of course, to renew a current Special Purpose registration. In making a decision regarding whether to approve renewal of a special purpose registration, the Board may decide to impose a condition that an assessment equivalent to a PESCI be undertaken within a specified time.

4. EXEMPTIONS

- 4.1 An application for exemption from undertaking a PESCI required by the Board will only be considered in limited circumstances as follows:-
- (a) the applicant is currently registered and had undertaken a PESCI approved by the Board to obtain such registration; and
 - (b) the position for which Special Purpose registration is being sought is similar, or at a lower risk level (**Attachment A**), to the current special purpose activity eg:
 - a senior medical officer at Mount Isa Hospital moving to a similar unit at The Townsville Hospital;
 - independent general practice in a RRMA 7 location moving to a RRMA 3 location with similar levels of procedural skill requirements;
- 4.2 Notwithstanding 4.1, the Board may still require a PESCI to be undertaken after considering all information available when deciding an application for special purpose registration.

5. LEGISLATIVE PROVISIONS

- 5.1 Under the *Medical Practitioners Registrations Act 2001 (Act)* the Board may request any information it reasonably requires as part of an application for Special Purpose registration.
- 5.2 In addition, Section 46(1)(c) of the Act specifies that the Board, before deciding applications for registration, may by reasonable notice given to the applicant, require the applicant to undergo a written, oral or practical examination.

6. POLICIES

The PESCI Framework is applicable to two nationally consistent registration pathway policies as follows:

- [Special Purpose Policy - Competent Authority](#); and
- [Special Purpose Policy – Standard \(Non Specialist\) Pathway](#)

¹ A Queensland Health facility includes facilities within the scope of the Queensland Health Multiple Area of Need Certification
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7. PROCEDURES AND GUIDELINES

7.1 Assessment / Interview Arrangements:

- the PESCI must be undertaken before making application for special purpose registration
- the [Australian College of Rural and Remote Medicine](#) (ACRRM) has been authorised to undertake PESCI on behalf of the Board
- the IMG is to apply direct to ACRRM to arrange a PESCI.

7.2 Interview Reporting:

The Chair of the PESCI panel shall provide an interview outcome report (within 14 days of the interview) to the Medical Board of Queensland. [Australian College of Rural and Remote Medicine](#)

7.3 Outcome Reporting:

The Chair of the PESCI panel shall provide an outcome report (within 14 days of the interview) to the sponsor/employer, applicant and the Medical Board of Queensland. Outcome reports must include:

- the panel's assessment of the applicant's clinical performance at interview for the position
- a recommendation as to the applicant's suitability, including in relation to training or supervision e.g. pre-commencement courses, clinical placements.

8. REVIEWS

In circumstances where the Board's Registration Advisory Committee is proposing to recommend the Board refuse an application for Special Purpose registration, a Notice will be sent to the applicant inviting them to make a submission as to why the Board should not refuse their application for registration.

9. RELATED POLICIES AND FORMS

- [Special Purpose Policy - Competent Authority](#)
- [Special Purpose Policy – Standard \(Non Specialist\) Pathway](#)
- [Position description templates](#)
- [CV template](#)

COMPETENT AUTHORITY and STANDARD (NON SPECIALIST) PATHWAY

Registration renewal	Board requirements						
Registration	General Registration						
Further Assessment	AMC clinical examination, AMC Certificate via Competent Authority Pathway, Fellowship of the Australian College of Rural and Remote Medicine or Fellowship of the Royal Australian College of General Practitioners						
Registration renewal	Medical Board of Queensland requirements including compulsory progress toward general registration or registration to practise in general practice						
Supervision	As prescribed in registration conditions						
Orientation	Provided by employer						
Registration	Special Purpose registration						
Clinical Assessment (PESCI)			Required by MBQ		Required by MBQ		Required by MBQ
	Scope of assessment	May be required by employer or MBQ	Required by MBQ	Required by MBQ	Required by MBQ	Required by MBQ	Required by MBQ
Experience / Suitability	MBQ Paper assessment	MBQ Paper assessment	MBQ Paper assessment	MBQ Paper assessment	MBQ Paper assessment	MBQ Paper assessment	MBQ Paper assessment
Basic competence	AMC/MCQ examination or Advanced Standing (Competent Authority) / English Language						
Position	JHO, SHO or PHO position in QH and Mater (Sth Brisbane)	Any private hospital position and all QH Senior Medical Officers, MORPP, MS & MSRPP	General Practice - another registrant (who holds general registration or registration to practise in general practice) is located on site within the practice.	General Practice – the registrant must practise for at least 80% of the time in a working week (ie at least four out of five days) when another registrant (who holds general registration or registration to practise in general practice) is located on site within the practice.		General Practice - remote level of supervision	
Position Risk	LOW → HIGH						