



**Queensland  
Government**  
Queensland Health

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**SUBMISSION TO:**

- General Manager (Health Services)
- Deputy Director-General, Policy and Outcomes

**DATE:** 16 July 2003

**PREPARED BY:** Leanne Chandler, A/Principal Project Officer, Health Advisory Unit *12/7/03* **Contact No:** Ext. 40200

**CLEARED BY:** *17/7/03* **Contact No:**

**SUBMITTED THROUGH:** Sue Norrie, A/State Manager Organisational Development *(611)* **Contact No:** Ext. 41046

**DEADLINE:** **File Ref:** 4110-2002-001

**SUBJECT:** Funding for the Centre for Overseas Trained Doctors

APPROVED / NOT APPROVED

COMMENTS

*I reiterate my previous advice that the DA is of the opinion that the \$108,000 already committed was for a full year effect and not 4/12 of COO is to cease existence after that time. QH needs to question any further funding from end of July. For urgent advice*

*[Signature]*  
(Dr) S Buckland  
General Manager Health Services  
*23/07/03*



### PURPOSE:

To seek approval to continue funding the *Centre for Overseas Trained Doctors* as per the funding agreement between Queensland Health and the University of Queensland.

### BACKGROUND:

- A funding agreement between Queensland Health and the University of Queensland was signed September 2001 for the purposes of Australian Medical Council (AMC) projects for overseas trained doctors (OTDs).
- \$108,000 per annum 2001-2004 was specifically provided to facilitate the processes of screening, recruiting and preparing OTDs for employment in Queensland Health Public Hospitals.
- The University of Queensland established the *Centre for Overseas Trained Doctors* to progress this Agreement.
- The Performance Indicators to be achieved by the University of Queensland are:
  - One MCQ Bridging Course and two Preparation for Employment Courses each year
  - A minimum of twenty (20) candidates participate in each course
  - Medical Superintendents report satisfaction with selection and preparation pathways process as reported to the Principal Medical Adviser, Queensland Health
  - Medical Superintendents report satisfaction with performance of overseas trained doctors offered employment as reported to the Principal Medical Adviser, Queensland Health.
- The Performance Indicators have been met to date with QH hospitals indicating a high level of satisfaction with doctors supplied through the COTD
  - Over 80 assessed and oriented OTDs provided to QH in 2002 (2 to Mt Isa) with significant retention rate into PHO and Registrar posts.

### ISSUES:

- Commonwealth funding, which supported COTD infrastructure for QH funded courses, was withdrawn in 2002 in favour of a HECS style funding arrangement (user pays)
  - lack of OTD interest has caused collapse of clinical bridging courses nationally.
- Investigation into the feasibility of implementing a full user pays system indicates that potential employees would seek employment in other States, due to an excess demand on the OTD pool.
- Evidence confirms traditional UK, Irish and SA trained doctors targeted by Queensland's 12 year old overseas recruitment campaign now have multiple options and are no longer a reliable supply.
- The allocation to the COTD of \$108,000, for the 2003/2004 financial year, would provide
  - assessment of seekers screened to be AMC candidates as well as applicants for courses and provision of career advice
  - assessment of MCQ Bridging Course students and provision of career advice
  - assessment of Preparation for Employment Course students and provision of career advice
  - one *Preparation for Employment* course (running July to November 2003)
  - one multi-station Clinical Assessment Task Scenario weekend workshop for Clinical Examination (October 2003).
- The COTD is not able to guarantee the provision of services from November 2003.

### BENEFITS AND COSTS:

**CONSULTATION:**

Ms Jenny Young, Coordinator, Centre for Overseas Trained Doctors

**ATTACHMENTS:**

1. Letter to Ms J Young

**RECOMMENDATION(S):**

That the General Manager Health Services:

1. Approve funding the *Centre for Overseas Trained Doctors* as per the funding agreement between Queensland Health and the University of Queensland (ie. \$108,000 for 2003/2004).
2. Sign the attached letter to Ms J Young confirming funding arrangements



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Queensland Health

Enquiries to: Dr Denis Lennox  
A/Principal Medical Adviser  
Telephone: (07) 4699 8671  
Facsimile: (07) 323 40062  
Our Ref:

Ms J Young  
Coordinator  
Centre for Overseas Trained Doctors  
School of Medicine  
University of Queensland  
HERSTON Q 4006

Dear Ms Young

I write with regard to the funding agreement between Queensland Health and the University of Queensland for the Australian Medical Council projects for overseas trained doctors.

I am pleased to advise that Medical Superintendents across Queensland Health have reported their satisfaction with the service provided by the Centre for Overseas Trained Doctors, namely the selection and preparation pathways process and the performance of overseas trained doctors they have employed.

I am able to confirm that the level of funding will remain at \$108,000 per annum for the duration of the Agreement, which expires 30 June 2004. This funding is to facilitate the processes of screening, recruiting and preparing OTDs for employment in Queensland Health Public Hospitals.

Please contact Dr Denis Lennox on 4699 8671 should you have any queries or require further information.

Yours sincerely

(Dr) S Buckland  
General Manager Health Services  
/ /2003

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