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**Queensland
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Queensland Health

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BR018154

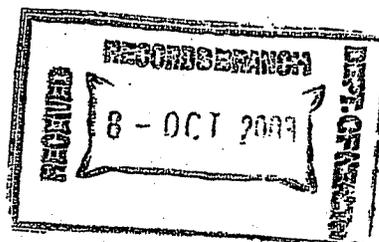
(REFERS)

**A BRIEFING TO THE
GENERAL MANAGER HEALTH SERVICES**

BRIEFING NOTE NO: Nil (BR018154 refers)

REQUESTED BY:

DATE: 17 September 2003



PREPARED BY: Leanne Chandler, A/Principal Project Officer, Health Advisory Unit, ext 40200. *19/9/03*

CONSULTATION WITH: N/A

CLEARED BY: Suzanne Huxley, Principal Medical Adviser, ext. 41572

DEADLINE:

SUBMITTED THROUGH: *22/09/03*
Sue Norrie, A/State Manager Organisational Development, ext 41046.

SUBJECT: Overseas RMO Recruitment Strategies

GMHS'S COMMENTS:

Used

(Dr) S Buckland
General Manager Health Services

22/09/2003

PURPOSE:

To brief the General Manager Health Services re strategies for overseas RMO recruitment.

BACKGROUND:

- The Principal Medical Adviser prepared a Brief in March on the overseas RMO recruitment preferred supplier arrangement. This brief outlined:
 - information on the preferred supplier arrangement with Global Medical Staffing including Global's inability to meet demand due to increasing difficulty in recruitment from UK, Ireland and South Africa and increased competition from other States and New Zealand
 - the view that a change of supplier may not make any difference to the current success of overseas recruitment
 - recruits are increasingly from other countries with variable standards in relation to training, English language competency, cultural appropriateness and experience of similar health care delivery systems
 - work of the Centre for Overseas Trained Doctors in relation to the provision of AMC bridging and preparation for employment courses
 - work of the Health Advisory Unit (Medical) in relation to the assessment of applications from overseas doctors through MedicalJobs@Health
 - concerns regarding low participation rates in the preferred supplier arrangement by hospitals
 - concerns regarding the continued employment of doctors who have been inadequately assessed and oriented.
- The General Manager Health Services requested urgent advice on strategies to address raised issues.

KEY ISSUES:

- In consultation with Zonal Managers, the General Manager Health Services has approved proceeding to tender for a panel of preferred providers for the purposes of recruiting overseas RMOs.
- RMOs from all overseas countries will be recruited through the new arrangements (the previous arrangement was specifically for doctors from the UK, Ireland and South Africa)
- The Tender Specifications for the tender process are currently being prepared and will involve consultation with Zonal, District and Medical Superintendent representatives. The specifications are expected to ensure:
 - a service which meets the needs of QH
 - pre-employment assessment.
- Broader recruitment issues such as marketing, preparation for employment and the impact of an increasing number of medical graduates from Queensland Universities are being addressed within the Health Advisory Unit (Medical).

RELATED ISSUES:

BENEFITS AND COSTS:

ACTIONS TAKEN/ REQUIRED:

That the General Manager Health Services note the above information.

ATTACHMENTS:

nil