



2 Feb 2011



Via electronic mail

The Committee,
Parliamentary Inquiry on Registration Processes and Support for Overseas
Trained Doctors,
c/o Committee Secretary
Standing Committee on Health and Ageing
House of Representatives
PO Box 6021
Parliament House
CANBERRA ACT 2600

Dear Honorable Members of the Committee,

Submission by Dr Leong-Fook Ng

Herewith is my submission and I would appreciate if you would allow me to take the opportunity to make the following comments:

1. The contents of my annexure have been constructed with information from meticulously recorded contemporaneous and not retrospectively written notes and letters.
2. I respectfully submit that my annexure will significantly assist Members to better identify various trends and common features of inappropriate (even unconscionable) conduct during registration processes and their management etc which had led to the genesis of this Inquiry in the first place.
3. If you need further clarification, including the names of some people from the RACP etc whom I think can be of assistance (note that RACP affairs, being those of a private company, are exempt from discovery via Freedom of Information processes. Other evidence quoted will need to be formally obtained by your inquiry) please let me know.

Please e-mail me in the first instance as I do not know where or when I will next be obtaining locum work.

Yours sincerely,



Leong-Fook Ng

PS: Please note that I have referred to systems issues and not to personal ones. The impact of the processes I have described have had a very severe and detrimental impact on myself, my wife and my daughter, now aged 10 years. There is no sense in any overseas trained doctor attempting to secure a position in Australia if they have to have such disturbing processes inflicted on them. I urge the Committee to seriously consider the systems issues in the context of real human beings who are subjected to unacceptable pressures, trauma and recurrent uncertainty.

ANNEXURE 1

SUBMISSION

An outline of failing of the current administrative processes indicating

- a. Lack of accountability
- b. Lack of transparency
- c. Lack of fair hearing process
- d. Lack of fair appeal process
- e. Lack of clarity in decision making process
- f. Lack of clear guidelines for OTD's re all processes
- g. Lack of proper representation and support for OTD's doing training and all administrative processes

ANNEXURE 2

A CASE STUDY

With regard to the terms of reference

1. Current administrative processes are
 - i. arbitrary and secretive
 - ii. very limited in accountability and transparency as the RACP are exempt from FOI legislation
 - iii. without fair hearings and due process in all aspects, there is little chance that anyone can understand the College's assessment process and appeals mechanisms.
 - iv. in breach of usual practice, best practice, and international standards according to relevant Human Rights law
- 2.

- i. Support programmes are clearly inadequate to meet the registration requirements and provide training, mentoring, awareness raising of cultural expectations and norms with regard to the Australian community and medical practice in Australia.
 - ii. Transparency of registration requirements for OTDs and clear criteria of standards to be reached.
 - iii. Colleges to provide a full list of support and training programmes for OTD's and all application forms necessary for entry into the programme
 - iv. A full professional, cultural and social programme to facilitate the integration of the OTD's into the medical community

3.
 - i. Current impediments that need to be eliminated include
 - a Systematic discrimination,
 - b Entrenched bullying practices
 - c Marginalising of OTD's within the medical community
 - d. Lack of procedural fairness in all processes
 - e. Social exclusion of OTD's within the medical community they work in

 - ii. Pathways for OTD's to achieve full Australian qualifications need to be clearly set out in order that OTD's have a guide to follow every step of the way.

 - iii. Registration for practice in regional areas can be promoted without any lowering of standards required by the Colleges and regulatory bodies if the Colleges address all inequities apparent in this submission and fully detailed in Annexure 1

ANNEXURE 3

My Curriculum Vitae