

Health Profession Agreement

Medical Board of Australia

and

The Australian Health Practitioner Regulation
Agency

2016-20

Health Profession Agreement

Preamble

The purpose of the Health Practitioner Regulation National Law (**the National Law**), as in force in each state and territory, is to establish the National Registration and Accreditation Scheme (**the National Scheme**). The National Scheme has six key objectives set out in s.3(2) of the National Law. In summary, the objectives are to:

- protect public safety,
- facilitate workforce mobility for health practitioners,
- facilitate high-quality education and training of health practitioners,
- facilitate assessment of overseas-trained health practitioners,
- facilitate access to health services, and
- development of a flexible, responsive and sustainable health workforce.

Fifteen National Boards and the Australian Health Practitioner Regulation Agency (**AHPRA**) work in partnership to achieve these objectives, with different and complementary functions.

The HPA is a statutory instrument. The National Board and AHPRA are required to negotiate in good faith and attempt to come to an agreement on the terms of the HPA. Although the National Board does not have the power to enter into contracts generally (as provided for in s.32(2)(a)), the National Law clearly intends that the National Board can agree and enter into an HPA with AHPRA. Furthermore, the National Board and AHPRA are each a separate body corporate, capable of reaching agreements between themselves.

The following schedules to this HPA record AHPRA and the National Board's agreement on these matters: fees (Schedule 3); the National Board's annual budget (Schedule 4); and the services AHPRA is to provide (Schedule 1).

The National Law also requires each National Board to publish on its website the fees agreed to in this HPA.

Accountabilities

Ministerial Council

Ultimate accountability to the public for the performance of the National Scheme rests with the parliaments of participating jurisdictions, through the Australian Health Workforce Ministerial Council (the Ministerial Council). The Ministerial Council appoints AHPRA's Agency Management Committee and National Boards, and formally holds these bodies to account.

National Boards

A National Board is a body corporate with perpetual succession, has a common seal, and may sue and be sued in its corporate name. A National Board does not have power to enter into contracts, or employ staff, or acquire, hold, dispose of, and deal with, real property.

The principal regulatory decision-makers in the National Scheme are the National Boards and their committees, including, where relevant, State and Territory or Regional Boards. AHPRA undertakes delegated functions on behalf of the National Boards and provides services to the National Boards. National Boards are accountable to the community through the mechanism of the Ministerial Council and parliamentary reporting for the quality of their regulatory decisions, and through the court system and relevant administrative review bodies for the legality of their regulatory decisions. While National Boards can propose regulatory procedures, they do not establish or administer them. National Boards have specific 'oversight' roles in relation to the assessment of overseas qualifications, monitoring of practitioners and the receipt, assessment and investigation of notifications. Without the power to employ staff or enter into contracts, National Boards must rely on the services provided, or contracted, by AHPRA. The mechanism for National Boards to hold AHPRA to account is through this Health Profession Agreement. The Health Profession Agreement includes performance indicators to support the performance of National Boards' oversight functions.

AHPRA

AHPRA is a body corporate with perpetual succession, has a common seal, and may sue and be sued in its corporate name. AHPRA has all the powers of an individual and in particular, may enter into contracts, or employ staff, or acquire, hold, dispose of, and deal with, real and personal property, and do anything necessary or convenient to be done in the exercise of its functions.

AHPRA's Agency Management Committee directs and controls the affairs of AHPRA, and sets its policy directions. The Agency Management Committee is accountable for the performance of AHPRA's functions, which include the establishment of regulatory procedures, financial management and administration of the Scheme. AHPRA is solely responsible for administering the Agency Fund, which has an account for each National Board. Payments out of a National Board's account may be made only if the payment is in accordance with the National Board's budget, as agreed as part of this Health Profession Agreement, or otherwise approved by the National Board. To enable it to perform the executive functions within the Scheme, AHPRA has powers to employ staff and enter into contracts. AHPRA provides administrative assistance and support to National Boards and their committees to exercise their functions.

AHPRA and the National Board can be described as governance partners in the Scheme. This is largely because AHPRA relies on National Boards to perform their functions consistent with the National Law objectives and in line with procedures established by AHPRA for ensuring effective and efficient operation of National Boards and to comply with procedures for development of professional standards that are in accordance with good regulatory practice.

The Agency Management Committee is accountable for ensuring that the corporate functions that are essential to any contemporary regulatory organisation are in place. This means that corporate services, including human resources, business planning, financial management and facilities management, are generally not specified in the services AHPRA is to provide (Schedule 1) except where the service deliverable is provided directly to the National Boards.

Purpose of this Agreement

The purpose of a Health Profession Agreement (**HPA**) is described in s.26(1) of the National Law, which provides that AHPRA must enter into a HPA with a National Board that makes provision for:

- fees payable by health practitioners and others in relation to the health profession for which the National Board is established,
- the National Board's annual budget, and
- the services to be provided to the National Board by AHPRA to enable the National Board to carry out its functions.

This HPA outlines agreement between the National Board and AHPRA on their general approach to performing their reciprocal obligations to ensure a common understanding and that the National Scheme operates with regard to its objectives and guiding principles.

Scope of this Agreement

This Agreement is for the period 1 July 2016 to 30 June 2020.

The National Board agrees to authorise the Chair of the Board (or his/her nominee) to act as liaison officer with respect to the Agreement. AHPRA agrees to authorise the Executive Director, Strategy and Policy to act as liaison officer with respect to the Agreement.

Partnership principles

To achieve the objectives of the National Law through different and complementary functions, the National Board and AHPRA understand that a sustainable partnership is essential.

This understanding is supported by a set of core partnership principles (**the Partnership Principles**). The National Board and AHPRA will ensure that these Partnership Principles underpin all our work. While differences in context may require different approaches, both parties will ensure that their respective activities respect these four Partnership Principles:

- Shared vision and values
- Integrity through interdependence
- Transparency and mutual accountability, and
- Commitment to joint learning

In particular, the National Board will do everything it can to make its requirements clear, and AHPRA will do everything it can to provide the services required by the National Board to perform its functions.

Each of the Partnership Principles is described in detail below.

1. Shared vision and values

This partnership between the National Board and AHPRA is built on a shared vision for a competent and flexible health workforce that meets the needs of the Australian community.

While recognising and respecting the different and complementary functions of the National Board and AHPRA, there must be common ground in the approach the National Board and AHPRA take to implementing the National Scheme. The National Board and AHPRA share a commitment to the objectives and guiding principles of the National Scheme and the eight regulatory principles (**Regulatory Principles**) that will shape our thinking about regulatory decision-making.

In our shared principles, we balance all the objectives of the National Scheme, but our primary consideration is to protect the public in accordance with good regulatory practice.

The Regulatory Principles incorporate the concept of risk-based regulation. This means that in all areas of our work we:

- identify the risks that we are obliged to respond to,
- assess the likelihood and possible consequences of the risks, and
- respond in ways that are proportionate and manage risks so we can adequately protect the public.

In recognising our different and complementary functions, the National Board and AHPRA have agreed on an accountability framework for the National Scheme (**the Accountability Framework**). The Accountability Framework recognises that all entities in the National Scheme are ultimately accountable to the Australian public through the Australian Health Workforce Ministerial Council (the Ministerial Council).

One of the recognised features of the National Scheme is that our structure provides for governance and accountability across the entities in the National Scheme for their performance. The effective delivery of professional regulation relies on strong partnerships between entities based on clear and agreed roles and functions. Our Accountability Framework is designed to articulate a shared understanding regarding who is accountable for what within the National Scheme and aims to provide clarity about the distinct and complementary roles of the different entities, and their respective duties and obligations.

2. Integrity through interdependence

In exercising our different and complementary functions, the National Board and AHPRA will strive for mutual respect and to promote the integrity of the National Scheme. We are aware we have interdependent and complementary functions. The National Board and AHPRA will work to manage any tensions that arise through our consultation processes and the Accountability Framework.

We will each take responsibility for clearly communicating our positions to each other. We are each open to being challenged by the other, and we will each create opportunities for dialogue and debate around our respective approach, results and impact. While the National Board and AHPRA are each independent entities, we recognise that neither can meaningfully exist outside of the context of the relationship defined by the National Law. We agree to respect the other's functions as set out in the National Law.

For example, AHPRA acknowledges its obligation to consult the National Board when developing procedures for the operation of the National Board and will endeavour to incorporate the National Board's feedback into those procedures. The National Board respects that AHPRA must endeavour to establish common procedures that apply to all National Boards and undertakes to comply with those procedures once finalised.

The National Board and AHPRA also have complementary duties in relation to financial management. AHPRA is accountable for the management of the Agency Fund and for ensuring that all expenditure from the National Board's account is consistent with the National Law, in accordance with the Board's annual budget (or with the approval of the National Board if a change to the agreed budget), and as far as possible represents reasonable value for money. Accountability for expenditure rests with the AHPRA financial delegate who approves that expenditure, including payments to enable the National Board to exercise its functions. The National Board respects this role and undertakes to support AHPRA in fulfilling this role and its obligations under the National Law generally.

3. Transparency and mutual accountability

The Health Profession Agreement is the formal mechanism by which we hold each other to account, in accordance with the National Law and the Accountability Framework. It incorporates a transparent reporting framework to ensure that reciprocal obligations can be monitored.

The Agency Management Committee is formally accountable for AHPRA's performance of its functions. The National Board relies on AHPRA to deliver services to it in order for it to carry out its functions. In turn AHPRA relies on National Boards to perform their functions consistent with the National Law objectives and in line with procedures established by AHPRA for ensuring effective and efficient operation of National Boards and procedures for development of professional standards that are in accordance with good regulatory practice.

Schedule 1 to this HPA outlines the services to be provided to the National Board by AHPRA to enable the National Board to carry out its functions. It also includes information about AHPRA's performance of its own statutory functions. Schedule 1 also includes profession-specific services and any discretionary services the National Board may request of AHPRA.

In addition, the Agreement supports the National Board to fulfil its specific oversight functions in respect of:

- the assessment of overseas trained registration applicants who do not hold approved qualifications
- the assessment and investigation of matters about persons who—
 - are or were registered health practitioners, or
 - are students in the health profession,
- the management of registered health practitioners and students in the health profession, including monitoring conditions, undertaking and suspensions imposed on the registration of the practitioners or students.

In order to exercise these functions, the National Board must be given the opportunity to review timely information regarding relevant activities undertaken by AHPRA and the National Boards' delegates, to raise questions and concerns and to suggest actions to remediate problems. AHPRA undertakes to ensure that performance reports will be provided to the National Board to fulfil these oversight functions; in particular these reports will include details of the timeliness, cost and quality of regulatory procedures and services AHPRA provides to the National Board. The performance reports AHPRA will provide, and the performance indicators underpinning them, are set out in Schedule 5 to this HPA.

4. Commitment to joint learning

The National Board and AHPRA agree to promote continuous and systematic learning regarding the National Scheme. We will evaluate the outcomes of business and regulatory processes and use data generated by the National Scheme to better understand the risks we manage and the effectiveness of our actions.

Our learning agenda will explore both partnership processes and outcomes. We will take an evaluative approach to regulation that uses data to identify risks and measure our effectiveness in managing them. The National Board and AHPRA both have an interest in understanding the factors, including ways of working, which are the hallmarks of successful partnerships. We will work together to ensure that joint learning is used regularly to adjust our future strategy and plans as we strive for increased efficiency and effectiveness of the National Scheme.

The National Board and AHPRA are committed to the efficient management and continuous improvement of their respective functions.

Dispute resolution

The National Law provides that any failure to reach agreement between National Boards and AHPRA on matters relating to the HPA is to be referred to the Ministerial Council for resolution.

The National Board and AHPRA have a commitment to resolve problems or disputes promptly. However, if a dispute arises regarding this HPA, as partners we will use our best endeavours to resolve the dispute fairly and promptly.

If the dispute cannot be resolved, the matter will be referred to the AHPRA Chief Executive Officer and the Chair of the National Board. If the dispute still cannot be resolved, it will be referred to the Chair of AHPRA's Agency Management Committee and the Chair of the National Board.

Either the Chair of AHPRA's Agency Management Committee or the Chair of the National Board may request the appointment of an independent, accredited mediator at any stage in the process.

If we are still unable to agree on the matter, we will seek direction from the Ministerial Council about how the dispute is to be resolved.

Review

The National Board and AHPRA agree to review this HPA on an annual basis.

Schedules



- Schedule 1: Summary of Services to be provided to the National Board by AHPRA to enable the National Board to carry out its functions
- Schedule 2: Summary of National Scheme Strategy, implementation map, and National Board's regulatory plan
- Schedule 3: Fees payable by health practitioners
- Schedule 4: Summary of National Board's annual budget
- Schedule 5: Performance management framework
- Schedule 6: Principles of equity

This Agreement is made between

Medical Board of Australia

and

The Australian Health Practitioner Regulation Agency (AHPRA)

<p>Signed for and on behalf of AHPRA by:</p>  <p>Signature of Chief Executive Officer Mr Martin Fletcher</p> <p>Date 23/10/16</p>	<p>Signed for and on behalf of the Medical Board of Australia by:</p>  <p>Signature of the Board Chair Dr Joanna Flynn AM</p> <p>Date 26/10/16</p>
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Schedule 1: Summary of services to be provided to the National Board by AHPRA to enable the National Board to carry out its functions

1. Regulatory services, procedures and processes

1.1 Registrations	
Core	Profession specific
1.1.1	Develop, implement and regularly review nationally consistent procedures for the registration of health practitioners
1.1.2	Manage practitioner registration, renewal and audit
1.1.3	Maintain a public register of health practitioners
1.1.4	Maintain a register of health practitioner students
1.1.5	Promote online registration services to health practitioners
1.1.6	Operation of examinations (if required) is agreed between AHPRA and the National Board
<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>	

1.2 Notifications	
Core	Profession specific
1.2.1	Develop, implement and regularly review nationally consistent procedures to receive and deal with notifications against persons who are or were registered health practitioners and students
1.2.2	Manage the end to end notification process
1.2.3	Establish and maintain relationships with co-regulatory authorities.
<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>	

1.3 Compliance	
Core	Profession specific
1.3.1	Develop compliance policy, process and systems
1.3.2	Manage practitioners with registration restrictions, suspension or cancellation
1.3.3	Oversee the ongoing development and reporting of performance measures for monitoring of practitioners compliance
<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>	

1.4 Legal services	
Core	Profession specific
1.4.1 Provide legal advice to support effective and lawful registration and notifications procedures, and hearing panels processes	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
1.4.2 Provide oversight for all Tribunal matters involving AHPRA and the National Boards	

2. Governance and secretariat

2.1 Governance	
Core	Profession specific
2.1.1 Develop and administer procedures to support effective and efficient National Board and committee operations	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
2.1.2 Provide National Board member orientation, induction and professional development	
2.1.3 Support working relationships with relevant committees	

2.2 Secretariat	
Core	Profession specific
2.2.1 Provide secretariat and administrative support for National Board Meetings	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
2.2.2 Provide secretariat and administrative support for National Board committee meetings	
2.2.3 Provide panel hearing secretariat support	
2.2.4 Secretariat and policy support for governance forums, including the Forum of Chairs and its sub-committees	

3. Communication and engagement

3.1 Communication		
Core	Profession specific	
3.1.1	Develop, implement and review communication strategies, tools and guidelines	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
3.1.2	Develop and release National Board communiqués	
3.1.3	Review and release National Board media releases	
3.1.4	Develop and maintain National Board website and resources	
3.1.5	Coordinate and manage the production of the AHPRA annual report and other publications	
3.1.6	Provide communications support for crisis and issue management	
3.1.7	Develop and produce National Board newsletters and news updates	
3.1.8	Develop Branding for National Board and AHPRA Communication	
3.1.9	Report on relevant media coverage	
3.1.10	Manage social media	

3.2 Engagement		
Core	Profession specific	
3.2.1	Engage with external stakeholders	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
3.2.2	Manage intergovernmental relations	
3.2.3	Undertake consultation to support cross-profession strategies and guidelines	
3.2.4	Engage with external advisory groups	
3.2.5	Monitor stakeholder engagement activities	

4. Planning and reporting

4.1 Planning	
Core	Profession specific
4.1.1 Inform and support the NRAS Strategy	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
4.1.2 Develop and implement AHPRA business plan	
4.1.3 Develop and implement National Board regulatory plan	
4.1.4 HPA engagement and development	

4.2 Reporting	
Core	Profession specific
4.2.1 Develop and report on outcomes related to National Boards' regulatory functions and AHPRA's administrative assistance and support to National Boards and the Boards' committees, in exercising their functions.	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
4.2.2 Establish corporate audit and compliance monitoring and reporting	
4.2.3 Fulfil annual reporting requirements	

5. Policy and accreditation

5.1 Policy		
Core		Profession specific
5.1.1	Maintain procedures for the development of registration standards, codes and guidelines	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
5.1.2	Develop, review and implement cross-profession standards, codes and guidelines	
5.1.3	Assist National Boards to develop, review and implement cross-profession regulatory policy	
5.1.4	Provides tools to support regulatory policy development, review and evaluation	

5.2 Accreditation		
Core		Profession specific
5.2.1	Support National Boards to oversight effective delivery of accreditation functions	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
5.2.2	Supporting accreditation committees to deliver the accreditation functions, where applicable	
5.2.3	Maintain procedures for the development of accreditation standards	

6. Data, research and analysis

6.1 Evidence acquisition		
Core		Profession specific
6.1.1	Assist National Boards to define and articulate regulatory evidence requirements	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
6.1.2	Provide advice to National Boards about proposed research and analytical projects	
6.1.3	Provide descriptive statistics for all professions	
6.1.4	Undertake cross-profession regulatory risk analyses	
6.1.5	Monitor and research cross-profession regulatory policy and trends	
6.1.6	Develop and implement robust regulatory evaluation methodologies	
6.1.7	Liaise with external stakeholders regarding the annual Health Workforce Survey questionnaires	
6.1.8	Broker and maintain formal strategic data and research partnerships with external organisations	

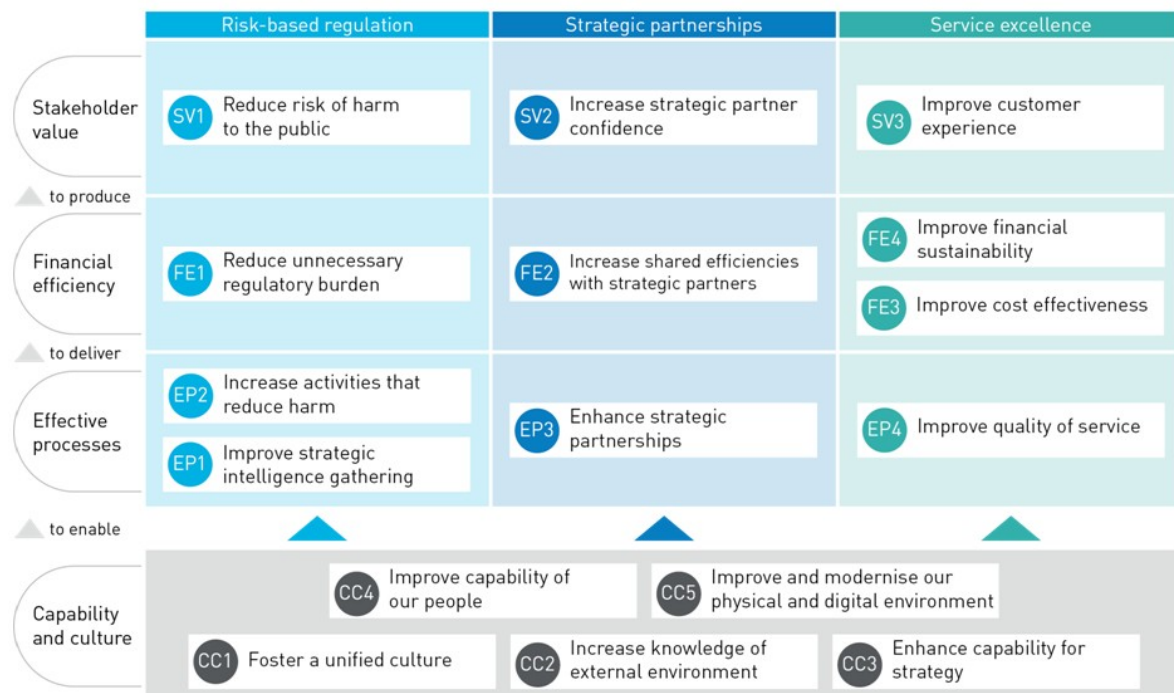
6.2 Data governance and organisational capacity		
Core		Profession specific
6.2.1	Develop, implement and manage governance process and procedures for data access, release and exchange	<i>Profession-specific services, as listed in the National Board's regulatory plan and annual budget.</i>
6.2.2	Develop and maintain core statistical infrastructure to support internal and external research and analyses	
6.2.3	Provide tools and training to support evidence informed regulatory policy development	
6.2.4	Develop organisational infrastructure for delivering regulatory research	

Schedule 2: Summary of National Scheme Strategy, implementation map, and National Board's regulatory plan

National Registration and Accreditation Scheme Strategy 2015-20



Strategy implementation map



National Board Regulatory Plan 2019-20

The Medical Board of Australia's work plan reflects its regulatory priorities. The activities in this work plan are over and above the operational activities of registrations and notifications that are included in the Health Professions Agreement. The work plan may change as new issues arise or priorities change.

This workplan is the range of initiatives that the Board, and the staff of Strategy and Policy that directly support the Board, plan to undertake in 2019/20.

Project/ Initiative 1: Progress the work on the Professional Performance Framework

Background

The Medical Board announced a Professional Performance Framework in 2017/18 to ensure that all registered medical practitioners practise competently and ethically throughout their working lives. The framework is made up of five pillars:

1. Strengthened continuing professional development
2. Active assurance of safe practice
3. Strengthened assessment and management of medical practitioners with multiple substantiated complaints
4. Guidance to support practitioners
5. Collaborations to foster a positive culture of medicine

The framework will be implemented progressively over years. Some of the actions are for the Board to complete, while other actions rely on action from external stakeholders.

Works

1. Obtain clinical advice on what constitutes a practical and effective health check for doctors aged 70 years and over, which types of medical practitioners should conduct these checks, what validated cognitive screening tools should be used and when these are indicated.
2. Develop a framework for formal peer review for doctors aged 70 years and over. This will involve working with our stakeholders and drawing on their expertise.
3. Work with specialist medical colleges and employers to continue to strengthen CPD programs.
4. Consult on a draft a revised registration standard for CPD. Aim to finalise the standard during this reporting period.
5. Define the threshold for undertaking peer review of practitioners with multiple substantiated notifications. Develop the process for peer review, drawing on the experience of specialist colleges. Plan and possibly begin piloting the proposed approach.
6. Explore actions (including possible memoranda of understanding) to enable information sharing between organisations with knowledge of individual medical practitioner's poor performance, potential risks or complaints, in the public interest.
7. Work with the Australian Health Practitioner Regulation Agency's Community Reference Group on how best to raise awareness of options for community engagement to strengthen the Professional Performance Framework for doctors in Australia.

Project/ Initiative 2: National training survey

Background

The Board and AHPRA have agreed to lead the implementation of an annual National Training Survey of all medical trainees and their supervisors. Findings from the survey will assist the Board, AHPRA and other stakeholders to:

- gain a better understanding of the quality of medical education and training in Australia
- identify how the findings could be used to improve medical training in Australia, and
- recognise and deal with areas of risk (including bullying, harassment and discrimination).

There has been planning for the National Training Survey over the past two years. We plan to administer the first National Training Survey during the 2019 renewal of registration period.

Works

1. Work with the appointed external provider to administer the survey.
2. Work with stakeholders to raise awareness about the survey and encourage participation.
3. Review the results of the survey and work with the external provider on how the results will be presented.
4. Provide training to stakeholders on how to access the results via the dashboard.
5. Publish results.
6. Manage communications regarding the survey.

Project/Initiative 3: Follow up actions from the review of the performance of specialist medical colleges in relation to assessment of international medical graduates

Background

The review of the National Registration and Accreditation Scheme included a recommendation that 'The Medical Board of Australia ... evaluate and report on the performance of specialist colleges in applying standard assessments of International Medical Graduate applications and apply benchmarks for timeframes for completion of assessments'.

Since this recommendation was accepted, the Board has set benchmarks for specialist colleges in relation to timeframes for completing IMG assessments. It had previously also developed 'Good Practice Guidelines' that provide information to support colleges to assess IMGs, including definitions of comparability and requirements for assessment.

In 2017/18, we appointed Deloitte Access Economics (DAE) to undertake the review. DAE delivered their report and specialist colleges were given an opportunity to respond to factual inaccuracies and to develop a workplan in response to the report.

The Board also appointed a working group to review the Good Practice Guidelines for the specialist international medical graduate assessment process.

Works

There will be ongoing work on the recommendations of the DAE report including to:

- consult on and finalise the revised version of the Good Practice Guidelines
- implement the revised guidelines noting that colleges may require lead times to make changes
- explore the feasibility of the appeals process to be heard by an independent body
- review the benchmarks and compliance measures for colleges
- monitor the progress of colleges in meeting the requirements of the Guidelines.

Project/Initiative 4: Continue to review the Medical Board's decision-making structures and processes

Background

The Board has been reviewing its decision-making processes and structures to deal with increasing numbers of notifications and concerns about timeframes for dealing with notifications. Changes made include the establishment of a national committee to assess all notifications soon after they arrive. The Board has also funded the employment of clinical advisors who review all notifications.

The Board will continue to explore decision-making structures to continue to promote collaboration and learning across states and territories, improve timeliness of decisions and support robust and consistent decision-making.

Works

Work collaboratively with Board members and AHPRA to explore how to optimise our decision-making structures and processes. This may include:

- review our current decision-making structures to determine whether improvements can be made or whether new structures may be useful
- consider other national committees
- review the delegations of power to streamline decision-making further
- work with AHPRA on the Board's risk appetite.

Project/Initiative 5: Improve the management of notifications

Background

One of the ways in which the Board protects the public is by investigating notifications about medical practitioners and if necessary, taking regulatory action. The Board and AHPRA have received feedback that the process of managing notifications can be improved for both notifiers and practitioners.

Since the start of the National Scheme, improvements have been made to streamline the management of notifications and to reduce the time frames for closing them, while concurrently dealing with increasing numbers of notifications.

There has also been considerable work done to improve the notifier and practitioner experience.

Works

The Board will continue to work with AHPRA on a range of initiatives to continue to improve the process of managing notifications. It will also develop a program of work to oversight decision making by delegates.

Project/Initiative 6: Options to manage concerns about medical practitioners who provide complementary and unconventional medicine and emerging treatments

Background

Feedback has been received from delegated decision-makers that additional guidance would be helpful for medical practitioners who provide complementary and unconventional medicine and emerging treatments. Decision-makers are reporting that they are receiving concerns regarding inappropriate tests being ordered, inappropriate prescribing and insufficient information being provided to patients.

The Board developed draft guidelines and undertook preliminary consultation in 2017/18.

Works

The Board will aim to finalise the guidelines in 2019/20.

Project/Initiative 7: International medical graduates

Background

International medical graduates make up an important part of the Australian medical health workforce and the Board is interested to better understand the IMG cohort, noting that it is not a homogeneous group. It is also interested to explore how to make more explicit requirements for registration and how to better assure the Australian community that its assessment of IMGs is robust.

Works

Explore the feasibility of prospectively requiring all IMGs who do not qualify for the competent authority or specialist pathway to complete the AMC examination in its entirety before being eligible for registration.

Review the requirements for registration for IMGs seeking to work in general practice.

Review the Board's policies for dealing with IMGs who are failing to progress towards general or specialist registration.

Set up a program of audit of supervision requirements for IMGs.

Systematically review notifications data about IMGs to understand whether there are risk factors for notifications.

Project/Initiative 8: Raise awareness of the National Scheme

Background

Social research conducted in 2018/19 confirmed that there was a low level of awareness of the National Scheme and of the role of the Medical Board.

Works

The Board will work with AHPRA on how to raise awareness of the National Scheme and the work of the Board so that people who need to access the Scheme can do so.

The Board will continue to engage with the Aboriginal and Torres Strait Islander Strategy Group to do our part to improve access to health care and health practitioners for Aboriginal and Torres Island Peoples.

Project/Initiative 9: Medical Board National conference

Background

The Board runs an annual conference for Medical Board members and relevant AHPRA staff.

Works

Secure venue, make all the necessary arrangements and develop the program for the conference.

Schedule 3: Fees payable by health practitioners

Medical Board of Australia

MBA

Registration type

Registration type	Note	National Fee			NSW Fee										
		2018-19	Change	2019-20	2018-19			2019-20			Change Board	Change Council	NSW Rebate / (Surcharge)		
Application fee for general registration*		764	23	787	764		764	787		787					
Application fee for specialist registration*		764	23	787	764		764	787		787					
Application fee for provisional registration for Australian and New Zealand graduates		-	-	-	-		-	-		-					
Application fee for provisional registration for international medical graduates (outside Australia and New Zealand)*		382	11	393	382		382	393		393					
Application fee for general registration after converting from provisional registration		-	-	-	-		-	-		-					
Application fee for limited registration*		764	23	787	764		764	787		787					
Application fee for non-practising registration*		149	4	153	149		149	153		153					
Application fee for endorsement of registration		100	3	103	100		100	103		103					
Application fee for fast track application*	f	60	-	60	60		60	60		60					
Application fee to add specialist registration to current general registration		191	6	197	191		191	197		197					
Application fee to add general registration to current specialist registration		191	6	197	191		191	197		197					
Application fee to add another specialist registration to current specialist registration		191	6	197	191		191	197		197					
Registration fee for general registration		764	23	787	256	407	663	264	419	683	8	12		104	
Registration fee for specialist registration (for practitioners who do not hold general registration)		764	23	787	256	407	663	264	419	683	8	12		104	
Registration fee for limited registration		764	23	787	256	407	663	264	419	683	8	12		104	
Registration fee for provisional registration		382	11	393	136	206	342	140	212	352	4	6		41	
Registration fee for non-practising registration		149	4	153	67	79	146	69	81	150	2	2		3	
Registration fee for general registration (teaching and assessing)		149	4	153	67	79	146	69	81	150	2	2		3	
Late renewal fee for general registration	f	30	-	30	30		30	30		30					
Late renewal fee for specialist registration	f	30	-	30	30		30	30		30					
Late renewal fee for limited registration	f	30	-	30	30		30	30		30					
Late renewal fee for provisional registration	f	30	-	30	30		30	30		30					
Late renewal fee for non-practising registration	f	5	-	5	5		5	5		5					
Late renewal fee for general registration (teaching and assessing)	f	30	-	30	30		30	30		30					
Replacement registration certificate	f	20	-	20	20		20	20		20					
Extract from the register fee	f	10	-	10	10		10	10		10					
Copy of the register (if application is assessed as in the public interest)	f	2,000	-	2,000	2,000		2,000	2,000		2,000					
Verification of registration status (Certificate of Registration Status)	f	50	-	50	50		50	50		50					

* Payment of both an application fee and registration fee is required at the time of application

Note 1: These fees are consistent across all professions and remain unaffected by annual indexation increase

Schedule 4: Summary of National Board's annual budget

Medical Board of Australia

Income and expenditure budget and notes

Summary budget 2019/20

Item	\$
Income	
Registration (see note 1)	70,816,200
Application	3,000,000
Interest	1,538,080
Late Fees and Fast Track Fees	105,300
Other	737,900
Total Income	76,197,480
Expenses	
Board and committee (see note 2)	3,839,724
Legal, tribunal costs and expert advice (see note 3)	6,225,161
Accreditation (see note 4)	4,554,308
Office of the Health Ombudsman (Queensland)	2,482,460
Other direct expenditure (see note 5)	3,554,701
Indirect expenditure (see note 6)	59,983,766
Total Expenses	80,640,120
Net Surplus (Deficit)	(4,442,640)

BUDGET NOTES

1. Registrant numbers	<p>The budget for registration income is based on the following:</p> <p>Number of registrants invited to renew at next renewal period: 120,058 Lapse rate of renewals:..... 2.33%</p>
2. Board and committee expenses	<p>This covers the meeting costs of the National Board and its committees which have the delegated authority to make decisions about individual registered health practitioners.</p> <p>Costs include sitting fees, travel and accommodation while attending meetings for the Board.</p>
3. Legal, tribunal costs, and expert advice	<p>These costs are incurred in the management of complaints against practitioners (notifications), statutory offences and registration matters. The costs do not include the significant Board and committee costs, including sitting fees, related to notifications. These are included in '2' above.</p> <p>Also not included are the material staff costs in each state and territory office relating directly to notifications. These are included in "indirect expenditure" below.</p>
4. Accreditation	<p>Accreditation expenses include the costs of funding provided to the Australian Medical Council (AMC) for accreditation and functions and related projects.</p>
5. Other direct expenditure	<p>Costs associated with the Board's work on registration standards, policies and guidelines.</p> <p>This includes the following activities:</p> <ul style="list-style-type: none"> costs involved in consultation with the community and the profession engagement of consultants necessary to support the Board's work publication of material to guide the profession, such as the Board's newsletter Board member professional development policy development and projects funding of external doctors' health programs
6. Indirect expenditure	<p>The proportion of AHPRA's business as usual costs allocated to the Board as indirect costs is 38.068%. The percentage allocation for the Board in 2018/19 was 38.344%. The indirect expenditure includes Notification Workplan Additional Resources cost provision of \$1,967,928.</p> <p>In addition, indirect costs include a one-off cost of implementing a major information systems replacement program. The project is ongoing and should be completed in FY 2019-20.</p> <p>Indirect costs are shared by the National Boards based on an agreed formula. The percentage is based on an analysis of historical and financial data to estimate the proportion of costs required to regulate the profession. Costs include salaries, systems and communication, property and administration costs.</p> <p>AHPRA supports the work of the National Boards and committees by employing all staff and providing systems and infrastructure to manage core regulatory (registration, notifications, compliance, accreditation and professional standards) and support services in eight state and territory offices.</p> <p>The 2019/20 AHPRA business plan sets out AHPRA's objectives for 2019/20 and how they will be achieved.</p>

Schedule 5: Performance management framework

Volume and trend data reports

National Boards will receive quarterly AHPRA performance report and volume and trend reports in accordance with the Performance Reporting Framework. The Performance Reporting Framework will be reviewed in 2019/20.

Schedule 6: Principles of equity

AHPRA and the National Boards have been working in close partnership to improve the management of equity on behalf of the NRAS in the interests of greater cost effectiveness and efficiency with a view to ensuring the long-term financial sustainability of the Scheme.

Equity has accumulated from baseline contributions made by National Boards upon inception of the NRAS, and through subsequent operating surpluses.

Equity serves several important purposes including:

- Mitigating against unexpected loss not covered by the National Scheme's comprehensive insurance
- Funding capital and strategic projects that support the effective and efficient operation of Boards and the Scheme
- Management of financial volatility by smoothing out timing differences between income and expenditure

To set a strong foundation of financial discipline, AHPRA and the National Boards have agreed on a number of key principles to guide equity management and decision making. The key principles are:

- Joint accountability for the financial resilience and sustainability of the NRAS and National Boards, whilst ensuring that no stakeholder is no worse off under the proposed new equity approach
- Appropriate and efficient use of resources
- Using evidence to support funding based on a robust risk assessment
- Transparency of process
- Appreciation of the different profession profiles and equity positions, and
- Recognition that the fee strategies for each Board are integral to meeting the equity needs of each National Board.

The new equity model establishes two discrete equity pools. The first pool is for each National Board to cover board strategic projects, primary risk provision, large case costs and movements in Business As Usual ('BAU') costs. The second pool is a centralised NRAS pool that covers scheme-wide strategic projects and a secondary risk provision.

By improving our approach to the management of equity, it is anticipated that the following outcomes will be achieved:

- Improved clarity of purpose
- Greater visibility and line of sight of accountability and responsibility
- Improved collaboration, communication and coordination
- Increased effectiveness and efficiency
- Enhanced trust and confidence in process, oversight and sustainability