



Delivering a **Healthy WA**

Attachment 4 WA Health Unmet Area of Need Policy and Guidelines

Roles and Responsibilities

The different roles and responsibilities of the different parties involved in the unmet area of need (UAN) application process are as follows:

Applying and Employing Service/Organisation

- obtains a District of Workforce Shortage status from the Australian Government Department of Health and Ageing before applying for a UAN determination
- meets all assessment criteria before submitting an application for a UAN determination to the Department of Health – see Attachment 1 of the WA Health UAN Policy
- conducts the recruitment and selection of an overseas trained doctor and equitable process in a fair and equitable manner, complying with:
 - visa requirements set by the Department of Immigration and Citizenship
 - the WA Public Sector Standard in Human Resource Management - Recruitment Selection and Appointment
 - national assessment processes conducted by the Australian Medical College and the relevant specialist college.
- does not extend the contract of employment for an overseas trained doctor working in a UAN with conditional registration with the Medical Board of Western Australia (MBWA) beyond the expiry date of the determination
- provides the MBWA with details of the current UAN determination and expiry date when seeking conditional registration for a UAN position
- provides a comprehensive orientation program for recruited overseas trained doctors
- advises the MBWA of any significant issues in the performance of a medical practitioner in a UAN position if such matters cannot be resolved between the employer and the doctor
- provides training and support to overseas doctors to enable them to become unconditionally registered medical practitioners
- provides training in and conducts performance management with overseas trained doctors.



Department of Health (Medical Workforce Branch)

- manages the UAN Program
- advises on the UAN Application process
- processes UAN applications.

Australian Government Department of Health and Ageing

- assesses and determines District of Workforce Shortage status.

