

Medical Council, Malta Adaptation Period Guidance Document

The Medical Council Malta (MCM) may offer EU applicants or those with acquired EU rights, who apply for registration but do not qualify from mutual recognition, to sit for the Malta Medical Council Statutory Examination or an Adaptation Period.

The Adaptation Period is a means for applicants whose standard of education (knowledge), experience and/or training (skills) do not meet the standards of the host country.

If the applicant opts for adaptation, the applicant must provide detailed documentation to attest his/her medical/dental knowledge, skills, training and experience, as these are determinant on the specific areas to be covered during adaptation. The adaptation period can be from a minimum of three months up to a maximum of thirty-six months.

As the adaptation period is a period of practice and requires the building of the doctor/dentist patient relationship, the applicant must provide evidence that s/he is fully conversant in English and/or Maltese. The MCM will not assess language proficiency itself but requires that the applicant is to produce evidence of English Language Proficiency through the IELTS at band 8 and /or Maltese at proficiency level B2 through the University of Malta.

The adaptation period must be supervised practice and or academic training in an approved teaching practice. Such practice is assessed and it is only upon a satisfactory assessment that one can then be eligible for registration.

If during the adaptation period it is evidenced that the gaps in education, training and experience are more than primarily assessed on application, the MCM may require the applicant to extend his or her adaptation period.

The adaptation period must meet the following criteria set by the MCM:

1. To undergo an adaptation period, the person must be appropriately registered with the MCM. **This registration will be given when a suitable place of work and supervision is agreed on.** (see 5 below) The MCM will set relevant conditions on this registration as a result of an assessment of the applicant's qualifications and professional experience.
2. A MCM Adaptation Accreditation Sub-Committee (AASC) will undertake the assessment of the applicant's qualifications and professional experience, and will advise on the duration and nature of the adaptation assignment.
3. Proficiency in English and/or Maltese must be provided prior to starting negotiations of adaptation.

4. The person undergoing the adaptation period is required to negotiate the terms of work with the authorities involved, him/herself. The MCM is not responsible for this. Applicants cannot expect to be paid.
5. The applicant must have adequate insurance cover to practice during adaptation.
6. Adaptation like the Statuary Examination comes at a cost. This cost is to be borne by the applicant. (see Medical Council, Malta Adaptation Period Fees on the MCM website).
7. An adaptation period can be recommended for a minimum of 3 months and a maximum of 36 months.
8. An adaptation period must be full time and undertaken according to the exigency of the Service
9. An adaptation period applicant must fulfil all the obligations of the place of supervised practice.
10. The Malta Post-Graduate Medical Training Centre (PGTC) or any such body recognised by MCM is the entity entrusted by the MCM to oversee the adaptation process training and organise the supervision.
11. It is advisable to provide an induction period for the applicant prior to the start of the adaptation period.
12. An identified registered medical/dental professional must directly supervise the person undergoing the adaptation period.
13. It is the duty of the applicant to ensure that the supervision of the relevant training is occurring. One must make sure that one is gaining the experience needed.
14. The Supervisor must ensure that the adaptation doctor is fully supervised and assessed according to the requirements set by the MCM.
15. The supervisor may find that an applicant meets standards in one area but requires more adaptation in another. It may also result that areas identified in the MCM / AASC directions need additional experience. This information needs to be passed on to the Malta Post Graduate Medical Training Centre (PGTC) who in turn will liaise with the MCM.
16. The requirements of the MCM are flexible enough to allow for decisions about what experience the applicant needs to undertake based on the knowledge and experience of the applicant by the supervisor.
17. The supervisor must fill in timely assessments.
18. If assessments during the adaptation period evidence the need for further training, the MCM will inform the applicant of this and adjustments to the length of the adaptation period and the placement of the training required.
19. Any evidence of concern for patient safety is to be immediately directed to the Post-Graduate Medical Training Centre who will in turn inform the MCM.
20. If patient safety is deemed to be a grievous concern the adaptation period may be curtailed and withdrawn. Such concerns are to be made known to the MCM, the PGTC and the management of the hospital.

21. The applicant can appeal from 18, 19 and 20 above with the Appeals Committee for Adaptation Accreditation (ACAA). During the appeal, suspension of the adaptation period will occur.
22. Suspension of the adaptation period does not mean that the cost is curtailed.
23. Extension of the adaptation period means that the original cost is maintained but in addition, a pro rata cost is incurred.
24. At the end of the adaptation period the supervisor and Post-Graduate Committee must provide a report to the MCM. The information in the report will help inform the Council whether to register the applicant or not. Providing false or misleading details in the report could lead to the supervisor being charged with professional misconduct.
25. At all stages of the adaptation period and of the final assessment, it is of the utmost importance that high ethical and professional standards are maintained by all parties concerned.