Occupational and Environmental Medicine Specialists – Practise in Australia

Able Medico · Information for overseas-trained occupational and environmental medicine specialists · November 2026

Overview

Occupational and environmental medicine (OEM) specialists are assessed by the Royal Australasian College of Physicians (RACP) through its Australasian Faculty of Occupational and Environmental Medicine (AFOEM). Most OEM specialists in Australia work in the private sector.

Since the RACP introduced its Accelerated Specialist Pathway, specialists from the UK, Ireland, Hong Kong and India (and Sri Lanka for adult medicine) can be assessed on paper, with no interview, and complete about 6 to 12 months' peer review.

Occupational and environmental medicine in Australia

OEM specialists prevent and manage work-related illness and injury, assess fitness for work, and help injured and ill workers return to work. Their expertise is in demand in mining, construction, manufacturing, transport and government.

What Australian OEM specialists do

- Assess workplace hazards and design health and safety programs
- Diagnose and manage occupational lung disease, musculoskeletal injury and work-related mental health conditions
- Assess fitness for work and manage return-to-work programs
- Provide independent medical and medicolegal assessments
- Advise employers and government on workforce health policy

Where they work

Private consulting practices, large employers, insurers, government agencies and hospital occupational health services.

Your pathways

There are three routes for occupational and environmental medicine specialists. Our Due Diligence report tells you which fits your training and experience.

Pathway	Who it is for	Possible outcomes	What follows	Leads to
RACP Accelerated Specialist Pathway	Specialists with a UK CCT/CCST, Irish CSCST, Hong Kong FHKAM plus FHKCP, Indian MD plus DM, or Sri Lankan MD plus PGIM board certification	Comparability decided on paper, usually about 6 weeks after a complete application	Peer review: about 6 months (UK, Ireland) or about 12 months (Hong Kong, India, Sri Lanka)	Specialist registration and FAFOEM

Pathway	Who it is for	Possible outcomes	What follows	Leads to
RACP Standard Specialist Assessment	All other overseas-trained specialists with at least 3 years' specialist training	Substantially / partially / not comparable, after a video interview	Substantially comparable: 6 to 12 months FTE peer review. Partially comparable: up to 24 months FTE supervised practice, usually 6 to 12 months' top-up training at an accredited site, then peer review	Specialist registration and FAFOEM
Area of Need	Specialists selected by an employer for a position the state or territory has declared an Area of Need	RACP supports the appointment only with suitable supervision and a substantially comparable outcome	Practise in that position under supervision	Registration tied to that position, while you complete specialist recognition

Points to know

- The RACP pathways have no written or clinical exams. Requirements are supervised practice, workplace-based assessment, online courses and CPD.
- You complete the RACP orientation course within 3 months and the cultural safety course within 6 months of starting.
- Your position must be at least 0.5 FTE and approved by the RACP before you start.
- A comparability decision is valid for 2 years, during which you need to secure a position and begin your requirements.
- Not comparable applicants may reapply after 2 years with further training or consultant experience.

Medical licencing process

1. **Due Diligence.** Our opinion on which RACP pathway applies to you, your most likely outcome, and your registration and visa options.
2. **Primary source verification.** Verify your medical and specialist qualifications through the Australian Medical Council.
3. **RACP assessment.** Accelerated: a paper assessment, usually about 6 weeks. Standard: a one-hour video interview, with a decision on average within 6 months of a complete application.
4. **Find your position.** We introduce you to employers. The RACP must approve your position and peer review or supervision arrangements before you start.
5. **Ahpra registration.** Limited (or provisional) registration while you complete supervised practice.
6. **Visa.** Skills in Demand visa (subclass 482) or a permanent residence visa.
7. **Medicare.** Provider number and section 19AB exemption for your location.
8. **Commence practice.** Peer review or top-up training, the RACP orientation and cultural safety courses, and CPD.
9. **Fellowship and specialist registration.** Once your requirements are signed off, apply for FAFOEM and full specialist registration.

Workforce, demand and remuneration

Workforce. OEM is a small specialty in Australia, with most specialists in private practice and demand concentrated in resource and industrial regions.

Demand. Occupational and environmental medicine is not on the acute-shortage list, so where you can bill Medicare depends on District of Workforce Shortage (DWS) status for the location. We check this for every position we propose.

Remuneration. Earnings depend on public or private practice, location and your supervision level before specialist registration. We discuss remuneration for specific opportunities with you directly.

How Able Medico helps

Medical licencing and migration is our forte. We tell you which RACP pathway suits you, prepare your application and interview, secure an approved position, and manage Ahpra, visa and Medicare steps. Through our employer contacts we can introduce you to consulting practices, employers and government agencies.

Next steps

- **Start with Due Diligence:** ablemedico.com.au/able-medico-for-doctors
- **Contact us:** ablemedico.com.au/contact-us

Sources

- Accelerated Specialist Pathway — RACP
- Standard Specialist Assessment Pathway — RACP
- Specialist pathway – specialist recognition — Medical Board of Australia
- Section 19AB – access to Medicare provider numbers for overseas trained doctors — Department of Health