



Azar

PERSONA DESCRIPTION

Azar, 43, female, married with children. Country of training – Iran, where she completed her medical degree and worked as a doctor – she has refugee status. Initially, on arrival in Australia, Azar worked in healthcare in data entry roles. This was frustrating and demoralising. Impacting her recency of practice are three issues: it took significant time to secure visas in Australia; she had gaps in her medical work experience due to pregnancies and she was unable to secure employment as she was not able to get all relevant documents for her medical training and work experience as a doctor prior to leaving Iran. She made contact with a mentor who recommended her for an Observership program which she excelled in. She then secured employment in a medical role in a rural setting after obtaining registration via the standard pathway.

She struggled with colloquial English, the culture and with supervision in a rural area – learning gaps in practice included cultural safety, communication, and understanding the health system. She was keen to leave her rural position because she encountered racism and exploitation particularly with unfair conditions which weren’t comparable with those of other colleagues who had been in Australia for longer. Her reason for immigrating to Australia was to secure a better life for her children – she had worried about schooling her children in a rural setting and employment for her partner (who is an engineer but in a rural setting was a house father and struggled with his identity and culturally changing power dimensions in the family). She would like to see political consideration of document verification processes for international medical graduates who are refugees; streamlined recency of practice requirements, improved supervision, a better culture in medicine and streamlined pathways requiring less time and reduced financial burden.

| AGE | GENDER | RELATIONSHIP STATUS |
|-----------------|--------|-----------------------|
| 43 Years of Age | Female | Married with children |

COUNTRY OF TRAINING

Iran

STAGE OF TRAINING

Completed Medical Degree and employed in Iran as a doctor.

PATHWAY

- STANDARD PATHWAY
- EXAMS

MOTIVATIONS TO COME TO AUSTRALIA

Refugee – political considerations, and seeking a better life for her children.

AUSTRALIAN WORK LOCATION

Worked initially in data entry roles and then secured employment in a medical role in a rural setting.

STRENGTHS

High degree of resilience. Understands refugee health and has a strong background in trauma informed care.

CHALLENGES

She had encountered racism and exploitation.

ASPIRATIONS

To live in a safe and welcoming environment and to pursue her medical career.

ENABLERS

She would like to see political consideration of document verification processes for international medical graduates who are refugees; streamlined recency of practice requirements, improved supervision, a better culture in medicine and streamlined pathways requiring less time and reduced financial burden.