

POSITION STATEMENT

Doctors with Disabilities – 2020

The purpose of this position statement is to address the needs and expectations of people living with a disability at all stages of their career including their time at medical schools, in medical colleges and with employers.

1. OVERARCHING PRINCIPLES

- 1.1 All doctors, regardless of disability (physical or intellectual), should have equal opportunities when it comes to employment as a doctor in a public or private capacity.
- 1.2 AMA Queensland is strongly supportive of medical schools, colleges and employers adopting equal opportunity policies when it comes to employment as a doctor in the public or private capacity.
- 1.3 AMA Queensland strongly believes that competency as a doctor is not necessarily linked to their physical ability, but their values and behaviors towards patients and treating patients with respect.
- 1.4 AMA Queensland believes that students require support at all stages to complete medical school and specialty training to achieve any medical career, to the maximum extent that the student's physical ability allows.
- 1.5 AMA Queensland acknowledges that certain intellectual disabilities may pose risk to patient safety. However, this is for medical schools to decide upon admission into the medical degree.

2. CONTEXT

- 2.1 The Federal AMA currently has an equity, inclusion and diversity committee.
- 2.2 The term "disability" extends to both physical and intellectual disability.
- 2.3 There are currently no position statements regarding doctors with a disability within state or territory AMAs.
- 2.4 AMA Queensland is unable to quantify how many people living with a disability have not enrolled in medical school believing that their disability would be a barrier to them being accepted into the course.

3. AMA QUEENSLAND POSITION

- 3.1 AMA Queensland supports individuals with physical or intellectual disability pursuing a medical career to the extent of their disability, contingent on their ability to offer safe and adequate patient care.
- 3.2 AMA Queensland believes strong support networks are not only important for the student during medical school, but are just as important when that student attends a specialist medical college and progresses to employment as a doctor in a public or private capacity.
- 3.3 AMA Queensland calls on medical schools, colleges and employers to adopt the *AMA Queensland Guidelines for Medical Schools, Colleges and Employers* to ensure the needs and expectations of people living with a disability are supported at all stages of their career.
- 3.4 AMA Queensland calls on other state AMA branches to adopt this position statement and guidelines for use in their own jurisdiction.