



A Note From the Chairman

Professor Geoffrey Dahlenburg, OAM

At the dinner of the National Forum held in late October this year Robert Wells and Simon Willcock were joint recipients of the Geoffrey Marel Medal which was presented to them by Meryl Marel. Geoffrey Marel was a dynamic and enthusiastic supporter of JMO training and the medal honours his memory.

Robert Wells is the former Chairman of the Medical Training Review Panel and it was greatly due to his advice, endeavours and support that the Confederation of Postgraduate Medical Education Councils (CPMEC) was founded.

Simon Willcock is the past chair of the NSW PMC and a tireless worker to improve JMO training.

CPMEC elected a new Chairman, Professor Barry McGrath, immediate past Chair of the Victorian PMC. CPMEC has played a considerable role in the development of National Guidelines for JMO training, in developing the national focus on training and education for Overseas Trained Doctors, and will move this year to harmonise intern education programs across state boundaries.

Meanwhile, back at the ranch, we have been engrossed in the PMCSA Review (see starred box) and also the Review of the Medical Board of South Australia.

Congratulations are due to Karen Grace for her tireless work promoting JMO education and training, to Linsey Hart for her extraordinary efforts in assisting the training of OTDs in all areas, and for her caring support to those OTDs who have difficulties.

Our thanks go to the MEOs and DCTs who have so well supported JMO training, to the teachers and term supervisors in the hospital & non-hospital settings, and finally to the Department of Health and the Medical Board of South Australia for their assistance and financial support.

A very Merry Christmas and a prosperous & Happy New Year to All.

PMCSA REVIEW:

The Postgraduate Medical Council of South Australia is currently undergoing a comprehensive review relating to its role and future positioning within the SA health system. The review was instigated by the Department of Health in response to discussions held with the Medical Board of SA regarding future funding arrangements for PMCSA. Dr Peter Brennan, Executive Director of Medical Services at The Royal Melbourne Hospital and Managing Director of MA International: Management Consultants to the health industry was appointed as the reviewer.

Written submissions and interviews have been held and PMCSA now awaits a final report. We hope to be in a position to report on the new format and structure of PMCSA in our next newsletter.

Accreditation Subcommittee

During 2004 The Queen Elizabeth Hospital and the Lyell McEwin Health Service were formally accredited as part of the routine 3 year cycle. A visit to the Noarlunga Health Service was made to determine its suitability to have junior doctors in their own right. A number of general practices will be visited in December as part of the increased GP placements for interns.

South Australia is small enough to enable some accreditors to cover all hospitals which helps provide consistency.

PMCSA also accredits Darwin and Alice Springs Hospitals and both had follow up visits during the year.

The accreditation subcommittee met on two occasions, giving an opportunity to discuss broad issues of the accreditation process.

Education Subcommittee

We have been engaged in several projects in 2004. Some of these have included:

- Contributing to discussions with the Department of Health about the range of competencies JMOs could be expected to attain from a program of simulated teaching that the department is endeavouring to implement.
- Developing a plan for articulating the intern core curriculum with standardised term descriptions and the subsequent use of the achievement of the disciplines in delivering the requirements of the term descriptions, as one tool for accrediting institutions for JMO training.
- Ultimately it is hoped to encourage all JMOs to develop a portfolio that will outline progress towards achieving success in completion of the core skills and also assist in CV and interview preparation.

Review of the JMO Learning Objectives & development of a framework for core competencies.

Core Skills for Interns: A simple new approach

Many thanks are due to the members of the Working Party who generously came together in a concentrated effort to produce this document. It is deemed to be concise, relevant, pragmatic and deliverable.

The draft document was put out for consultation to the JMO Forum, MEOs & DCTs, and PMCSA Executive and overall the feedback was very positive. It was then presented to PMCSA Council. Following some further modification suggested by Council, this document and its recommendations were finally endorsed by PMCSA Council and duly ratified by the MBSA. It is currently being rolled out for use by intern training teams from the start of 2005. Copies have also been made available to Medical Directors and the curriculum committees of both SA Medical Schools. It will be available on our website shortly.

Many thanks to Dr John Craven, Paediatric Registrar at WCH and a member of the Working Party, for co-presenting this work with Karen Grace, PMCSA at the national forum in Melbourne in October.

Prevocational General Practice Placements Program

As part of a concerted plan to give JMOs more exposure to community-based training, a number of new rotations have been developed by the Adelaide to Outback, Sturt-Fleurieu GPETs and PMCSA. Term Descriptions for all attachments are available from Medical Admin and the MEOs in relevant feeder hospitals.

Intern GP Rotations – General Practice Education and Training Consortia

FMC	<u>Jamestown</u> – Sturt Fleurieu GPET <u>Bridge Clinic, Murray Bridge</u> – Sturt Fleurieu GPET
LMHS	<u>Kapunda</u> – Sturt Fleurieu GPET <u>Windsor Village Medical Centre</u> – Adelaide to Outback GPET
MPH	<u>Health at Campbelltown</u> – Adelaide to Outback GPET
RAH	<u>Clare</u> – Adelaide to Outback GPET <u>Whyalla</u> – Adelaide to Outback GPET
TQEH	<u>Kadina</u> – Adelaide to Outback GPET

PGY2/3 Community Term rotations – PMCSA

SA Prison Health Service - RAH <u>Sites:</u> Adelaide Remand Centre – Currie St CBD; Yatala Labour Prison – Northfield; Adelaide Women’s Prison – Northfield <u>Term Supervisor:</u> Dr Chris Holmwood	Nunkuwarrin Yunti – RAH/FMC <u>Sites:</u> Wakefield St CBD Brady St Clinic – Elizabeth Kaurna Plains Early Child’d Clinic – Ridley Rd, Elizabeth Kalaya Children’s Centre – Webb St, Queenstown <u>Term Supervisor:</u> Dr Veda Rengasamy
The Second Story: city/north - LMHS <u>Sites:</u> Hyde St CBD Gillingham Rd, Elizabeth Youth Training Centres – Magill and Cavan <u>Term Supervisor:</u> Dr Mark Fuller	The Second Story: city/south – FMC/RAH <u>Sites:</u> Hyde St CBD Beach Rd, Christies Beach Youth Training Centres – Magill and Cavan <u>Term Supervisor:</u> Dr Mark Fuller

SA JMO Forum

Highlights from 2004 include:

- Representation on the TMO Position Application Process Working Group Review
- JMOs were funded to the ARCHI Conference earlier this year on Clinical Handover. From this a handout on JMO Guidelines for Clinical Handover, titled “Safe Handover: Safe Patients” was developed by Anthony Bradshaw and duly endorsed by the JMO working group. It has subsequently been sent to all DCTs, MEOs, and Medical Administrators in training hospitals asking that the document be made available to all JMOs and addressed at orientation in 2005. Positive responses were reported from the RAH, LMHS, MPH, TQEH & FMC.
- The Core Skills for Interns document was discussed at JMO Forums and favourable feedback received. It is hoped support will be available for interns to achieve these skills throughout the year. However, it is the strong recommendation of the 2004 SA JMO Forum that SA JMO representatives be involved to assist in any working parties formed to address potential credentialing of designated JMO core competencies.
- Have suggested further terms for consideration of future inclusion under the federally funded Prevocational GP Placement Program.
- 6 JMOs, one from each training hospital plus our state JMO representative, were funded by the PMCSA and Commonwealth Govt. to the National JMO Forum in Melbourne in October. A report follows in the next section.
- A Working Party on ‘Transition to Internship’ was convened in order to map out an overview of what needs to be included in any meaningful preparation for internship. Rick Catterwell (Adel. Graduate) and Anthony Bradshaw (Flinders Graduate), as members of this Working Party, were invited to address the final year course committee at Adelaide University School of Medicine on this matter. The discussion was encouraging with mutual agreement on many points and resulted in concrete plans to begin incorporating key components into the final year student ‘internships’ in 2005.
- Have initiated a trial of alpha numeric pagers at FMC.
- Barriers to implementation of the Teaching on the Run training modules in SA were discussed. It seems these are essentially time and money and so it was suggested that a commitment to this program from hospital CEOs is needed under the quality and safety agenda. The 2004 SA JMO Forum recommends that PMCSA make this priority training for all DCTs, MEOs and members of the JMO Forum in 2005 and that participants be awarded a certificate upon completion.
- PMCSA wishes to thank all JMO representatives for their attendance this year and particularly the commitment of a core group of members. Of these people, Anthony Bradshaw, JMO representative on PMCSA Council and many other working parties and Lahiru Perera, State JMO representative on the National JMO Forum Planning Group deserve special mention and thanks.

National JMO Forum

Overall, the National Working Group feels that the 2004 National JMO Forum built upon the work of the previous year and was a success. There was substantial generation of positive ideas for the future of JMO education to be progressed at a state level.

- Prior to the national forum, in August each state conducted an audit on where they stood in relation to the recommendations set down from the 2003 national JMO Forum. The results of the audit were disappointing with little progress being made around the nation although overall SA fared reasonably well. It was soon realised by the working party that the 2004 National JMO Forum would have to focus on ‘solutions’ for the barriers to the recommendations.
- Two briefing sessions were held for all SA JMO representatives (9) attending the 2004 National JMO Forum so that SA views on JMO training and workforce matters could be consolidated prior to the forum and to reinforce the education and training focus of the forum rather than industrial relations.
- Progression of solutions (report to be posted on the PMCSA website) in SA: It was felt that the SA MEOs are a fantastic resource and that they would be the best implementers of solutions from the National JMO Forum at the individual hospital level. It was agreed that each of the hospital JMO representatives would take the task of prioritising the solutions back to their JMOs at a designated intern training meeting and consult at that level. It would be the JMOs unanimous recommendation from the 2004 Forum that there be full time MEOs at each hospital.

For a full report visit www.pmcsa.org.au

9th National Forum on Prevocational Medical Education

Hosted by the PMCV in Melbourne in October the conference themes were centred on workforce, assessment and training needs, on-the-job learning and supervision. International presenters included Ms Sue Kilminster from the University of Leeds who facilitated an interactive pre-conference workshop on Supervision and later presented on the topic, “Developing a framework for effective supervision”, and Dr John Norcini from the Foundation for Advancement of International Medical Education and Research (FAIMER) in the USA whose key note address was titled, “Work-Based Assessment”. The conference attracted 269 delegates, of whom approximately 20 were from

SA. A definite highlight of the program was the entertaining Hypothetical “Balance Between Service and Learning” which was scripted and led by Dr Ramesh Nagappan, DCT at Peninsula Health who is clearly a brilliant wit. Paul Lambert, intern at FMC, was coopted at the last minute onto one of the panels of the hypothetical and so was launched potentially into a new career on the stage!

MTRP National Projects

Since 1998 the Medical Training Review Panel has been funding innovative projects to enhance education and training of prevocational doctors. Three were completed in SA in 2004.

The High Fidelity Medical Simulation Project conducted at Flinders Medical Centre has been completed. This has been a very successful project comparing three training technologies – computer based simulation, low fidelity simulation and high fidelity simulation.

Participants were allocated to one of three groups, each given the same information using different presentations. Trainees in each group appeared to value the training very highly but more positive comments were received from the high-fidelity training group.

Professor Harry Owen, a clinical supervisor for the project and Director, Clinical Skills & Simulation Unit at FMC made the following comments regarding the project

In essence, the most positive impact of training using high-fidelity simulation was seen when trainees were faced with an emergency they had not encountered before. This suggests that high-fidelity simulation has value beyond specific scenario training and even though it is expensive to stage it is worthwhile. We have a significant data set but for me personally a single comment made by one participant made it all worthwhile - “Before I joined this training program, when there was a ‘Code’ on the ward, I took the back stairs away from it. Now when there is a code, I go TOWARD the situation because I know what to do.”

It is expected that the final report from the project will be available on the PMCSA website in the New Year.

Intern Assessment Feedback

This project was suggested by Karen Grace and with the support of the 2003 JMO Forum, Greg Jemsek, a medical education consultant, was contracted to design and establish the program.

The aim of the project was to give interns a full understanding of the importance of the assessment process, and to provide interns with confidence to discuss openly and frankly the issues raised at both the mid term and end of term assessment process. The project also encouraged interns to assert their own learning needs and to discuss actions to remedy deficiencies or underperformances.

The medical education teams in each of the 6 teaching hospitals supported the project and evaluation indicates it was appreciated by those who participated.

Collaborative Medical Team Development

This project completed at the Women’s & Children’s Hospital earlier in 2004 was developed as a training program for medical officers to specifically address issues surrounding communication and collaborative team work.

The intention of the project was to bring together medical teams to explore and experience ways of interacting that promote collaborative and interdependent practice while maintaining autonomy and self management ideals.

The project team has recommended continuing workshops for medical staff centred on communication skills and supervision skills involving junior staff. They also plan to develop teaching resources to accompany these workshops.

2004/2005 Projects

- **Postgraduate Medical Council of Victoria:** Stage 2 of professional development of registrars supervising junior medical staff.
- **Postgraduate Medical Institute of Tasmania:** An education program in medical error for junior medical officers.
- **Postgraduate Medical Education Foundation of Queensland:** Researching a flexible model for education and training for junior doctors.

Overseas Trained Doctors News

It has been a busy and successful year for the overseas doctors in South Australia with many attempting their AMC Clinical Exam this year. We would like to congratulate the following doctors on their recent success and wish them well with their future careers.

We also would like to wish all the doctors who are waiting on their October Multiple Choice Question exam results a positive outcome.

The 2004 Ready for Work Program participants are currently in the hospitals undertaking a clinical placement. This year part of the training offered in this program was undertaken at the Flinders Medical Centre Simulation Lab. This

was a fantastic learning experience for all involved and many thanks go to 'the team' of Val Follows, Dr Anna Vnuk and Prof Harry Owens for putting together this wonderful program for us.

Some 'action shots' from the simulation session have been included in the collage on page 3.

In 2005 we will be off to a flying start with a planned Clinical Bridging Program and MCQ Tutorial Program commencing late January and early February respectively. We also plan to recommence hospital tutorials, the after hours study group and OSCE practice exams to help prepare candidates for the AMC examinations.

Finally the Subcommittee will be saying farewell to Dr Irfan Tariq as he leaves to pursue his career interstate. Irfan has been a valued member and we will miss him. Goodbye and good luck Irfan from all of us!

www.pmcsa.org.au

The PMCSA website has become a very successful communication tool and reports from our service provider, Med-E-Serv, have shown continual increased usage since its launch in August 2002

The site is updated regularly and should be checked for information on programs available for Overseas Trained Doctors and Medical Educators. Useful links from our site go to local teaching hospitals and state and national organisations and we endeavour to monitor the integrity of these.

PMCSA welcomes feedback from users of the site to enable continued improvement of this service.

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