

## A NOTE FROM THE CHAIR



Dear Colleagues

It has been remarkable to watch the gathering strength of coordination of postgraduate medical education nationally and to see SA IMET finding its place in this new order. Within the state we have been fortunate to have the support of the government and Department of Health in what is a major recognition of education as a key role in our teaching hospitals, through the planned inclusion SA IMET accreditation achievement in Regional Performance Agreements. SA IMET will, however, need to offer substantial support to hospitals to help them achieve the new accreditation and performance requirements.

This newsletter summarises some of the many SA IMET and Council initiatives aimed at building this support. The SA IMET planning day has established a road map for Council to follow as it implements its new identity and structure, while new staff within SA IMET will add support to the various initiatives. SA IMET's new website ([www.saimet.org.au](http://www.saimet.org.au)) reflects this new vigour and we welcome you to visit it, and to comment back to us about its content, inclusions and exclusions as we put together a website that is informative and inclusive.

Kylie Ward has shown great courage and skill in building the new centralised TMO allocation process, with improvements to be ongoing over the coming year. SA IMET continues to support the Professional Development Program for Registrars, with new workshops planned and continued roll out in our hospitals, with similar plans for the Teaching on the Run program. The Specialist Training Program (STP, formerly ESTP) and PGPPP continue to go through their transitions to new management and the strengthening of electronic resources for education support will be an ongoing and major emphasis of SA IMET.

At a national level there are a wide range of committees, supports and processes in which SA IMET is involved. These are summarised in the Chair's report to Council which appears on the SA IMET website. Our accreditation committee continues to develop the new accreditation standards which will be the framework for education support in the postgraduate field throughout our State. These have reached their internal consultation stage and should be available for wider comment early in the New Year.

The support for SA IMET through our hospitals, education support officers, clinicians, universities and through the Department of Health has been essential and I thank all of those who have contributed to the birth of SA IMET over this year and wish you all a nice break over Christmas and above all a safe one.

With very best wishes

**Geoff**

Professor Geoff Thompson

Chair

SA IMET

## SA IMET STAFF UPDATE

**Professor Geoff Thompson** - Chair

**Mr Brendan Peek** - Manager

**Ms Kylie Ward** - Project Officer, Allocations

**Ms Racheal Kennedy** – Project Officer, IMG Programs

**Ms Vanessa Loose** – Project Officer, Education Coordinator

**Mr Mark Bailye** – Project Officer, Education Coordinator

**Ms Joanna Krips** – A/Executive Assistant / Coordinator

### WELCOME

Ms Vanessa Loose and Mr Mark Bailye have recently joined SA IMET, both as Project Officer – Education Coordinators. Vanessa will be focusing on both the Prevocational General Practice Placement Program (PGPPP) and the Specialist Training Program (STP). Mark's role will be focused on developing on-line resources and developing e-learning.

## MEO / DCT UPDATE

### MEO STAFF

**Flinders Medical Centre** – Bernie Hobbs & Paul Lambert

**Lyell McEwin Health Service** – Kathy Wright

**Modbury Hospital** – Jenny Costi

**Mount Gambier Hospital** – Julie Forgan

**Royal Adelaide Hospital** – Helen Yates

**The Queen Elizabeth Hospital** – Mark Bailye

**Women's and Children's Hospital** – Michelle Abbott

### DCT STAFF

**Flinders Medical Centre** – Dr Steven Scroggs

**Lyell McEwin Health Service** – Dr Adrian Anthony

**Modbury Hospital** – Dr Ken Hand

**Mount Gambier Hospital** – Dr Debbie Hough

**Royal Adelaide Hospital** – Prof Mitra Guha

**The Queen Elizabeth Hospital** – Dr Adrian Anthony

**Women's and Children's Hospital** – Dr Chris Clohesy

## READY FOR WORK PROGRAM



The Ready for Work program aims to provide international medical graduates (IMGs), who have passed the AMC Multiple Choice Question exam, but have no Australian clinical experience, the opportunity to gain knowledge of the Australian Health Care System and the role of the Junior Medical Officer (JMO).

The Ready for Work program commenced on the 26<sup>th</sup> October with 20 IMG participants. The program includes one week of learning opportunities and presentations from various health professionals followed by a 6 week clinical placement in one of the SA training hospitals.

It is hoped that the Ready for Work participants will be considered for employment if any intern vacancies become available toward the end of this year.

Participants in the Ready for Work program thoroughly enjoyed the program and believed they gained a lot of experience.

SA IMET are pleased to support training opportunities such as these for our IMGs and hope to be able to continue to do so in the future.

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**HAVE YOU SEEN THE NEW  
SA IMET WEBSITE ?**

[www.saimet.org.au](http://www.saimet.org.au)

Please forward feedback to Jo Krips  
([joanna.krips@health.sa.gov.au](mailto:joanna.krips@health.sa.gov.au))

## INTERN & TRAINEE MEDICAL OFFICER (TMO) ALLOCATIONS

### INTERNS

A total of 230 internship positions have been secured in SA hospitals for the beginning of 2010. The first round is offered to permanent resident SA graduates and permanent resident interstate graduates who completed year 12 in SA and 127 of the positions were secured by this group. The second round is offered to permanent resident interstate graduates and 12 positions were filled in this round. 44 positions were filled in the third round which consists of non permanent resident SA graduates and 38 positions were secured by the 4<sup>th</sup> round of non permanent resident interstate graduates. A total of 221 Australian graduates accepted positions for 2010 and 9 positions were filled by International Medical Graduates.

### TMOs

SA IMET has been working in collaboration with SA teaching hospitals to develop a new online recruitment process for prevocational training positions. The new process aims to provide the best possible outcomes for both the candidate and the hospital as it matches rankings from both groups to the highest possible preference available.

In 2009 the new process was rolled out for use and although the process will require ongoing refinement and fine tuning, the general consensus was that the process was a success.

Of the 485 applicants who were included in the match, 299 of them secured a place in the program of their first preferences – a result of over 60%.

SA IMET has established a Working Group to review the process and refine it further for the 2010 intake. It is anticipated that this will result in further success and an efficient recruitment process for SA hospitals.

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## LEADERSHIP DEVELOPMENT PROGRAM FOR REGISTRARS IN SOUTH AUSTRALIA

The latest Registrar Leadership Development Program was held over 2 days in November at the Belair Country Club. Participants were recruited primarily from the Southern Adelaide Health Service (SAHS) region and are generally nominated by their Directors of Training. This workshop included registrars from Medicine, Surgery, Anaesthetics, O&G, Radiology, Psychiatry and Intensive Care. Ms Cathy Miller, Chief Executive SAHS, has strongly endorsed the program and once again showed her support by opening the workshop. Exposure to corporate leadership and a wider health perspective was valued by the participants.

The program itself is interactive and experiential and densely packed with leadership and managerial topics such as supervision and situational leadership, team-building, styles of conflict resolution, stress management, time management and delegation, transitional issues, registrar as teacher, safety and quality and action planning. The summary overall evaluation on this workshop was 6 out of a maximum score of 7. In particular, participants' feedback across all 6 programs thus far delivered in SA, indicates registrars feel there is a real need for this program to be rolled out to all specialty trainees, they very much appreciate interacting with one another across a range of disciplines, and that they appreciate the contextual relevance the clinical facilitators bring to the program content.

Recent comments include:

- *This content and these important issues are not formally taught to us anywhere and are very necessary.*
- *Content was engaging. The workshop was not just didactic and descriptive, there were personal insights and personal relevance.*
- *Particularly enjoyable were the interactive activities.*
- *There was much to cover in 2 days.*

Thanks go to the facilitation team of Drs Jennifer Rush (ED RAH), Jacob Chisholm (Surgery FMC) and Tim Porter (Anaesthetics FMC) for their time and enthusiasm in delivery of the November 2009 workshop, and for their openness to receive on-the-job coaching in group work and facilitation techniques. Much appreciation and thanks must also go to SA IMET, which has agreed to continue to fund the roll out of this extremely worthwhile initiative in conjunction with the SA health regions.

*Karen Grace*

*SA Manager PDPR*

# 14<sup>th</sup> NATIONAL PREVOCATIONAL MEDICAL EDUCATION FORUM “COASTING TO GOLD”

SHERATON MIRAGE – GOLD COAST 14 – 18 NOVEMBER 2009



Around 400 delegates attended this year's prevocational forum on the Gold Coast. Once again, South Australia was well represented and participated in a range of pre-conference workshops and meetings, including one on a possible national intern allocation system as well as the CPMEC Consultative Council.

The conference itself provided many interesting and thought-provoking topics. Keynote speakers included surgeon and author Dr Mohamed Khadra, who provided an entertaining perspective on his journey through medicine and the lessons for life learned along the way. Dr Craig Hassed, General Practitioner and author discussed the important issue of health and wellbeing, and creative thinker Jason Clarke spoke about innovation whilst encouraging participants to embrace their own particular strengths and those of their colleagues to develop high performing teams.

There was lively debate on a range of issues, including the upcoming national registration for health professionals, the nature and indeed future of internships in Australia and of course the numbers of medical graduates entering the system over the next few years. The conference saw a number of other plenary presentations on issues including supervision, the Australian Curriculum Framework for Junior Doctors and the future of pre-vocational training. There was a wide range of concurrent sessions, with themes including capacity, assessment, International Medical Graduates, information technology and mentoring to name but a few. Once again, South Australian presenters were prominent throughout this program.

Of course the social program allowed colleagues and friends to establish and in many cases re-establish links with interstate counterparts. The welcome drinks were held on the windswept lawns of the conference venue overlooking the Pacific Ocean, whilst the Conference Dinner provided the opportunity for many to let their hair down and dance the night away! Congratulations should be extended to Dr Mau Wee from the Lyell McEwin hospital who on the night was awarded the CPMEC Junior Doctor of the Year award for South Australia

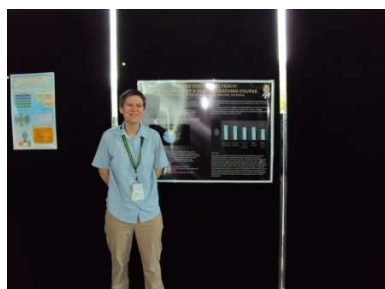


L-R Racheal Kennedy, Cathlin O'Connor, Jedda Schutz and Kylie Ward



Dr Mau Wee (second from left) with the other State Junior Doctor of the Year winners.

JMO Dr Jenny Roy from Flinders Medical Centre with her award winning poster presentation.



## STP

As of 1 January 2010 the ESTP Program will be amalgamated into a new Specialist Training Program (STP).

In total the specialist training initiatives covered by the new STP guidelines will include:

- the Expanded Specialist Training Program (ESTP);
- the Outer Metropolitan Specialist Trainee Program (OMSTP);
- Advanced Specialist Training Posts in Rural Areas (ASTPRA);
- the Pathology Memorandum of Understanding (Path MoU);
- the Overseas Trained Specialist Upskilling Program;
- Psychiatry Training Outside Teaching Hospitals (PTOTH);
- Supporting best practice and workforce in pathology and diagnostic imaging; and
- COAG Health Workforce initiative (73 new specialist training positions in 2011 and 73 more in 2012).

Medical specialist training in Australia needs to adapt to changes in the way health care is delivered. The changing patterns of disease, increasing complexity of treatment and advances in medical technology have altered the way services are delivered. More services are now provided outside major public teaching hospitals, and many more services need to be accessible to people living in the regional centres and rural and remote Australia.

The newly branded program aims to:

- increase the capacity of the health care sector to provide high quality, appropriate training opportunities to facilitate the required educational experiences for specialists in training;
- supplement the available workforce in outer metropolitan, rural and remote locations; and
- enable medical specialist trainees to rotate through an expanded range of settings beyond traditional public teaching hospitals.

All specialist training posts currently funded under these programs will continue to be supported throughout the 2010 academic year, on the condition that the post was filled within the 2009 academic year. There will be no funding application round for new 2010 positions.

It is expected applications will be called for later this year in relation to funding for the 2011 academic year.

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## NEWSLETTER DISTRIBUTION



Should you know of anyone in your area / department who would like to be added to the distribution list to receive this newsletter via email, please contact:

*Joanna Krips on (08) 8226 7231 or via email  
[joanna.krips@health.sa.gov.au](mailto:joanna.krips@health.sa.gov.au)*

## E-RESOURCES

There seems to be no end to what can be done in terms of using Information and Communication technology (ICT) to support and enhance the education and training of junior doctors. In relation to this SA IMET is looking at:

- what is available?
- what is needed?
- what are the key priorities?

At the recent SA IMET Planning Day, one of the areas under discussion was Online/IT support. The following areas were identified as high priorities by the working group:

- Common and equal access to up-to-date journals and resources (anytime/anywhere);
- Central Online Portal to support the education and training of junior doctors;
- Production of quality learning modules to put online;
- Central e-Portfolio – evidence, reflection and tracking of learning.

Other concepts under consideration at present include providing more online support for Accreditation, Allocations, Assessments, Term

Descriptions, Orientation (currently being undertaken) and Supervisor support. SA IMET now has a web presence that everyone can access and hopefully the information provided is useful, up-to-date and easily located.

Finally if anyone has any ideas or wants to know what SA IMET are planning to do in this space feel free to contact me.

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## PGPPP



The Prevocational General Practice Placement Program provides voluntary, well-supervised general practice-based placements for PGPPP Doctors in outer metropolitan, regional, rural and remote areas.

The aims of the program are to:

- provide PGPPP Doctors with exposure to general practice through a positive and confidence-building experience;
- encourage PGPPP Doctors to make an informed decision about taking up general practice as a career; and
- enhance PGPPP Doctor's understanding of the integration between primary and secondary health care.

As of 1 January 2010, the management of the PGPPP will be transferred from RACGP and ACRRM to General Practice Education and Training (GPET).

GPET is presently finalising the draft PGPPP Fundholder Agreement for the delivery of 2010 PGPPP placements.

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## SA IMET STRATEGIC PLANNING DAY

Around 30 key stakeholders in postgraduate medical education from across the state met on the 4<sup>th</sup> November, 2009 for the first ever SA IMET planning workshop. The half day event included representatives from the major teaching hospitals, universities, specialist colleges, SA Health and of course was well attended by trainee doctors.

The workshop was facilitated by Professor David Prideaux who is well known as the head of Health Professional Education at Flinders University. As well as facilitating the day, Professor Prideaux provided an interesting presentation on building relationships in clinical education. Professor Brian Jolly from the Centre for Medical & Health Sciences Education at Monash University also delivered a presentation on research that he has undertaken with regard to supervision capacity. The presentation offered many pointers as to how SA IMET may consider evaluating its own performance over the coming years.

Much of the workshop however was spent discussing a direction and key priorities for SA IMET. The outcomes from these sessions can be found at [http://www.saimet.org.au/events/projects/reports/planning\\_day\\_actions.pdf](http://www.saimet.org.au/events/projects/reports/planning_day_actions.pdf). Also discussed was a set of over-arching principles intended to guide the actions and deliberations of SA IMET Council, sub-committees and staff alike. Though not endorsed by Council as yet, the draft principles currently read:

1. Safety and quality of patient care is the primary aim of clinical education and training.
2. Learning and clinical care are integral to each other.
3. The primary focus of medical education and training should be patient-centred learning in the clinical environment.
4. Medical education and training can occur successfully in different environments using various models.
5. Independent accreditation is the appropriate mechanism for ensuring medical education standards.
6. Education and training are most effective in a well supervised and supportive environment.

Everyone at SA IMET was delighted by the contributions of all the participants, and indeed the positive and encouraging atmosphere that was prevalent throughout the workshop. We look forward to progressing the suggestions and assisting in the important work of advocating for, and supporting junior doctor training across the state.

*Brendan Peek*

*Manager, SA IMET*



**If you have any articles or information you would like to share, send them to us and we can publish them in the next newsletter**