



## A word from the Chair

This edition of the PMCT newsletter will highlight some of the work done over the past 12 months, with an emphasis on several exciting developments in educational and accreditation activities. We also welcome several new staff to PMCT. Finally, we will discuss several national issues of importance to prevocational medical education.

*Associate Professor Terry Brown*

## Education and Training

### Clinical Supervisor Workshops

PMCT acknowledges the tremendous contribution that clinical supervisors make to the supervision and training of prevocational doctors in our public hospitals. In order to support them in this vital role, PMCT has developed a [guide for supervisors](#) and also conducted a number of Clinical Supervisor Workshops.

### Supervisor Workshop in the south

We were fortunate to have Professor Kate Denning, an internationally respected medical educator, come to Hobart to facilitate two supervisor / medical educator workshops, covering topics such as 'Teaching and Assessing on the Run', 'The Junior Doctor in Difficulty', "Discover your own teaching style" and "Optimising teaching moments".

On 19 June 2018 we held another one-day workshop for clinical supervisors in Hobart. This workshop was open to consultants and registrars working at any of the public hospitals in Tasmania and was free to attend.

### Supervisor Workshop at NWRH

13 Clinical Supervisors from NWRH and MCH attended a one day workshop at NWRH on 10 April 2018. The workshop was facilitated by Ms Debbie Paltridge, a medical educator from Queensland, and was offered in partnership with the Tasmanian Rural and Regional Postgraduate Medical Training Hub. Activities included identifying factors that



*Clockwise from top: Clinical supervisors workshop, Hobart. Professional Development Day for Registrars, LGH. CSW, Hobart. Professional Development Day for Registrars, NWRH.*

enhance learning, developing a teaching plan for clinical teaching and practising using a model to give effective feedback. All participants agreed that they had learnt new things that they could implement in the workplace. Comments included 'excellent discussion – promoted closer relationships with other senior staff in a collaborative and non-threatening environment' and 'excellent day, clear and evidence-based, great key messages, much appreciated'.

### Professional Development for Registrars

The transition to the role of registrar can be challenging, with a whole series of non-technical skills which have to be acquired, such as Supervision and Delegation, Conflict Resolution etc, yet often no formal training in these skills. The Confederation of Postgraduate Medical Education Councils (CPMEC) have developed a high-quality Professional Development for Registrars course, which has now been delivered in most states and territories and is endorsed by several colleges.

Over the past several years, PMCT has run the course in Hobart on a number of occasions, but this year we were very pleased to be able to deliver the course in Launceston and Burnie for the first time. The response was very favourable, with 12 registrars attending at each site, and overwhelmingly positive feedback. We look forward to offering the course in Hobart later this year.

### Learning and Teaching in the Clinical Environment for JMOs

PMCT, in partnership with the Tasmanian Rural and Regional Postgraduate Medical Training Hub, recently completed a series of 6 interactive workshops for JMOs on learning and teaching in the clinical environment. The workshops were held at the RCS (Burnie) and offered over 6 evening sessions. Topics included facilitating learning in the workplace, giving and receiving feedback, small group teaching and teaching clinical skills. All sessions were well attended by interns, RMOs and registrars. The feedback indicated that they not only found the information valuable for their role within the hospital but they also enjoyed the opportunity to discuss issues with their peers. Participants who completed at least 4 of the workshops are eligible to apply for a UTAS Honorary Clinical Title.

## Accreditation

### Interns complete the first GP placements in rural areas of Tasmania

For the first time in Tasmania, Interns are being offered the opportunity to complete a placement with a rural general practice, in addition to the traditional hospital terms.

Launched at the start of the year with Commonwealth funding, this is an initiative which aims to enable newly graduated doctors to work in rural areas during the early stages of their careers. With an increased focus on the need for more GPs in rural and remote regions, this new Intern placement offers exposure and experience in rural medicine. The long-term goal is to increase the number of doctors who return and practice in rural areas after completion of their training.

Dr Emily Doole, based at THS-NW, was the first Intern to complete a placement on King Island. Her comments after completing the term was that it was a "very positive experience with lots of fantastic learning opportunities". She found that being placed in the general practice, hospital and nursing home allowed her to see a huge variety of ages and clinical presentations which greatly benefited her experience and learning. Unexpected bonuses to this placement were the supportive staff and local community who made her very welcome, and the ability to explore beautiful King Island!

We are excited that this has been such a positive learning experience for our first rural Interns, and know that those who undertake this GP placement will benefit from the exposure to a wide variety of patients and clinical presentations in such unique rural settings.

For more information about the Intern GP placements please contact Dr Lynn Hemmings, PMCT Deputy Chair/Medical Education Advisor  
[lynn.hemmings@ths.tas.gov.au](mailto:lynn.hemmings@ths.tas.gov.au)



## Key Dates

**10 Aug 2018**

Accreditation Forum

**October 2018**

Clinical Supervision Workshop, Hobart

**October 2018**

Professional Development Day for Registrars, Hobart

## Prevocational Accreditation Forum - 10 August 2018

PMCT is convening a one day forum in Hobart on Friday 10th August to provide key stakeholders within Tasmania the opportunity to explore issues with respect to prevocational accreditation.

The forum will be facilitated by Dr Jo Bernand, a medical consultant with extensive medical management experience. Jo has been involved in accreditation since 2000 and during 2014 participated on the Accreditation and Standards Review Committee. Her involvement with prevocational and college accreditation systems has led to a comprehensive knowledge and understanding of accreditation principles and practices. Ms Debbie Paltridge, a medical education consultant who was involved in the development of the new National Intern Training Standards will co-facilitate the forum.

The forum will be of particular interest and relevance to medical administrators, medical workforce, clinicians and members of PMCT Committees. Please contact [Lynn Hemmings](#) for further information and to register your interest.

## Staff Welcomes



In November 2017 we welcomed **Sona Lewincamp** as the MEA based at RHH. Sona has a rich background in the health sector, previously as a registered nurse and more recently as a Change Management, Leadership and Learning and Development coach working across many sectors including health and education.

**Dr Mark Campbell** is assisting PMCT with providing consistent state wide education to supervisors and JMOs. Mark currently works as a full-time consultant in the Dept of General Medicine at RHH. In addition to enjoying patient care he has a passion for medical education.

**Trisha Florence** has joined the PMCT team as Administration Support at RHH.

In May 2018 we welcomed **Angela Degetto** who replaced Jill Matters as Administration Support based at LGH.

### Congratulations to Lynn Hemmings – Respectful Work Environment booklet

PMCT proudly produced a brochure and poster in 2017 on workplace bullying titled “Creating a Respectful Work Environment – a guide for Junior Doctors”. Lynn Hemmings researched and wrote the brochure which has been distributed throughout Tasmania.

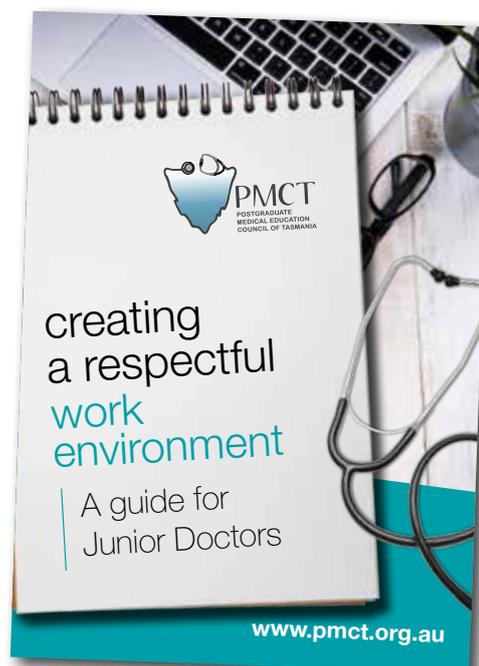
## Website and App

The PMCT website has recently undergone a facelift, making it easier to navigate and find relevant information. We have recently added a number of resources for both junior doctors and supervisors, including modules on medical error and risk communication (the latter produced by the Australian Commission for Safety and Quality in Healthcare), and locally produced videos about effective communication and handover.

Earlier this year, PMCT commissioned a local IT business to develop an app for junior doctors working in Tasmania. Unlike similarly available apps, the PMCT app is intended to be free for Tasmanian doctors. The app will have a number of functions, including:

- An intuitive and responsive hospital phone directory
- Links to local policies and guidelines
- The ability to record educational activities for CPD purposes

We hope to have the first phase of the app (the phone directory) operational by the end of the year.



## National initiatives in the prevocational space

Following the 2015 Review of Medical Intern Training, the Council of Australian Governments Health Council has recently released their response to the recommendations in that report. The Council has accepted most of the recommendations, including:

- Changing the intern year to a 2 year 'transition-to-practice' model, with General Registration awarded at the end of the first year and a Certificate of Completion at the end of the second year
- A new 2 year capability and performance framework, based on the current Australian Curriculum Framework
- The development of a suite of assessment tools to align with the capability and performance framework
- The development or adoption of an e-portfolio to support the assessment process

Obviously, this will mean a lot of work for Postgraduate Medical Councils around the country.

Another recommendation from the same review was the establishment of a National Training Survey. The Medical Board of Australia has already progressed work on this issue, having established an oversight committee, an Advisory Group and a set of guiding principles. The MBA plan to conduct the first survey in 2019 and all doctors-in-training will be invited to participate.

The website is under development for the Survey and further information will be disseminated via the MBA website

## WBA Success

The Statewide Workplace Based Assessment (WBA) program currently have 30 candidates undertaking the WBA process statewide (9 North West Region/14 LGH/7 RHH). The WBA program has been operation since June 2010, initial accreditation was granted to the Launceston General Hospital for a two year period. Subsequent accreditation was granted to include the North West Region (February 2012) and the Royal Hobart Hospital (May 2014). The statewide accreditation process works on a hub and spoke model with the Launceston General Hospital being the hub and North West Regional Hospital, Mersey Community Hospital and Royal Hobart Hospital being the spokes.

The statewide process maintains an assessor base of 82 trained assessors. Since 2010, 122 candidates have completed the process.

Candidates feel that the WBA process is positive and rewarding and enables them to refine clinical knowledge and apply this to real life scenarios in the workplace. Candidates believed that compared to the AMC Clinical exam, the WBA process provided a better template for learning due to the actual clinical setting with patient interaction.

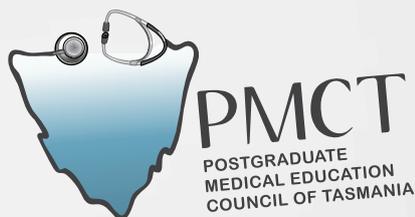
## ANZPMEF 2018

The Postgraduate Medical Council of Victoria will be hosting the 23rd Australia and New Zealand Prevocational Medical Forum, in Melbourne from 11th – 14th November 2018. It looks like an exciting program boasting national and international speakers.

The theme for this years' event is "Next Level: Exploring New Horizons"

To find out more information on speakers, registration you'll find everything here [www.prevocationalforum2018.com](http://www.prevocationalforum2018.com)

Don't miss out on the Early Bird Registration closing 24 August 2018!



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