

Local Health Network Accreditation Report

Southern Adelaide Local Health Network Accreditation Report Details

Date of Visit:	10 and 11 May 2021
Team Leaders:	Dr JC Lee Dr Paul Lambert
Team Members:	Dr Isuru Sirisinghe Dr Jarrod Marks Miss Sarah Boyd Prof Amanda Barnard
SA MET Unit Ex-Officio:	Miss Pagonitsa Mavromoustakis Mr Dzenan Imamovic

Date approved by SA MET Health Advisory Council:	23 November 2021
Expiry Date:	30 November 2025

Accreditation Decision

4 years with 15 provisos

Executive Summary

The Southern Adelaide Local Health Network (SALHN) is accredited for 93 intern posts and 186 post-graduate year 2 plus (PGY2+) posts. As a result of the SA State Government's decision to reform SA Health's governance and establish ten Local Health Networks (LHN), the SALHN Governing Board became fully functional in 2019. SALHN have appointed an Executive Director of Medical Services (EDMS) who is accountable for the prevocational medical education and training provided to Trainee Medical Officers (TMO) across SALHN. The SALHN Strategic Direction Map 2019-2024 was developed to set out SALHN's mission and vision for future years.

SALHN has an organisational structure in place to support the Education and Training Program (ETP). The Medical Education Unit (MEU) is responsible for coordinating the ETP and includes the Director of Clinical Training (DCT), Deputy DCT, Medical Education Registrars, Medical Education Officers (MEO) and Medical Education Administrative Assistant. The Trainee Medical Officer Unit (TMOU) Human Resources (HR) Team provides most of the human resource support for TMOs and similarly the Surgical TMOU is responsible for both HR and medical education for the Surgical Trainee Medical Officers (Surgical RMOs).

It was reported that the TMOU Manager is involved in the recruitment of PGY2+ trainees, coordinating PGY2 term allocations and leave allocations and providing well-being support to PGY2s. The accreditation visit team perceived this as a potential conflict of interest, in that information about prior difficulties is available to the HR (TMOU) team which could potentially influence future employment opportunities.

SALHN MEU demonstrated a comprehensive evaluation process for monitoring, evaluating and continuously improving TMO education and training. Feedback is ascertained through a variety of different methods and the efforts to actively pursue this feedback are demonstrated by the extent of the feedback received.

SALHN has an extensive intern education program, which includes weekly tutorials, the Medi-JETS Program, the Grand Round Program and intern simulation training (SIM sessions). Additionally, Unit-based teaching programs are offered, as well as General Practice tutorials and joint SA MET Unit and SALHN educational activities.

The COVID-19 pandemic impacted the education and training across all divisions at SALHN. SALHN adapted education sessions to enable continuation of training throughout restrictions. Their innovativeness and flexibility allowed them to adapt their various teaching programs throughout the year to ensure minimal interruption to education.

Overall, TMOs valued the clinical experience and exposure within SALHN terms, which helped improve their clinical skills and knowledge. However, TMOs stressed the challenges faced during 2020, including the increased workload from clinical team division, to management of infection risk during the COVID-19 pandemic. Decreased trainee movement from interstate and overseas has compounded staff shortages, increasing time pressures on existing staff and thereby limiting time available to attend teaching. Trainees have a strong culture of prioritising clinical service, which can have a negative impact on their attendance at educational opportunities. SALHN is working towards ensuring time for teaching is protected.

In some terms, TMOs reported that they were well supervised at all times and at a level appropriate to their experience and responsibilities. Some inconsistencies were noted across some units in regard to the quality of supervision. In particular, interns felt under-supervised and under-supported within General Internal Medicine (GIM) FMC.

The MEU facilitates a paper-based assessment process for all TMOs, which is the preferred method as it allows the MEOs to interact directly with the TMOs and Term Supervisors and produces a high rate of return. The majority of TMOs across SALHN terms indicated that mid-term and end-of-term assessments were undertaken with their Term Supervisor and that they had the opportunity to discuss their performance in either formally or informally.

TMO welfare is a high priority of the MEU, which works to provide TMOs with a supportive and guided education and training experience. SALHN acknowledges that 2020 was a challenging year which resulted in TMOs experiencing high workloads and excessive working hours across various SALHN terms, which was exacerbated when sick leave was taken, as cover is limited.