

Local Health Network Accreditation Report



Riverland Mallee Coorong Local Health Network

Accreditation Report Details

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| Date of Visit: | 8 September 2022 |
| Team Leaders: | Dr Eng Lee Ooi |
| Team Members: | Dr Ryan Bekeris Ms Tracey Paterson |
| SA MET Ex-Officio: | Mr David Neilson Mr Dzenan Imamovic |

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| Date approved by SA MET Health Advisory Council: | 14 December 2022 |
| Expiry Date: | 31 December 2026 |

Accreditation Decision

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| 4 years with 5 provisos |
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Executive Summary

The South Australian Government through SA Health established 10 Local Health Networks (LHN), each with its own Governing Board responsible for the oversight of local health service delivery.

The Riverland Murray Coorong Local Health Network (RMCLHN) Governing Board has recognised the importance of Trainee Medical Officer (TMO) Education and Training in moving away from an expensive locum based service model to a sustainable and cost effective locally developed medical workforce model. To support the strategy the board have established the Riverland Academy of Clinical Excellence (RACE), led by the Executive Director of Clinical Innovation (EDCI) and funded by RMCLHN's operational budget. RACE is responsible for the governance of the Education and Training Program.

RMCLHN's Strategic Plan outlines strategies to create a sustainable highly trained fit for purpose workforce. RMCLHN's vision is to become a highly sought-after training region for medical graduates, a leader in developing sustainable regional medical officer workforces and an employer of choice. The Chief Executive Officer (CEO) and Governing Board have recruited and resourced a highly experienced team of Medical Education and Training experts to support its vision.

The RMCLHN Medical Education Unit (MEU) is well staffed including a Director of Clinical Training (DCT), a Medical Education Officer (MEO) and an Administrative Officer. The MEU works with the Medical Workforce Unit (MWU) to ensure TMOs are well supported professionally and personally. Facilities are adequately resourced with tools and space to support TMO education, training and wellbeing.

The RACE Medical Education Committee (MEC), chaired by the DCT was established to guide the development and implementation of medical education activities including the pathway continuum of medical student, TMO, Registrar and Continuing Professional Development including the ongoing review and development of all medical education and training within the RMCLHN.

The RMCLHN educational program is intentionally designed to create security of place and employment. RMCLHN have listened to TMOs and provided a single employer across all hospital and community sites, enabling continuity of leave and support for families. TMO reports substantiate excellent learning opportunities and clinical experience across all terms and a culture of transparent free flowing communication in a TMO centric environment.

RMCLHN selected TMO supervisors based on their previous experience, in successfully supervising senior medical students and registrars, many of these supervisors have received previous awards for excellence in supervision. Supervision was reported as being excellent overall in most cases through one-on-one supervision or parallel consulting. TMOs commented on how well their supervisors got to know them and the excellent support they provided.

RMCLHN currently carries out mid and end of term assessments in most cases the MEO or Administration Officer contact the TMO in advance to organise assessments. In addition to completed formal assessments, ongoing open communication through close contact with supervisors promotes regular praise and remediation in real-time. In preparation for the Australian Medical Council (AMC) National Framework requirements, RACE plans to introduce a programmatic assessment for learning (PAL) approach with Mini-CEXs and Entrustable Professional Activities (EPA) to be undertaken in late 2022, in addition to the standard assessments.

RACE is committed to high value and quality health care, patient safety and workforce wellbeing. TMO terms have been constructed with this in mind. Hours of work are consistent with a good work/life balance. TMOs are made aware of welfare support services available to them at hospital orientation and provided with on-going support through Term Supervisors, Practice Managers, Executive, Learning Coaches and the MEU.

The MEU and Executive were reported as being very supportive of TMO wellbeing creating an environment where TMOs are comfortable to communicate at all levels and seek support or guidance freely as required.