

Annual Report 2021

SA Medical Education and Training Strategic Plan 2021 - 2026

Introduction

[The South Australian Medical Education and Training Strategic Plan 2021 – 2026](#) (the plan) was developed with the purpose of establishing challenging but realistic goals to improve the quality and coordination of learning, education and training for medical professionals and enhance our partnerships within SA Health and with medical education and training providers.

The plan was officially launched by Dr Michael Cusack, Chief Medical Officer in October 2021, however the SA MET Health Advisory Council commenced preparatory work and implementation of several strategic initiatives within the plan in early 2021.

This report provides an overview of the strategic plan achievements since the development of the plan in early 2021, as well as the plans for 2022.

OUR VISION, PURPOSE AND STRATEGIC FOCUS

OUR VISION

Enabling medical professionals to provide high quality patient care through integrated, coordinated and structured medical education and training.

OUR PURPOSE

To further develop and enhance the partnerships, coordination, optimisation and equity of medical workforce education and training across the continuum.

OUR VALUES

Advocacy
Collaboration
Compassion
Empowerment
Integrity
Recognition

AREAS OF FOCUS

Learning Culture

Embrace a culture of learning and wellbeing

- Educational Governance
- Culture
- Leadership

Innovation and Collaboration

Embed innovation and collaboration

- Supervision
- Technology and Data
- Monitoring

Workforce Agility

Optimise career pathways and recognition of prior learning

- Career Planning
- Clinical Skills and Knowledge
- Mandatory Training
- Induction

OUR COMMITMENT

- Providing appropriately accredited medical education and training.
- Optimising high quality lifelong learning opportunities.
- Advocating for the wellbeing of the medical workforce.
- Fostering the development of authentic leaders.

- Strengthening partnerships with stakeholders.
- Advocating for high quality supervision of medical trainees.
- Optimising the use of technology and appropriate sharing of information and data.
- Establishing agreed methods of monitoring medical education, training and medical workforce wellbeing.

- Identifying medical workforce capacity and career planning in metropolitan and regional areas.
- Building a sustainable, contemporary and responsive medical workforce.
- Identifying and promoting educational activities to meet the needs of the medical workforce.
- Streamlining processes for induction and recognition of prior learning.

OUR ACHIEVEMENTS AT A GLANCE

Area of Focus	Strategy	Strategic Initiative	Achieved	Next Steps
Learning Culture	Educational Governance	Develop formal, ongoing relationships with LHN Governing Boards.	Yes	Ongoing communications with LHN Executives and Governing Boards.
		Participation and implementation of the AMC National Framework for Prevocational Medical Training Review	Partially	Ongoing. <ul style="list-style-type: none"> Formation of an Educational Governance Steering Committee.
	Culture	Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Partially	Ongoing. <ul style="list-style-type: none"> The SA MET Education Committee will establish how excellence in medical education and training can be recognised. Development of a Medical Education Community of Practice or Special Interest Group through the SA MET Education Committee. The SA MET Health Advisory Council commenced reporting on the MTS survey results to LHNs in 2020, with a focus on excellence from the 2021 results.
		Collaborate with SA Health on cultural reform initiatives.	Partially	Ongoing. <ul style="list-style-type: none"> Liaised with DHW workforce team to review the SATMOS.
		Develop a bullying and harassment guide with the aim of assisting those who are managing or subject/witness to bullying and harassment.	Partially	The guide is in the final stages of formatting with the DHW Media and Communications team.

Innovation and Collaboration	Monitoring	Use data from various sources such as MTS, AMC preparedness for internship and SATMOS.	Partially	Ongoing. <ul style="list-style-type: none"> Continue to monitor and report on data from these sources in 2022.
Workforce Agility	Mandatory Training	Develop recommendations for mandatory training requirements for all medical practitioners.	Partially	Ongoing. <ul style="list-style-type: none"> Discussions with DHW Workforce Executive Director regarding mandatory training for medical practitioners. Commencement on the development of a Mandatory Training Framework within the DHW workforce department.
		Collaborate with the 'Education Lead' DHW on the establishment of a statewide learning management system (LMS).	Partially	Ongoing. <ul style="list-style-type: none"> SA MET has representatives on the working group and steering committee for this project.
	Induction	Work with SA Universities and LHNs to support the transition of new medical graduates into the workplace.	Partially.	Ongoing. <ul style="list-style-type: none"> Review and update of the Transfer of Information Guideline through the SA MET Education Committee. Development of an evaluation of the implementation of this document in 2022.

OVERVIEW OF KEY ACHIEVEMENTS

Learning Culture

Educational Governance

- **Develop formal, ongoing relationships with LHN Governing Boards.**
 - Discussions in early 2021 focussed on how the SA MET Health Advisory Council could develop formal and regular communications with the LHN Executives and the Governing Boards. In 2021 the SA MET Health Advisory Council provided updates on but not limited to:
 - The 2020 Medical Training Survey (MTS) results.
 - The AMC National Framework for Prevocational Medical Training Review, inclusive of workshops.
 - TMO Welfare and Wellbeing.
- **Participation and implementation of the AMC National Framework for Prevocational Medical Training Review.**
 - The SA MET Health Advisory Council has been actively involved in the consultation process for the AMC National Framework for Prevocational Medical Training Review.
 - Feedback from all stakeholders during the consultation phases was collated and provided to the AMC.
 - Regular videoconference webinars were conducted by the AMC with stakeholders invited to attend.
 - A face-to-face workshop was held in November 2021 to discuss the implementation of the framework. This led to the formation of the Educational Governance Steering Committee which will meet in February 2022 to commence preparatory work for the implementation of the framework in 2024.

Culture

- **Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.**
 - In early discussions in, the success of the Simulation Community of Practice was raised. This prompted discussions of the development of a Medical Education Community of Practice or Special Interest Group through the SA MET Education Committee. The planning for this group has commenced, with further developments expected in 2022.
 - The SA MET Education Committee will establish how excellence in medical education and training can be recognised by establishing one or two awards which do not duplicate other SA Health or LHN awards. Further discussions will continue in 2022.
 - The SA MET Health Advisory Council commenced reporting on the MTS survey results to LHNs in 2020. This involves distribution of the National and SA specific MTS survey data reports as well as individual LHN reports. The SA MET Unit will continue to provide these reports following the release of 2021 MTS survey results in February 2022, however will also provide additional reports with a focus on excellence from the 2021 results.
- **Collaborate with SA Health on cultural reform initiatives.**
 - The SA MET Health Advisory Council has been keeping up-to-date with the cultural reform initiatives and liaising with the DHW Workforce team as needed.
 - The South Australian Trainee Medical Officer Survey (SATMOS) was reviewed following an evaluation of the survey completed in 2021 and in conjunction with the DHW workforce team. The SA MET Health Advisory Council reviewed this evaluation report and requested:
 - The length of the survey to be reduced to achieve higher completion rates,

- To include industrial related questions regarding meal breaks and paid un-rostered overtime as per the request of the Chief Executive, SA Health.
 - These actions were completed and approved by the SA MET Health Advisory Council in November 2021.
- **Develop a bullying and harassment guide with the aim of assisting those who are managing or subject/witness to bullying and harassment.**
 - The Director of Clinical Training (DCT) Committee and the Medical Education Officer (MEO) Subcommittee contributed to the development and review the bullying and harassment guide.
 - This guide was developed to support TMOs, Managers and Supervisors to prevent, identify and manage bullying and harassment. The SA MET Unit identified there was a substantial amount of bullying and harassment information on the SA MET website and this information has been collated with other references into the document.
 - This guide is in the final stages of formatting with the DHW Media and Communications team. Once complete the guide will be finalised and tabled at the SA MET Health Advisory Council meeting for final approval.

Innovation and Collaboration

Monitoring

- **Use data from various sources such as MTS, AMC preparedness for internship and SATMOS.**
 - This is an ongoing initiative. As already identified within this report, the SA MET Health Advisory Council commenced reporting on the MTS survey results to LHNs in 2020. The SA MET Health Advisory Council will also continue to monitor the AMC preparedness for internship survey results and the SATMOS results.

Workforce Agility

Mandatory Training

- **Develop recommendations for mandatory training requirements for all medical practitioners.**
 - In early 2021 the EDMS leadership council requested a literature review to provide evidence of the value and relevance of mandatory training and a document with options for management of mandatory training for doctors.
 - An options paper was presented to the EDMS leadership council in April 2021, with the recommendation to discuss the paper with the DHW Executive Director, Workforce.
 - Outcome of the meeting with DHW Executive Director, Workforce was for the Workforce department to lead a project regarding mandatory training for all disciplines within SA Health with SA MET Health Advisory Council to consult and collaborate as required.
 - As of December 2021, a project officer had been appointed to commence development of an SA Health Mandatory Training Framework. The SA MET Health Advisory Council will continue to monitor the project and provide advice regarding mandatory training for doctors.
- **Collaborate with the 'Education Lead' DHW on the establishment of a statewide learning management system (LMS).**
 - The SA MET Unit have been collaborating with the 'Education Lead' DHW for the Joint Learning Management System (JLMS) project.
 - The SA MET Unit has representation on the JLMS steering committee and has contact with the project through the JLMS working group.

- At time of writing the report, the JLMS project had established a preferred state-wide LMS and commenced coordinating trials of the system.
- The SA MET Unit will continue to provide feedback and advice regarding requirements for doctors.

Induction

- **Work with SA Universities and LHNs to support the transition of new medical graduates into the workplace.**
 - The Transfer of Information (TOI) Guideline was developed by the SA MET Education Committee in June 2020 and describes the process of sharing information from the university to the employing LHN about medical graduates.
 - In mid-2021 the TOI Guideline was reviewed with amendments made, including a change to the language within the document to have a strengths-based approach and identification of areas for development.
 - It also provides opportunity for medical students to share their story with the employing LHN to facilitate successful and positive transition from medical school into internship. Some examples students may feel there is an issue which has impacted their studies, and may also impact their work needs or performance include, but not limited to:
 - Elite athlete status at university
 - A disability plan at university
 - Identified specific performance areas of concern
 - Health issues which may impact work performance
 - Returning from prolonged leave of absence from university.
 - Successful discussions with SA Universities resulted in positive discussions at the Universities with the final year medical students to encourage medical students to use the guideline as a tool to have discussions with employing LHNs, once the employment offer had been made and accepted.
 - The SA MET Education Committee is also considering how this guideline and process can be evaluated with the findings to be presented at the ANZ Prevocational Medical Education Forum in Adelaide in 2022.

STRATEGIC INITIATIVES FOR 2022

The implementation of the strategic initiatives within the plan will continue throughout 2022 and beyond.

Apart from the ongoing strategic initiatives and completion of the partially achieved initiatives, the SA MET Health Advisory Council will progress work on, but not limited to the following:

Area of Focus	Strategy	Strategic Initiative	Comments
Learning Culture	Educational Governance	Development of an electronic SA Health Medical Education and Training resource and information portal in a central location.	
	Culture	Promote to LHNs the role of education, supervision and training pathways for TMO wellbeing.	Education and Clinical supervisor training will be developed as part of the implementation of the AMC framework review.
		Review the SA MET Accreditation Standards with an increased focus on TMO wellbeing.	The SA MET Accreditation Standards will align with the revised AMC Accreditation Standards as part of the framework review.
Innovation and Collaboration	Supervision	Advocate for supervisors to have training in supervision and include positive cultural behaviours as part of that training.	Education and Clinical supervisor training will be developed as part of the implementation of the AMC framework review.
	Monitoring	Identify indicators which will enable longitudinal monitoring of medical education, training and welfare including making this information publicly available.	Expand on the monitor of data sources and identify appropriate mechanisms to share this information with medical students and TMOs.
Workforce Agility	Career Planning	Monitoring the release of the National Medical Workforce Strategy and anticipating local impacts ensuring stakeholders are aware.	The National Medical Workforce Strategy is due to be finalised and released in 2022.

For more information

www.sahealth.sa.gov.au

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