



# Annual Report 2022

SA MET Strategic Plan 2021 - 2026

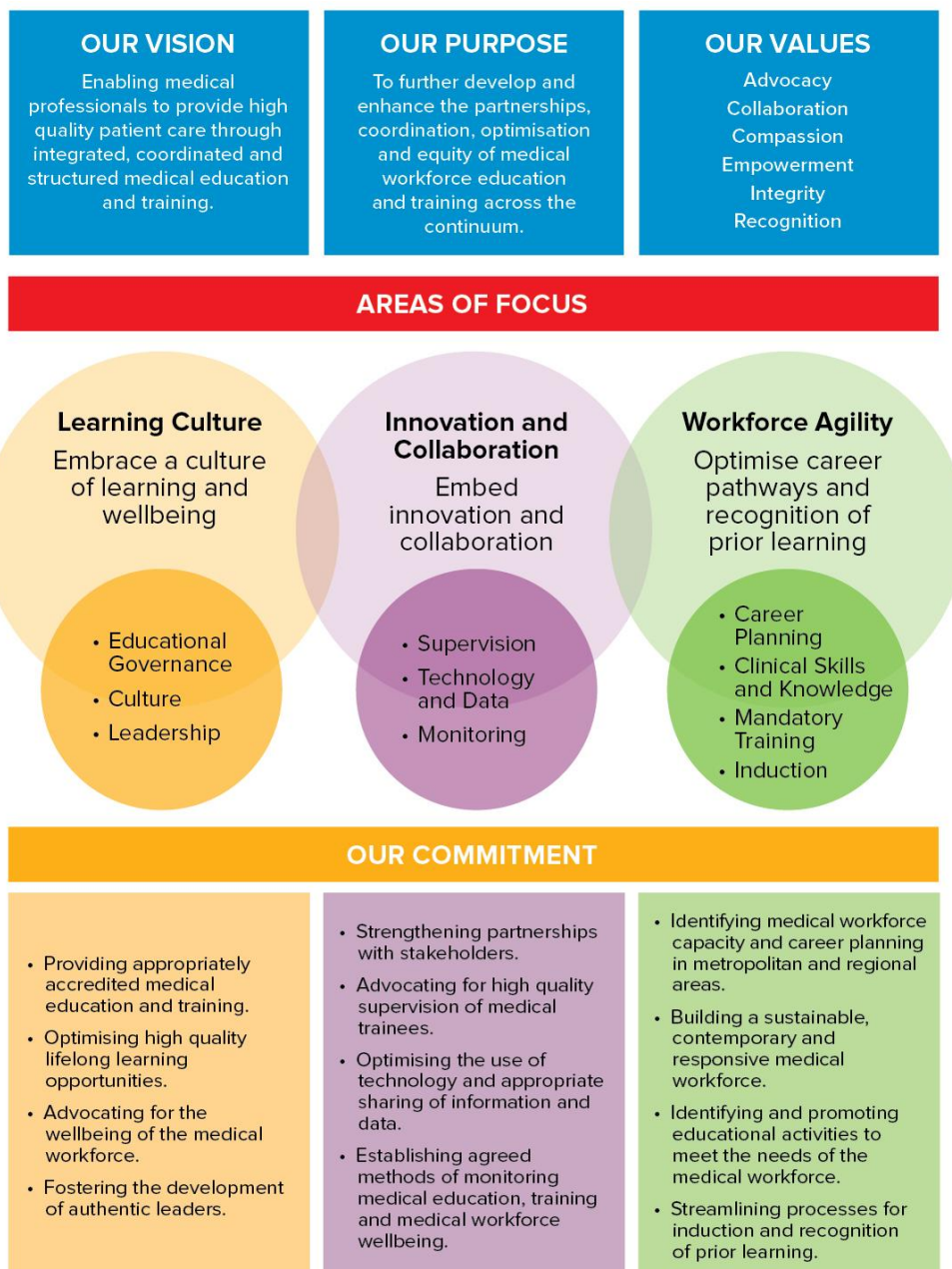


# Introduction

[The SA 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.

One of the priorities for the SA MET Health Advisory Council in 2022 was hosting the ANZ Prevocational Medical Education Forum in Adelaide, however several strategic initiatives were also achieved or partially achieved in 2022. This report provides an overview of the strategic plan achievements in 2022, as well as the plans for 2023.

The image below outlines our vision, purpose and strategic focus.



# Our Achievements at a Glance

Area of Focus	Strategy	Strategic Initiative	Achieved	Next Steps
<b>Learning Culture</b>	Educational Governance	Participation and implementation of the AMC National Framework for Prevocational Medical Training Review	Partially	Ongoing. <ul style="list-style-type: none"> <li>Formation of the AMC National Framework for Prevocational Medical Training Implementation Steering Committee.</li> </ul>
		Advocate for the implementation of different models of education, training and supervision and support for TMOs.	Yes	<ul style="list-style-type: none"> <li>ANZ Prevocational Medical Education Forum hosted in Adelaide, 20 – 23 November 2022.</li> </ul>
	Culture	Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Partially	Ongoing. <ul style="list-style-type: none"> <li>Development of the SA Medical Education Interest Group through the SA MET Education Committee.</li> <li>The SA MET Education Committee has established and criteria for Medical Education Excellence Awards.</li> <li>The SA MET Health Advisory Council reported on the MTS survey results to LHNs, with a focus on excellence from the 2021 results.</li> </ul>
		Develop a bullying and harassment guide with the aim of assisting those who are managing or subject/witness to bullying and harassment.	Yes	<ul style="list-style-type: none"> <li>The preventing and responding to workplace bullying, harassment and discrimination guide for supervisors, managers and trainee medical officers was finalised and distributed to LHN stakeholders in June 2022.</li> </ul>
<b>Innovation and Collaboration</b>	Supervision	Advocate for supervisors to have training in supervision and include positive cultural behaviours as part of that training.	Partially	Ongoing. <ul style="list-style-type: none"> <li>As part of the AMC Framework Implementation plan, supervisor training resources have been identified as a priority for 2023.</li> <li>Centralised resources which can be adapted by LHNs will be developed in 2023.</li> </ul>

# Our Achievements at a Glance

	Technology and Data	Collaborate with the AMC and advise on the development, and facilitate implementation of an ePortfolio system for interns and PGY2 TMOs.	Partially	Ongoing <ul style="list-style-type: none"> <li>As part of the AMC Framework review, SA MET has had representation on committees where the development of the ePortfolio has been discussed.</li> <li>Representation on the AMC National ePortfolio Project Board.</li> </ul>
	Monitoring	Use data from various sources such as MTS, AMC preparedness for internship and SATMOS.	Partially	Ongoing. <ul style="list-style-type: none"> <li>Continue to monitor and report on data from these sources in 2023.</li> <li>Identify how these data sources can be utilised more effectively to improve medical education and training.</li> </ul>
<b>Workforce Agility</b>	Mandatory Training	Develop recommendations for mandatory training requirements for all medical practitioners.	Partially	Ongoing. <ul style="list-style-type: none"> <li>SA MET Health Advisory Council Presiding Member is a member of the SA Health Mandatory Training Advisory Group (MATAG).</li> <li>Commencement on the development of a Mandatory Training Framework within the DHW workforce department.</li> <li>Review of mandatory modules to commence in 2023.</li> </ul>
		Collaborate with the 'Education Lead' DHW on the establishment of a Statewide learning management system (LMS).	Partially	Ongoing. <ul style="list-style-type: none"> <li>SA MET has representatives on the working group and steering committee for this project.</li> </ul>
	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"> <li>Consultation with the Medical Deans ANZ on the Transfer of Information Guideline.</li> <li>Review and update of the Transfer of Information Guideline through the SA MET Education Committee.</li> </ul>

# Overview of Key Achievements

## Learning Culture

### Educational Governance

- **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 (the Framework) Review.
    - The AMC National Framework for Prevocational Medical Training Implementation Steering Committee (the Steering Committee) was established in February 2022 with the purpose of establishing a leadership team of LHN Executives, medical education and training leaders and Statewide services. The Steering Committee has provided harmonisation and support to the LHNs regarding the implementation of the Framework from a Statewide perspective.
    - During 2022 the Steering Committee has achieved the following:
      - Provided a template for LHNs to map the AMC Framework clinical experiences with existing accredited prevocational terms,
      - Collated responses from LHNs regarding Term Supervisor training resources (current and potential), key principles of training ongoing and delivery mode of training,
      - Commenced discussions regarding a State-based vs National ePortfolio and the potential benefits for each option.
- **Advocate for the implementation of different models of education, training, supervision and support for TMOs.**
  - The SA MET Health Advisory Council hosted the ANZ Prevocational Medical Education Forum in Adelaide, 20 - 23 November 2022.
    - Key outcomes from the Forum included, but not limited to:
      - The need for education and training mentors to increase career guidance and support transition points along the medical continuum.
      - Improved transparency, rigour, evaluation and feedback around the selection processes into specialty medical college training.
      - The need for a responsive and flexible workforce and address the supply and demand for all areas of medicine, not just specialties.
      - Better support for work-life balance and wellbeing of TMOs.
      - Improve the culture of the transfer of information to ensure medical students and TMOs feel safe to share relevant information.
      - Improved collaboration between universities, health services and colleges.
      - Improve the immersion into rural practice to experience the broad scope of rural training.
      - Use technology more effectively to improve the education and training, and support of trainees.
      - Ensure TMO safety is seen as a responsibility shared by all levels, National, State, Local Health Network and individuals.

# Overview of Key Achievements

## Culture

- **Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.**
  - The SA Medical Education Interest Group was established in early 2022 with the inaugural meeting held in May 2022 with the aim of creating a supportive and active community for anyone who is passionate and skilled in medical education.
    - As part of this group the Medical Education Excellence Awards have been developed:
      - Team Culture Award:
        - This award recognises excellence in the provision of a supportive learning environment for prevocational doctors, by the wider interprofessional team.
        - This award is open to teams in healthcare settings such as hospital units or departments (e.g. AMU) or primary care settings (e.g. GP practice).
      - Excellence in Support and Debrief of Challenging Cases:
        - This award recognises excellence in the provision of support and debrief for prevocational doctors.
        - This award is open to nominees performing debrief either in the field (healthcare setting) or a simulated learning environment. This may be awarded to a team or an individual.
  - The SA MET Health Advisory Council reported on the 2021 Medical Training Survey data and provided LHNs with individualised reports where available.
  - The SA MET Health Advisory Council also reported on initiatives SA Health and LHNs are implementing to improve education, training and welfare of TMOs to Ahpra as requested by Ahpra.
- **Develop a bullying and harassment guide with the aim of assisting those who are managing or subject/witness to bullying and harassment.**
  - The SA MET Health Advisory Council developed the 'Preventing and Responding to Workplace Bullying, Harassment and Discrimination' guide for managers, supervisors and TMOs in conjunction with the DCT and MEO committees, and launched in June 2022.
  - This guide was developed to support TMOs and prevocational trainee supervisors and managers as a resource and assist:
    - in supporting identification and prevention of bullying, harassment and/or discrimination in the workplace,
    - supporting TMOs on how to report bullying, harassment and/or discrimination,
    - supporting managers on how to manage and respond to reports of bullying and/or harassment.
  - The guide also provides templates for documenting incidents of workplace bullying, harassment and/or discrimination and discussions and associated actions following an incident.
  - Feedback to date from LHNs and TMOs has been extremely positive regarding the usefulness of the guide.

# Overview of Key Achievements

## Innovation and Collaboration

### Supervision

- **Advocate for supervisors to have training in supervision and include positive cultural behaviours as part of that training.**
  - As part of the AMC National Framework for Prevocational Medical Training Steering Committee, centralised supervisor training resources will be developed by the SA MET Unit, which will be made available to LHNs to adapt to local contexts.
  - The AMC will also be developing supervisor training resources which will be distributed to jurisdictions in early 2023.

### Technology and Data

- **Collaborate with the AMC and advise on the development, and facilitate implementation of an ePortfolio system for interns and PGY2 TMOs.**
  - As part of the Framework review and Steering Committee discussions, feedback has been provided to the AMC regarding the development of the National ePortfolio.
  - Ongoing discussions at the Steering Committee are continuing regarding the ePortfolio with benefits and limitations for a National or State-based system occurring.

### 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 report on the MTS survey results to LHNs in 2022. 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 2022, the Executive Director of Workforce, DHW commenced the SA Health Mandatory Training Framework Project to enable the development of a Statewide Mandatory Training Framework. As part of this project the Mandatory Training Advisory Group (MTAG) was formed to guide the development of the framework.
  - The MTAG consists of representatives from all LHNs, SAAS, Statewide Clinical Support Services and DHW. The SA MET Health Advisory Council presiding member is a member of the MTAG to represent doctors across the State.
  - The MTAG is currently seeking advice from doctors on the mandatory training modules which should be included in the framework and will then seek further advice on the content and format of individual modules. This advice will be sought from the Health Advisory Council committees, in particular the Education and Doctors in Training Committees.

# Overview of Key Achievements

- **Collaborate with the 'Education Lead' DHW on the establishment of a statewide learning management system (LMS).**
  - SA Health has engaged a provider, WorldLearn, to deliver a whole of health Joint Learning Management System (JLMS) which will in time replace the existing SA Health LMS's. The JLMS is being piloted in 2022 with a view to implementing it across the system during 2023.
  - The SA MET Unit have been collaborating with the 'Education Lead' DHW for the JLMS project.
  - The SA MET Unit has representation on the JLMS steering committee and has contact with the project through the JLMS working group.

## Induction

- **Work with SA Universities and LHNs to support the transition of new medical graduates into the workplace.**
  - Following the update to the Transfer of Information Guideline (TOI) in 2021, a virtual roundtable discussion occurred with the Medical Deans Australia and New Zealand (ANZ).
    - This discussion involved representatives from SA Universities, National Medical Student and Doctors in Training Associations, SA MET and the Chair of the SA MET Education Committee.
      - Discussions included:
        - How the transition to practice currently works in SA and actions which may encourage more medical students to safely share information prior to starting their internship. **Table 1** overleaf outlines the proposed actions from this discussion.
        - The next steps are to review the proposed actions and progress where possible. The Medical Deans ANZ proposed scheduling another roundtable discussion in mid-2023.



**Table 1. Proposed actions**

Action	Who might participate
<b>Provide medical students with more information in a timely way</b>	
Ensure medical students understand the roles of DCTs and MEOs in the hospital system, in particular, that they are allies and advocates for interns and separate from HR and assessment/progression hospital staff.	Medical schools, Health services, state/territory Health Departments, AMSA, Medical Societies
<p>Embed relevant information in a timely way in the professional development stream of the medical program.</p> <p>Learning coaches to:</p> <ul style="list-style-type: none"> <li>• provide clear and correct information to students about the role of the pastoral support team for interns</li> <li>• encourage students to safely share information about their support needs (e.g. suggest they begin by including a statement about any support needs in the portfolio summary provided to their learning coach)</li> <li>• connect students into the appropriate system for sharing information for transition to internship.</li> </ul>	Medical schools
<p>Enlist near peers (e.g. PGY2 doctors) to talk to final-year students about:</p> <ul style="list-style-type: none"> <li>• how the process for sharing of information works (e.g. who will get that information)</li> <li>• the kind of supports provided by health services</li> <li>• the benefits for students of asking for support</li> </ul>	Medical schools, Student Medical Societies, AMSA, AMA Council DIT, junior doctors, students
<p>Introduce students to DCTs and MEOs early so that students may recognise their faces when they commence internship and feel more comfortable about sharing their information. For example, involve DCTs/MEOs in students' simulation training, or introduce them and their role at the promotional sessions run by hospitals prior to students applying for internships. Ensure that those applying for interstate internships are also taken into account (e.g. consider online meetings).</p>	Medical schools, health services
<p>Showcase to students the flexibility and support that can be facilitated by health services at transition to internship. Define the types of issues new interns might present with (physical, social, emotional, cultural, caring responsibilities) and provide examples of supports that can be provided by health services. Distribute these materials to students and the organisations representing them.</p>	Health services & state/territory health departments to provide examples to: AMSA & AMA (DIT) for their internship guides; Medical Societies, Medical schools, Medical Deans.
<b>Closer interaction between health services and universities</b>	
<p>Recognise that new interns are saturated with information at orientation, making it unlikely to be a good time for a one-off introduction to the role of the pastoral care team for interns within the hospital.</p>	Medical schools, Health services
<p>Health services, state/territory health departments and medical schools to collaborate more closely so that:</p> <ul style="list-style-type: none"> <li>• medical schools have current, accurate information about the pastoral support providers in the hospitals where their</li> </ul>	Health services, Medical schools, state/territory health departments

<p>students will be placed and the kind of supports available to interns in these hospitals</p> <ul style="list-style-type: none"> <li>health services understand the process for sharing student information in their jurisdiction and meet the requirements for confidentiality.</li> </ul>	
<p>Consider using an app for orientation (i.e. rather than online guide or handbook), including clear and well-catalogued information on DCTs and MEOs, and the type of supports available to interns. Information in the app can be readily referenced at the time when the new intern needs it and might also provide a blueprint for information provided to medical schools.</p>	Health services
<p><b>Systemic issues</b></p>	
<p>Ensure an accessible and secure system of sharing information about support needs is available to all medical students and graduates in a jurisdiction. Information to be provided on a voluntary basis, after students have secured an internship but prior to commencing it.</p>	state/territory health departments, health services, medical schools
<p>Ensure information provided by students goes directly to the pastoral support staff (DCTs, MEOs) within the health service and is used only to facilitate the support required for internships.</p>	state/territory health department, health services
<p>Introduce or normalise more flexible work options (e.g. job-sharing during internship without the need for the intern to find a partner; provide breastfeeding facilities).</p>	health services, state/territory health department

# Strategic Initiatives For 2023

The implementation of the strategic initiatives within the plan will continue throughout 2023 and beyond.

The table below outlines the initiatives which the SA MET Health Advisory Council will progress in 2023.

Area of Focus	Strategy	Strategic Initiative	Comments
<b>Learning Culture</b>	Educational Governance	Participation and implementation of the AMC Framework for Prevocational Medical Training Review.	Ongoing participation in the Framework implementation meetings with AMC and the SA MET Steering Committee.
		Advocate for the implementation of different models of education, training, supervision and support for TMOs.	Review the key outcomes from the ANZ Prevocational Forum and align actions to the strategic plan initiatives.
		Development of an electronic SA Health Medical Education and Training resource and information portal in a central location.	Development of electronic resources regarding the AMC Framework Implementation and other relevant resources will be shared on the SA MET website and through established communication channels.
	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.
		Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Implementation of the Medical Education Excellence Awards in 2023. Continue to develop the SA Medical Education Interest Group in 2023.
<b>Innovation and Collaboration</b>	Supervision	Advocate for supervisors to have training in supervision and include positive cultural behaviours as part of that training.	Education and Clinical centralised resources for supervisor training will be developed as part of the implementation of the AMC framework review.
	Technology and Data	Collaborate with the AMC and advise on the development, and facilitate implementation of an	Continue to consult and represent SA on Statewide

		ePortfolio system for interns and PGY2 TMOs.	and National ePortfolio working groups.
	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.
<b>Workforce Agility</b>	Mandatory Training	Develop recommendations for mandatory training requirements for all medical practitioners.	Continue to monitor the Mandatory Training Advisory Group discussions and establish a working group to review mandatory training modules for medical practitioners.
		Collaborate with the 'Education Lead' DHW on the establishment of a statewide learning management system (LMS).	Continue representation on the Joint Learning Management System steering committee.
	Career Planning	Monitoring the release of the National Medical Workforce Strategy and anticipating local impacts ensuring stakeholders are aware.	The National Medical Workforce Strategy was finalised in 2022 and SA MET will continue to monitor the actions from the strategy.
	Induction	Work with SA Universities and LHNs to support the transition of new medical graduates into the workplace.	Continue to review the Transfer of Information (TOI) guideline and consult with the Medical Deans ANZ and other relevant stakeholders, to improve the use of the TOI process.

For more information

[www.sahealth.sa.gov.au](http://www.sahealth.sa.gov.au)

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