



Annual Report 2023

SA MET Strategic Plan 2021 - 2026

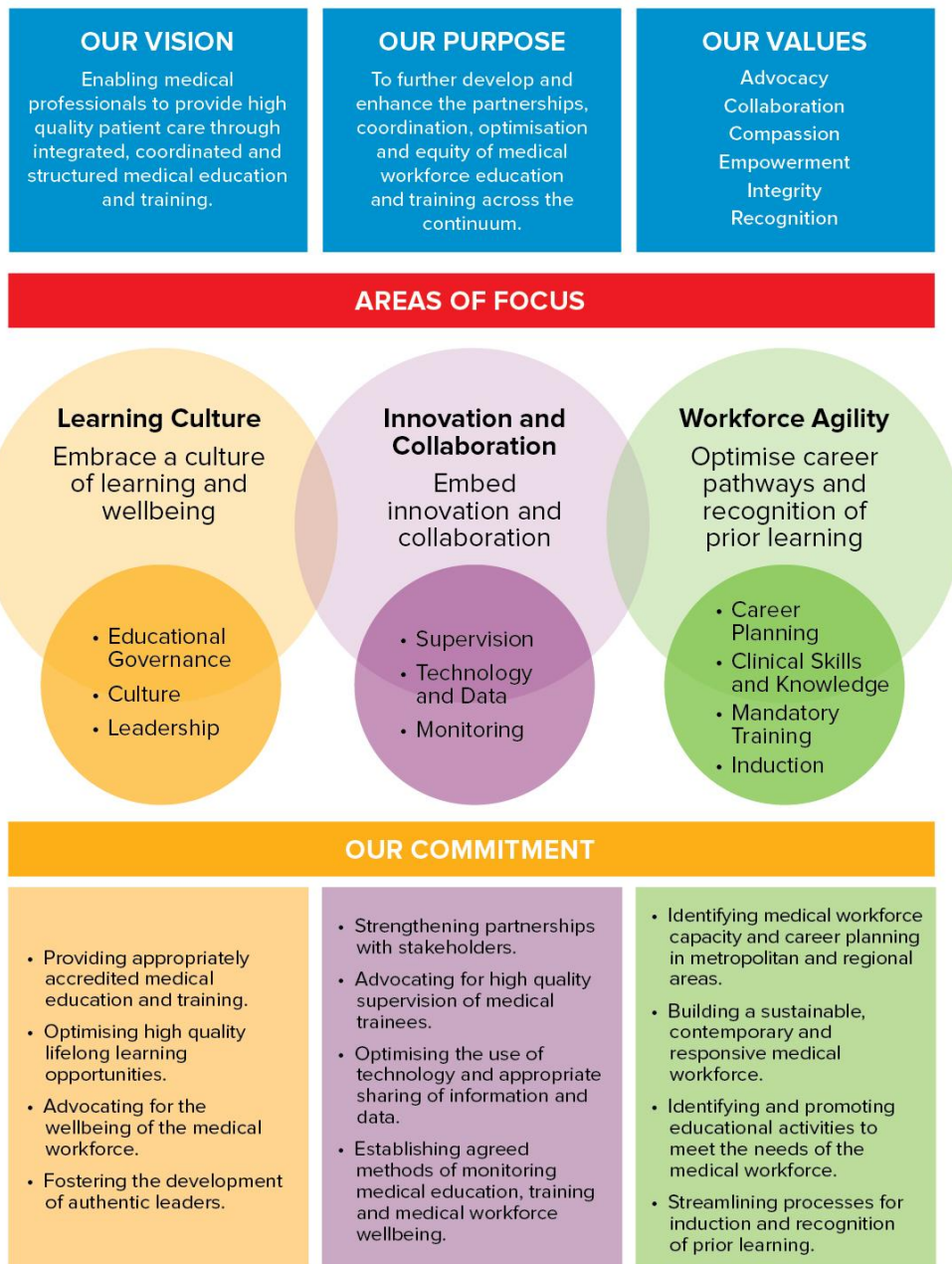


Introduction

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 2023 was preparing for the implementation of the AMC National Framework for Prevocational Medical Training in 2024, with several strategic initiatives also achieved or partially achieved in 2023. This report provides an overview of the strategic plan achievements in 2023, as well as the plans for 2024 noting these may be amended following the SA MET Health Advisory Council Strategic Planning Day in March 2024.

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



Our Achievements at a Glance

Area of Focus	Strategy	Strategic Initiative	Achieved	Achievements
Learning Culture	Educational Governance	Participation and implementation of the AMC National Framework for Prevocational Medical Training Review	Partially	Ongoing. <ul style="list-style-type: none"> • Collaboration with CPMEC Principal Officers working group to develop Nationally consistent resources and processes for the implementation of the Framework for interns in 2024. • Active participation and representation on the AMC National ePortfolio Project Board. • Formation of the Accreditation Committee Working Group to ensure consistent development of Accreditation resources in line with the AMC Framework Standards.
		Development of an electronic SA Health Medical Education and Training resource and information portal in a central location.	Yes	Ongoing. <ul style="list-style-type: none"> • Development of a dedicated page on the SA MET website to host electronic resources pertaining to the AMC Framework. • Development of an AMC Framework Implementation Community of Practice hosted on SharePoint to share contemporaneous resources and updates.
	Culture	Promote to LHNs the role of education, supervision, and training pathways for TMO wellbeing.	Yes	Ongoing. <ul style="list-style-type: none"> • The Prevocational Supervision Training Package has been developed by PMCV on behalf of the AMC. • Training packages distributed to LHNs to facilitate supervisor training in preparation for the implementation of the AMC Framework.
		Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Yes	Ongoing. <ul style="list-style-type: none"> • Hosting the Inaugural Prevocational Medical Education Excellence Awards. • The SA MET Health Advisory Council reported on the MTS survey results to LHNs, with a focus on excellence from the 2023 results.

		Review SA MET Accreditation Standards with an increased focus on TMO wellbeing.	Yes	Ongoing. <ul style="list-style-type: none"> The SA MET Accreditation Standards were mapped against the new AMC National Framework Standards. <ul style="list-style-type: none"> The new Standards currently have an increased focus on TMO wellbeing, including Aboriginal and Torres Strait Islander consumers and TMOs.
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Innovation and Collaboration	Supervision	Advocate for supervisors to have training in supervision and include positive cultural behaviours as part of that training.	Yes	Ongoing. <ul style="list-style-type: none"> The Prevocational Supervision Training Package includes some positive cultural behaviours as part of the training.
	Technology and Data	Collaborate with the AMC and advise on the development and facilitate implementation of an ePortfolio system for interns and PGY2 TMOs.	Yes	Ongoing <ul style="list-style-type: none"> SA MET has representation on the National ePortfolio Board and is collaborating with the Board on the development of the ePortfolio.
	Monitoring	Advance improvement of accreditation, assessment and reporting processes.	Yes	Ongoing <ul style="list-style-type: none"> Implementation of the Speciality Medical College Accreditation Oversight Project.
		Use data from various sources such as MTS, AMC preparedness for internship and SATMOS.	Yes	Ongoing. <ul style="list-style-type: none"> Continued to monitor and report on data from these sources in 2023. Identify how these data sources can be utilised more effectively to improve medical education and training.

Our Achievements at a Glance

Workforce Agility	Clinical Skills and Knowledge	Collaborate with the AMC and advise on the development and facilitate implementation of an online assessment for interns and PGY2 TMOs.	Yes	Ongoing. <ul style="list-style-type: none"> As part of the AMC Framework implementation, an alternative electronic solution was developed for intern assessments within a MS Teams environment for 2024. The National ePortfolio will replace this solution in 2025.
	Mandatory Training	Develop recommendations for mandatory training requirements for all medical practitioners.	Partially	Ongoing. <ul style="list-style-type: none"> SA MET Health Advisory Council Presiding Member is a member of the SA Health Mandatory Training Advisory Group (MATAG). Development of a Mandatory Training Framework within the DHW workforce department. Review of mandatory modules for doctors commenced in 2023.
		Collaborate with the 'Education Lead' DHW on the establishment of a Statewide learning management system (LMS).	Yes	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.	Yes	Ongoing. <ul style="list-style-type: none"> Review and update of the Transfer of Information Guideline through the SA MET Education Committee.

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 SA MET team members have been collaborating with the Confederation of Postgraduate Medical Education Councils (CPMEC) Principal Officers working group to develop Nationally consistent resources and processes for the implementation of the Framework for interns in 2024. During 2023 the Principal Officers working group has achieved the following:
 - Shared individual States and Territories resources and templates to ensure Nationally consistency.
 - Discussed with the AMC and Ahpra representatives concerns from individual States and Territories and clarified any questions.
 - Commenced discussions on evaluation strategies of the Framework.
 - Information from this working group has been circulated to individual States and Territories through the Postgraduate Medical Councils' regular communication channels.
 - The SA MET Health Advisory and SA Health has active participation and representation on the AMC National ePortfolio Project Board.
 - Members of the National ePortfolio Project Board:
 - Approved the high-level specifications for the ePortfolio.
 - Provided on advice on the preferred vendor from the vendor assessment panel review following the open tender process.
 - Advised the Health Chief Executives Forum (HCEF) written advise on the preferred vendor.
 - Formation of the Accreditation Committee Working Group to provide oversight to all aspects of the implementation of the AMC's National Framework for Prevocational Medical Training and support prevocational accreditation activities within the Local Health Networks (LHNs). Some projects the working group have undertaken include:
 - Discussing and considering revisions to the accreditation functions, policies and procedures ahead of the AMC National Framework implementation in 2024. Includes reviewing and amending various policies, guideline and templates to align with the AMC National Framework.
 - Development of resources to support LHN to transitions to the revised National Standards, such as a Suggested Evidence Guideline to address National Standards.
 - Revising the Accreditation Surveyor Training Packages for implementation in 2024.
 - **Development of an electronic SA Health Medical Education and Training resource and information portal in a central location.**
 - The SA MET Unit has developed a dedicated page on the SA MET website to host electronic resources pertaining to the AMC Framework.

Overview of Key Achievements

- Resources include:
 - An overview of the Framework.
 - Overview of the components of the Framework to be implemented in 2024.
 - Overview of the Entrustable Professional Activities (EPAs).
 - New AMC Assessment Forms for Interns and PGY2s.
 - Updates regarding the National ePortfolio.
 - Term Description Templates.
 - Accreditation Standards.
 - Information for Supervisors and TMOs.
 - Links to the AMC Framework website.
- As new resources are made available, the website is updated.
- Development of an AMC Framework Implementation Community of Practice hosted on SharePoint to share contemporaneous resources and updates.
 - LHN stakeholders are invited to join the AMC Framework Implementation Community of Practice which assists in sharing news and resources in a secure SharePoint environment.
 - The Community of Practice also allows for communication and discussion board interaction with stakeholders.

Culture

- **Promote to LHNs the role of education, supervision and training pathways for TMO wellbeing.**
 - The Prevocational Supervision Training Package has been developed by the Postgraduate Medical Council of Victoria (PMCV) on behalf of the AMC.
 - PMCV has distributed the:
 - Prevocational Supervision Training Package Videos
 - The six videos are available in a SCORM package format for ease of integration into LHN learning management systems.
 - To provide support for hearing impaired participants, PMCV has created a second version with closed captions.
 - Facilitator Deck
 - A facilitator deck has been created to enable local training of the complete package.
 - Training packages have been distributed to LHNs to facilitate supervisor training in preparation for the implementation of the AMC Framework.
- **Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.**
 - In September 2023, the Inaugural Prevocational Medical Education Excellence Awards were hosted at the InterContinental, Adelaide, with over 75 attendees, including the Hon. Chris Picton, Minister for Health and Wellbeing presenting the awards.
 - Attendees at the event provided positive feedback including the support to increase the award categories in 2024.
 - The award categories for 2023 included:

- 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).
 - 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 Education Committee and the South Australian Medical Education Interest Group (SAMEIG) are progressing the expansion of the awards. Current award category suggestions are:
 - Team Culture
 - Support and Debrief of Challenging Cases
 - Outstanding Support in Rural and Remote Environments
 - Interdisciplinary Medical Education and Training
 - Lifetime Achievement in Prevocational Medical Education
- The CPMEC Junior Doctor and Clinical Educator of the Year South Australian winners will also be announced at this event, to enhance the recognition of South Australian winners.
- The SA MET Health Advisory Council reported on the 2023 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.
- **Implement the AMC's National standards and requirements for prevocational (PGY1 and PGY2) training programs and terms.**
 - The SA MET accreditation reviewed the revised AMC National Standards and mapped SA MET Accreditation Standards against them, to identify standards that are new, revised or extended. Developed a transitional resource to support the LHNs to map the SA MET Accreditation Standards to the revised AMC National Standards.
 - Developed a Suggested Evidence Guideline resource to support LHNs to demonstrate compliance against the AMC National Standards.
 - The AMC National Standards have an increased focus on prevocational doctor wellbeing and welcomed the introduction of standards to support Aboriginal and Torres Strait Islander patients, communities and prevocational doctors.

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.**
 - The Prevocational Supervision Training Package includes some positive cultural behaviours as part of the training.
 - This training package will be reviewed in 2024, to ensure positive cultural behaviours are included within the package.

Technology and Data

- **Collaborate with the AMC and advise on the development and facilitate implementation of an ePortfolio system for interns and PGY2 TMOs.**
 - SA MET and SA Health has ongoing representation on the National ePortfolio Board and is collaborating with the Board on the development of the ePortfolio as per the approved specifications.

Monitoring

- **Advance improvement of accreditation, assessment and reporting processes.**
 - The implementation of the Speciality Medical College Accreditation Oversight Project, was commenced in 2023, following the request from the CE SA Health and the Minister for Health and Wellbeing.
 - This project has progressed to the establishment of an electronic database being developed, to assist LHNs and Specialty Medical Colleges monitor and update the database on Accreditation status.
 - Although not within the remit of the SA MET Health Advisory Council, this project has identified potential electronic solutions which could be used for SA MET prevocational accreditation activities and records.
- **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 2023. The SA MET Health Advisory Council will also continue to monitor the AMC preparedness for internship survey results and the SATMOS results.

Workforce Agility

Clinical Skills and Knowledge

- **Collaborate with the AMC and advise on the development and facilitate implementation of an online assessment for interns and PGY2 TMOs.**
 - As part of the AMC Framework implementation, an alternative electronic solution was developed for intern assessments within a MS Teams environment for 2024.
 - This alternative had no financial or additional cyber security impacts for the SA MET Health Advisory Council or LHNs and is a solution currently used within most LHNs.
 - The National ePortfolio will replace this solution in 2025.

Overview of Key Achievements

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 SA MET Unit will continue to collaborate with 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.
- **Collaborate with the 'Education Lead' DHW on the establishment of a statewide learning management system (LMS).**
 - SA Health has engaged a provider, iLearn, to deliver a whole of health Joint Learning Management System (JLMS) which will in time replace the existing SA Health LMS's. The JLMS was piloted within DHW and WCHN in 2023 with a view to implementing it across the system during 2024.
 - 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.**
 - The SA MET Education Committee reviewed the Transfer of Information (TOI) guideline in 2023. Following feedback from medical students additional information was included within the document including:
 - Postgraduate Medical Education Unit Structure and Function – there were concerns from medical students that Postgraduate Medical Education Units were aligned with Human Resource Units and if they disclosed any information prior to commencement of internship, they would be unfairly disadvantaged.
 - De-identified testimonials provided by previous interns who had used the TOI process – permission was sought to include an example of how information could be shared with the employing LHN prior to commencing internship and highlighted the positive outcome from using this process.
 - Modifying the TOI form and removed the requirement for the University Medical Dean to sign the form – there were concerns from medical students that having this requirement would discourage participation in this process.

Strategic Initiatives For 2024

The implementation of the strategic initiatives within the plan will continue throughout 2024 and beyond.

The table below outlines the initiatives which the SA MET Health Advisory Council will progress in 2024, noting these may be amended following the SA MET Health Advisory Council Strategic Planning Day in March 2024.

Area of Focus	Strategy	Strategic Initiative	Comments
Learning Culture	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.
	Culture	Promote to LHNs the role of education, supervision, and training pathways for TMO wellbeing.	Continue to advocate for clear education and training pathways for TMOs.
		Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Expand on the Prevocational Medical Education Excellence Awards in 2024.
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 centralised resources for supervisor training will be developed and contextualised for South Australia.
	Technology and Data	Collaborate with the AMC and advise on the development and facilitate implementation of an ePortfolio system for interns and PGY2 TMOs.	Continue to consult and represent SA on Statewide 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.

Workforce Agility	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

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