



# Annual Report 2024

SA MET Strategic Plan 2021 - 2026

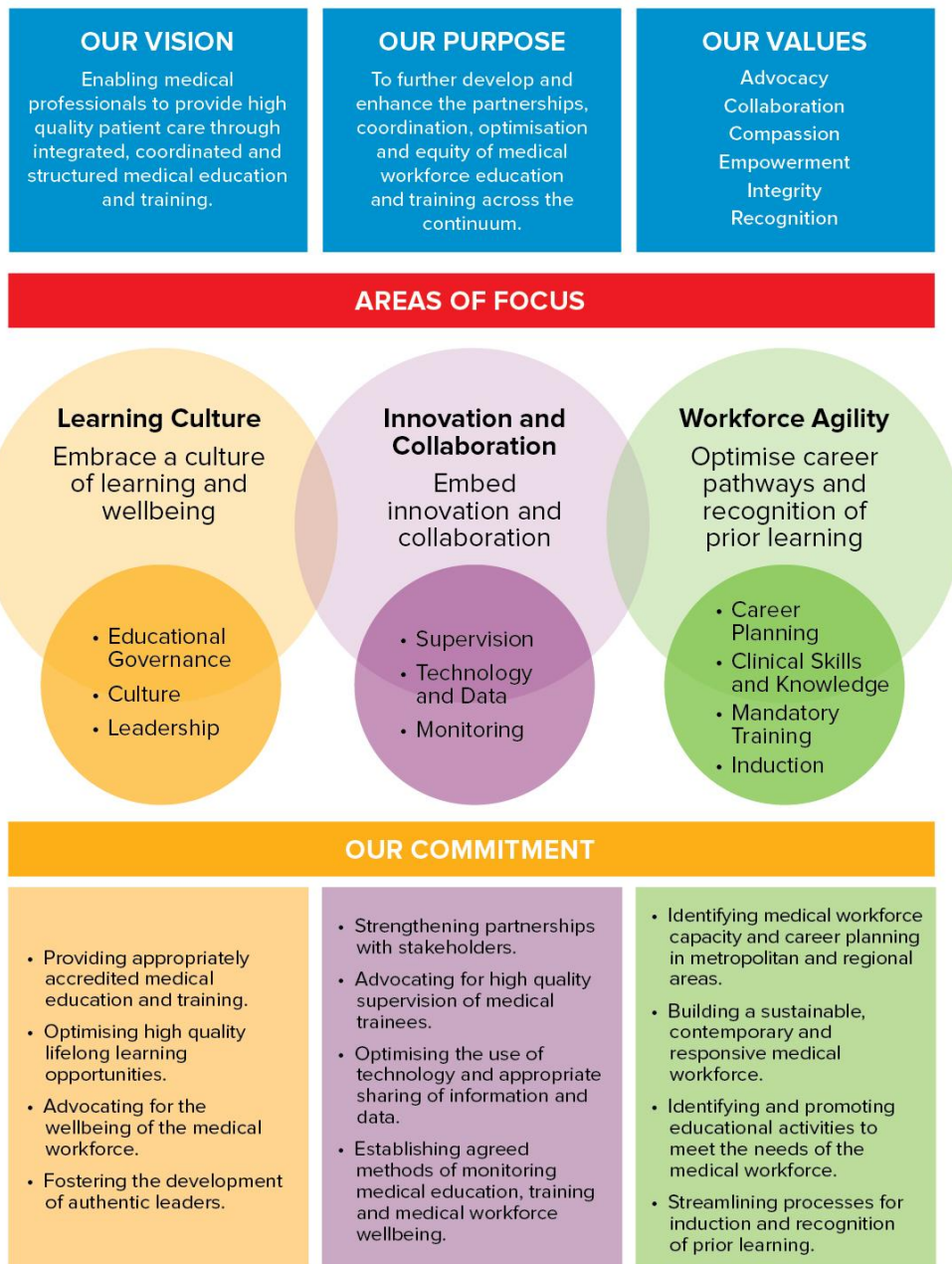


# Introduction

[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 2024 was preparing for the development and implementation of the National ePortfolio referred to as Clinical Learning Australia (CLA), with several strategic initiatives also achieved or partially achieved in 2024. This report provides an overview of the strategic plan achievements in 2024, as well as the plans for 2025, noting these may be amended following a comprehensive review of the plan in 2025.

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	<p>Ongoing.</p> <ul style="list-style-type: none"> <li>• Collaboration with CPMEC Principal Officers working group to develop Nationally consistent resources and processes for the implementation of the Framework for PGY2s in 2025.</li> <li>• Active participation and representation on the AMC National ePortfolio Project Board.</li> <li>• Continuation of the Accreditation Committee Working Group to ensure consistent development of Accreditation resources in line with the AMC Framework Standards.</li> </ul>
		Development of an electronic SA Health Medical Education and Training resource and information portal in a central location.	Yes	<p>Ongoing.</p> <ul style="list-style-type: none"> <li>• Review and update of the SA MET website hosting electronic resources pertaining to the AMC Framework. <ul style="list-style-type: none"> <li>◦ Update of EPA resources and videos.</li> </ul> </li> <li>• Review and update of the AMC Framework Implementation Community of Practice hosted on SharePoint to share contemporaneous resources and updates.</li> </ul>
	Culture	Promote to LHNs the role of education, supervision, and training pathways for TMO wellbeing.	Yes	<p>Ongoing.</p> <ul style="list-style-type: none"> <li>• Training packages distributed to LHNs to facilitate supervisor training in preparation for the implementation of the AMC Framework.</li> <li>• Update of EPA resources and videos on the SA MET website.</li> </ul>
		Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.	Yes	<p>Ongoing.</p> <ul style="list-style-type: none"> <li>• Hosting the second Prevocational Medical Education Excellence Awards. <ul style="list-style-type: none"> <li>◦ Expansion of award categories.</li> </ul> </li> <li>• The SA MET Health Advisory Council reported on the MTS survey results to LHNs, with a focus on excellence from the 2024 results.</li> </ul>

# Our Achievements at a Glance

<b>Innovation and Collaboration</b>	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"> <li>SA MET has representation on the National ePortfolio Board and is collaborating with the Board on the development of the ePortfolio.</li> </ul>
	Monitoring	Advance improvement of accreditation, assessment and reporting processes.	Yes	Ongoing <ul style="list-style-type: none"> <li>Implementation of the Speciality Medical College Accreditation Oversight Project.</li> </ul>
	Monitoring	Use data from various sources such as MTS, AMC preparedness for internship and SATMOS.	Yes	Ongoing. <ul style="list-style-type: none"> <li>Continued to monitor and report on data from these sources in 2024.</li> <li>Identify how these data sources can be utilised more effectively to improve medical education and training.</li> </ul>
<b>Workforce Agility</b>	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"> <li>Ongoing development and implementation of the National ePortfolio referred to as Clinical Learning Australia (CLA).</li> </ul>
	Mandatory Training	Develop recommendations for mandatory training requirements for all medical practitioners.	Partially	Ongoing. <ul style="list-style-type: none"> <li>Implementation of the Mandatory Training Framework within the DHW workforce department.</li> <li>Mandatory training modules for doctors was approved by SA Health Mandatory Advisory Group (MATAG) in 2024.</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 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 PGY2s in 2025. During 2024 the Principal Officers working group has achieved the following:
      - Discussed with the AMC and Ahpra representatives concerns from individual States and Territories and clarified any questions.
      - 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 name of the National ePortfolio, referred to as Clinical Learning Australia (CLA).
        - Provided on advice on the communication strategies for health services regarding CLA.
        - Advised the Health Chief Executives Forum (HCEF) written advice on the development of CLA.
- **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.
    - 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 resources uploaded in 2024.
      - New AMC Assessment Forms for Interns and PGY2s.
      - Updates regarding CLA.
      - 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.

# Overview of Key Achievements

- 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.**
  - Training packages have been distributed to LHNs to facilitate supervisor training in preparation for the implementation of the AMC Framework.
  - EPA resources uploaded to the SA MET website in 2024.
- **Establish mechanisms to recognise and celebrate excellence in medical education and training across SA.**
  - In September 2024, the second Prevocational Medical Education Excellence Awards were hosted at SkyCity, Adelaide, with over 200 attendees, including the Hon. Chris Picton, Minister for Health and Wellbeing presenting the awards and Dr Robyn Lawrence, CE SA Health providing a speech.
  - Attendees at the event provided positive feedback including the support to increase the award categories in 2025.
  - The award categories for 2024 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.
    - Outstanding Support in Rural and Remote Environments:
      - This award recognises an individual or a team excellence in the provision of a supportive learning environment for prevocational doctors working in rural and remote settings.
      - This award is open to individual or teams providing outstanding support to prevocational doctors working in rural and remote healthcare settings.
    - Interprofessional Medical Education and Training:
      - Honouring educators who have developed innovative approaches to incorporate multiple healthcare professions in medical education and training of prevocational doctors.
      - This award is open to teams or individuals who have developed creative approaches to collaborate with and incorporate multiple

- healthcare professions in the provision of medical education and training, promoting a holistic, team-based approach to patient care.
- Lifetime Achievement in Prevocational Medical Education:
    - This prestigious award honours educators who have dedicated their careers to medical education, making a lasting impact through their work and contributions.
    - This award is open to nominees who have an established history of distinguished service to high-quality, contemporary medical education.
- 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
    - SA Health Chief Executive Recognition (criteria to be determined)
    - Innovative Education Programs
    - Best Medical Student Support
    - Best Registrar Education
    - Best Intern Educator
    - Best RMO Educator
    - Best QI Project by a TMO/TMO Team
  - The CPMEC Junior Doctor and Clinical Educator of the Year South Australian winners were also announced at this event, to enhance the recognition of South Australian winners.
  - The SA MET Health Advisory Council reported on the 2024 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.

## Additional Culture Activities

- **The SA MET Health Advisory Council advocates and supports the SA MET Accreditation Committee's functions.**
  - The SA MET Health Advisory Council acknowledges and supports the SA MET Accreditation Committee's activities.
  - The ongoing work of the SA MET Accreditation Committee to enact the Health Advisory Council's functions through initiatives such as:
    - Aligning accreditation policies, guidelines and templates to ensure compliance against the AMC Framework.
    - Providing oversight on all aspects of the implementation of the AMC Framework.
    - Revising the Prevocational Doctor Supervision Guideline to increase clarity around the supervision timeframes and experience of a Term Supervisor.

# Overview of Key Achievements

## Innovation and Collaboration

### 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 Clinical Learning Australia (CLA) 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 implementation of an electronic database, to assist LHNs and Specialty Medical Colleges monitor and update the database on Accreditation status.
- **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 2024. 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.

### 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 collaborated with doctors on the mandatory training modules which should be included in the framework and sought further advice on the content and format of individual modules.
- In 2024, an agreed list of mandatory training modules was approved by MATAG.

## Additional Activities

### SA MET Health Advisory Council Accreditation Functions

- **Development of Interstate Trained Accreditation Surveyors Database.**
  - A database of interstate trained accreditation surveyors will be maintained by the SA MET Accreditation team and utilised when multiple teams are required to coordinate an accreditation site visit.
  - The SA MET Unit are leading the development of a nation-wide database of available trained accreditation surveyors for cross-jurisdictional participation.
- **Development of Accreditation Surveyor Team Leader Training.**
  - The Accreditation Surveyor Training program was reviewed and revised to align with the AMC National Framework and strengthen areas around conflict of interest, confidentiality and risk management.
  - Evaluation processes have been reviewed and identified a need to Accreditation Surveyor Team Leader training as there are limited resources available for professional development of Accreditation Surveyors.
  - An Accreditation Surveyor Team Leader training program is being developed with collaboration with jurisdictional stakeholders to achieve a national standardised approach.
  - This approach will assist with providing nationally consistent resources and training for well trained and supported Accreditation Surveyors and Team Leaders.

# Strategic Initiatives For 2025

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 2025, noting these may be amended following a comprehensive review of the plan in 2025.

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.
	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 2025.
<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 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.
<b>Workforce Agility</b>	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.
		Collaborate with LHNs to identify strategies for improvement of induction processes within units and departments, in particular for unaccredited registrars and IMGs.	Review and develop an International Medical Graduate (IMG) community of practice for LHNs to discuss and share resources for supporting IMGs integrate into the SA Health System.

For more information

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

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