

South Australian  
Prevocational Medical Education  
Excellence Awards 2025

# NOMINATION GUIDE



We acknowledge and respect Aboriginal peoples as the state's first peoples and nations, and recognise Aboriginal peoples as Traditional Owners and occupants of land and waters in South Australia.



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# FOREWORD



## **SOUTH AUSTRALIAN PREVOCATIONAL MEDICAL EDUCATION EXCELLENCE AWARDS 2025**

What a privilege it is to recognise excellence in medical education and training by our clinicians. Underpinning an excellent doctor is the education and training they receive to create in them a competent, compassionate, and thoughtful doctor who not only possesses medical expertise but also demonstrates empathy, kindness, and understanding towards their patients. Their education enables competence, their training and role-modelling can grow them into compassionate and thoughtful doctors who serve the community (individuals) with distinction.

These awards recognise and reward individuals and teams who create the environment to enable such development in our doctors. At this time when clinicians are under pressure with high clinical workloads, it is wonderful to see such commitment to supporting junior doctors in their formative years. This is the heart of good medicine. It is then such a privilege and delight to recognise and acknowledge these leaders in medical education and training.

### **PROFESSOR KEVIN FORSYTH**

*Presiding Member, SA MET Health Advisory Council*

*“Education and training are a cornerstone of SA Health’s commitment to providing high quality innovative healthcare to all South Australians” (SA Health 2025)*

## INTRODUCTION

The South Australian Medical Education and Training (SAMET) Unit is pleased to invite nominations for the 2025 South Australian Prevocational Medical Education Excellence Awards.

These awards recognise the strong dedication to high quality medical education and training across our Local Health Networks (LHNs). The winners of the awards will be announced on Friday 26 September 2025 at the awards dinner event where nominees and invited guests will celebrate their achievements.

Nominations are open to all SA Health employees and teams directly involved in the education of prevocational doctors.

In 2025, we are thrilled to again celebrate the many innovative and excellent, quality prevocational medical education teams and individuals across SA Health. Excitingly, this year we have further expanded the award categories to include two new awards and will again showcase the South Australian winners of the Confederation of Postgraduate Medical Education Councils (CPMEC) Awards.

Since 2010, the CPMEC Awards have been presented annually to junior doctors and clinical educators across Australia and New Zealand recognising those who have made a major contribution to improving prevocational medical education and training.

## AWARD CATEGORIES

- > South Australia Minister for Health Award, Excellence in Advancing Prevocational Medical Education
- > SA Health Chief Executive Recognition Award
- > Team Culture Award
- > Support and Debrief of Challenging Cases Award
- > Outstanding Support in Rural and Remote Environments Award
- > Interprofessional Medical Education and Training Award
- > Lifetime Achievement in Prevocational Medical Education Award



**Nominations open Friday 16 May 2025 and close Sunday 15 June 2025**

# **SOUTH AUSTRALIAN MINISTER FOR HEALTH AWARD: EXCELLENCE IN ADVANCING PREVOCATIONAL MEDICAL EDUCATION**

*This award celebrates early career doctors who go beyond the expected, setting a benchmark for excellence in prevocational medical education.*

## **ELIGIBILITY:**

This award is open to teams or individuals who exemplify the core capabilities outlined within the four domains of the AMC National Framework, showcasing an unwavering commitment to excellence in the prevocational phase of medical education. Nominees will be assessed on their ability to demonstrate how they have integrated these domains into their practice, with a focus on their creative and impactful contributions to prevocational medical education.

To be eligible for this award, nominees must be PGY1 to PGY2 and demonstrate excellence in all categories showing exceptional achievement in at least two of the following domains:

Nominations should address at least two of the following domains:

Your nomination should address the following criteria:

### **DOMAIN 1 - Practitioner**

- > Display outstanding clinical skills and professionalism while actively engaging in direct patient care
- > Consistently deliver safe, high-quality care, ensuring patient-centred practice in all activities

### **DOMAIN 2 - Professional and leader**

- > Exemplify leadership and advocacy within the prevocational medical community
- > Promote a positive and collaborative environment in the workplace, contributing to the professional development of peers and junior colleagues

### **DOMAIN 3 - Health advocate**

- > Demonstrate a commitment to improving the health of individuals and communities through advocacy, public health initiatives, or policy contributions
- > Engage in activities that promote health equity and access to quality healthcare for diverse populations

### **DOMAIN 4 - Scientist and scholar**

- > Contribute to the advancement of medical science through innovative research, evidence-based practice, or the integration of scientific knowledge into clinical practice
- > Contribute to medical education through teaching, curriculum development, or scholarly activities that foster the growth of future medical professionals

# SA HEALTH CHIEF EXECUTIVE RECOGNITION AWARD

*This esteemed award is bestowed upon those early career medical doctors who consistently embody the core values of SA Health.*

## ELIGIBILITY:

This award is open to individuals or teams who have demonstrated professional leadership and commitment above and beyond the expectation of their role, delivering compassion and care to their patients, peers, and colleagues in alignment with the SA Health core values.

Nominations should address the following criteria:

### 1. Commitment to medical education and patient care

- > Demonstrates a consistent commitment to their own medical education and consistently applies newly acquired knowledge and skills to improve clinical outcomes and the quality of care for patients
- > Contributes to educational initiatives within the healthcare environment, such as mentoring, teaching, or leading training sessions, to support the development of peers and colleagues
- > Actively engages in initiatives or projects that foster improvements in models of care and healthcare delivery for the community

### 2. Impact on early career doctors

- > Initiates or participates in projects, programs, or activities that offer early career doctors, opportunities to enhance their skills, knowledge, and career progression
- > Demonstrates a commitment to the well-being of their peers by creating or promoting initiatives that support mental health, work-life balance, and professional satisfaction
- > Actively provides mentorship and support to early career doctors, fostering their professional growth and development beyond standard responsibilities

### 3. Dedication to SA Health values

- > Demonstrates leadership with honesty, transparency, and responsibility in actions, fostering trust and accountability in health care delivery and organisational practices
- > Consistently seeks innovative solutions, delivering exceptional care and improving health outcomes through creativity and high standards of practice
- > Promotes inclusivity, diversity, and respect within the health care environment, ensuring equitable access and treatment for all patients, colleagues, and community members

# TEAM CULTURE AWARD

*This award recognises excellence in the provision of a supportive learning environment for prevocational doctors, by the wider interprofessional team.*

## ELIGIBILITY:

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).

Nominations should address the following criteria:

### 1. The team is welcoming and inclusive for learners

- > Introduction and appropriate orientation are provided
- > Expectations are clear
- > Input is welcomed

### 2. Excellent role-modelling is provided

- > Respectful communication between team members
- > Diversity of input from team members is encouraged
- > Members demonstrate excellent team behaviour
- > Collaboration with other disciplines is evident

### 3. Supporting learners

- > The team facilitates opportunities for development
- > There is an appropriate balance of supervision and independence
- > Learning goals are set
- > Quality feedback is provided



# SUPPORT AND DEBRIEF OF CHALLENGING CASES AWARD

*This award recognises excellence in the provision of support and debrief for prevocational doctors.*

## ELIGIBILITY:

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.

Nominations should address the following criteria:

### 1. Reflection and debrief are an accepted part of practice

- > Opportunities are scheduled
- > Episodes are inclusive of all team members

### 2. A safe environment is provided to facilitate learning

- > Non-judgemental approach to examining incidents
- > Respectful communication
- > Inclusive of input from all team members

### 3. Learning from challenges

- > Reflection is encouraged
- > Actions result from learning

# OUTSTANDING SUPPORT IN RURAL AND REMOTE ENVIRONMENTS AWARD

*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.*

## ELIGIBILITY:

This award is open to individual or teams providing outstanding support to prevocational doctors working in rural and remote healthcare settings.

Nominations should address the following criteria:

### 1. Elements specific to rural and remote settings

- > Introduction and appropriate orientation are provided to the setting/s
- > Expectations are clear
- > Community connections are identified

### 2. Supporting prevocational doctors

- > Clear pathways for clinical escalation and support during and after hours
- > Appropriate avenues for pastoral support during and after hours
- > Role modelling of excellent team behaviour

### 3. Supporting learners

- > Ability to recognise gaps in prevocational doctors' skills and provide appropriate training
- > There is an appropriate balance of supervision and independence in the rural and remote settings
- > Supportive strategies provided for challenges specific to rural and remote settings

# INTERPROFESSIONAL MEDICAL EDUCATION AND TRAINING AWARD

*Honouring educators who have developed innovative approaches to incorporate multiple healthcare professionals in medical education and training of prevocational doctors.*

## ELIGIBILITY:

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.

Nominations should address the following criteria:

### 1. Innovation and initiative

- > Creative solutions impacting on healthcare practices
- > Interprofessional engagement is normal practice
- > Evidence of innovative education translated into practice

### 2. A holistic and team-based approach

- > Other healthcare professions are incorporated in the delivery of medical education and training for prevocational doctors
- > Input and feedback from the interprofessional team is supported and incorporated

### 3. Collaborative connections

- > Collaboration with other professions is evident
- > Display of outstanding teamwork
- > Optimising the use of technology and appropriate sharing of information and education

# LIFETIME ACHIEVEMENT IN PREVOCATIONAL MEDICAL EDUCATION AWARD<sup>1</sup>

*This prestigious award honours educators who have dedicated their careers to medical education, making a lasting impact through their work and contributions.*

## ELIGIBILITY:

This award is open to nominees who have an established history of distinguished service to high-quality, contemporary medical education.

Nominations should address the following criteria:

### 1. History of service in the medical education continuum

- > Minimum of 15 years
- > Non-consecutive years will be considered

### 2. Environment

- > Education provision may be in clinical or non-clinical setting
- > Healthcare setting and / or simulated environment
- > A combination of each of the above
- > Optimising high quality, lifelong learning opportunities

### 3. Leadership and achievements

- > Exhibited leadership and provided inspiration to others
- > Provides mentorship and support to other medical education and training staff
- > Fostering the development of authentic leaders
- > Significant contributions to the advancement of medical education and training practice and programs

<sup>1</sup>**Note:** A winner for this award category may not be allocated every year, however, all nominations will be considered.

## ELIGIBILITY CRITERIA

Applicants cannot self-nominate.

Nominees must currently be employed within a health setting where they are involved in the provision of prevocational medical education and training activities.

Where appropriate, nominees must hold current Australian Health Practitioner Regulation Authority (Ahpra) and have no conditions/undertakings on their registration. Nominees must not be the subject of any conditions, undertakings, or restrictions to practice, be under investigation, or disciplinary processes or undergoing performance management. If a nominee is found to be subject to any of these conditions or undertakings, they will be automatically disqualified from the awards process.

Further eligibility criteria may be implemented as and when required.

## NOMINATION PROCESS

Nominators are required to discuss their nominations with, and seek approval of, the nominee prior to submission.

Before submitting nominations, nominators must review award and eligibility criteria and ensure that the nominee meets all criteria.

Nominees can only be awarded one (1) award per year. In the event of multi category nomination, the nominee will be contacted and asked which category they wish to be considered for.

A photograph of the nominee must be submitted at the time of nomination. Nominators and nominees agree any photos and/or references will be used by the SAMET Unit for promotional purposes.

## NOMINATION DEADLINE

Completed nominations are to be received no later than ACST 11:59pm on Sunday 15 June 2025. Nominations will not be accepted after this deadline.

## JUDGING PANEL

The SA Prevocational Medical Education Excellence Awards judging panel will review all nominations and evidence in accordance with the award criteria.

The judging panel will comprise of:

- > Presiding Member, SA MET Health Advisory Council
- > Chair, SA MET Education Committee
- > Trainee Medical Officer – appointed by expression of interest
- > Director of Clinical Training – appointed by expression of interest
- > Term Supervisor – appointed by expression of interest
- > Non-Medical Member – appointed by expression of interest
- > Member working within a regional / rural environment – appointed by expression of interest

## JUDGING

In the event that two finalists cannot be split by the judging panels, the judging panel may elect to award joint winners.

The judging panel reserves the right to consider equity in the selection of winners including, but not limited to:

- > The selection of runner up nominations as winner where a nominee has won in either category in previous years.
- > The selection of a runner up nomination where a nominee from a particular Local Health Network, organisation and/or department has won an award in another category.

Judging for the SA South Australian Minister for Health Award, Excellence in Advancing Prevocational Medical Education, will be undertaken by the SA Minister for Health with the support of the judging panel.

Judging for the SA Health Chief Executive Recognition Award will be undertaken by the Chief Executive with the support of the judging panel.

The judging process is confidential and final.

There is no requirement for the judging panel nor the SA MET Unit to provide feedback to nominees or nominators.

The SA MET Unit will undertake due diligence checks of all finalists including sanctions, conditions, undertaking or restrictions on practice and check with employers with regards to any finalist being involved in any performance management and or disciplinary actions/ remediation.

## FINALISTS

Where practical, finalists will be announced at [www.samet.org.au](http://www.samet.org.au) and the [SAMEIG SharePoint](#) site in July 2025.

Finalists may be asked to speak about their nominations by SA Health or other relevant organisations for promotional purposes. SA Health reserves the right to use any media, photos or articles for future promotional purposes or publications, unless otherwise advised.

## AWARDS CEREMONY

Winners will be announced at the South Australian Prevocational Medical Education Excellence Awards dinner, Friday 26 September 2025.

## FOR MORE INFORMATION

Any questions about the nominations process or nomination portal should be directed to [HealthSAMET@sa.gov.au](mailto:HealthSAMET@sa.gov.au)

## For more information

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