

JAN- FEB 2009

2008— Growth Year for CPMEC

CPMEC Chair, Prof Lou Landau has noted that 2008 was ‘a period of very significant growth for the CPMEC resulting in an increasingly high national profile for the organisation in medical education and training’.

He made these comments in his annual report to the CPMEC Consultative Council

in Hobart on 9 November. Prof Landau noted that the increased level and scope of CPMEC’s achievements had been delivered against a backdrop of limited staffing and resources.

In his report, he highlighted the changing context of medical education and training in Australia including in 2008 including:

✦ A number of reforms in place including the National Health & Hospitals Reform Commission

✦ The urgent need to find innovative approaches to address the issue of high quality clinical training placements for increased medical graduate numbers

✦ The need for efficiencies in postgraduate

Continued P.4

Issue 1—2009

Inside this issue:

Concerns about Prevocational Medical Education under NRAS	2
ACF for Junior Doctors Project	3
MedEd09 Conference	4
2008 Junior Doctor of the Year Awards	5
2008 Geoffrey Marel Medal Award	6
Professional Development Program for Registrars	7
National Prevocational Forum News	7/8
CPMEC Staffing	8

Prevocational Medical Accreditation Framework Released for Consultation

CPMEC has released its draft national Prevocational Medical Accreditation Framework (PMAF) for stakeholder consultation. The draft was released simultaneously at the Hobart Prevocational Forum in November and on the CPMEC website at www.cpmeec.org.au.

The formal release of the PMAF has been followed up with targeted letters sent to stakeholders seeking their comments and endorsement of the PMAF.

PMAF arose out of an agreement by all Postgraduate Medical Councils in Australia to work towards a national framework to guide the accreditation of all prevocational medical training positions in Australia. Project funding provided by the Australian Government Department of Health and Ageing allowed CPMEC to build on the work done previously to exchange information on accreditation practices in each state through the CPMEC National Accreditation Network.

The PMAF project aims to increase consistency

across the jurisdictions of accreditation practices, align prevocational accreditation practices with other appropriate local and international benchmarks, reduce duplication of work required in each PMC (or its equivalent), and provide increased transparency of accreditation practices. The project has been recognised by the Medical Training and Review Panel (MTRP) as a national priority in prevocational medical education. It also fits in with COAG initiatives towards achieving national registration and accreditation

Continued P. 3



CPMEC Raises Concerns about Prevocational Medical Education under NRAS

The issue of a National Registration and Accreditation (NRAS) scheme for all health professionals is now gaining momentum with national and local consultations in place to consider implementation issues. CPMEC has made a number of submissions in this regard. Key issues for CPMEC and member PMCs include resourcing arrangements under NRAS; the need to retain the accreditation expertise that has been built up in prevocational medical education; national alignment of internship requirements and processes; and the roles for PMCs and CPMEC in a national structure.

As noted in our previous submissions on the national scheme, CPMEC has been very supportive of the AMC being given a role to accredit PMCs thus ensuring that they have responsibility for accreditation of training across the whole medical education and training continuum. To facilitate this, AMC and CPMEC have been in dialogue on a mechanism for doing so. Clearly, the support of jurisdictional health departments is needed to allow for finalisation of any such proposal before the national scheme comes into effect. The role of the AMC has also been supported in a joint submission on medical education accreditation arrangements

that CPMEC has made with the Medical Deans of Australia & New Zealand, the Committee of Presidents of Medical Colleges and the Australian Medical Students Association. In the joint submission the following principles have been identified as being paramount: independence; quality; transparency; adequately resourced; and providing a seamless transition from the current process.

Whilst recognising the potential role of the AMC in any future arrangements, CPMEC and its PMCs are mindful that AMC does not currently accredit PMCs nor has responsibility for accreditation of prevocational training. CPMEC and its members are concerned that there has been insufficient attention given to accreditation arrangements for the prevocational phase in medical education and training in discussions concerning transitional arrangements to a national scheme.

In particular, CPMEC and its members remain very concerned about the resourcing arrangements under the proposed national registration and accreditation scheme. Currently PMCs or equivalent are funded for their accreditation activities by their State or Territory Medical Boards and/or

State Health Departments. Unlike Colleges and Medical schools, PMCs do not have the facility to charge fees and would continue to rely on external funding to carry out their responsibilities with respect to prevocational medical training and education accreditation.

In the meantime, CPMEC has been exploring issues surrounding the conditions for registration of interns under a national registration and accreditation scheme. There should be an agreed level of uniformity of the internship structure across the jurisdictions with respect to supervision and training activities to meet required competencies in clinical management, communication and professionalism. These are outlined in CPMEC's *Australian Curriculum Framework for Junior Doctors* and have been widely adopted by clinical educators throughout Australia (and abroad). Resources are being sought to support further implementation of this process.

CPMEC has also been facilitating a nationally consistent approach to allocation of intern placements for 2009 and will follow this up for 2010. This is being done in conjunction with the National Health Workforce Taskforce.

“...insufficient attention given to accreditation arrangements for the prevocational phase...”



Prevocational Medical Accreditation Framework Released for Consultation (Continued)

in the health professions.

CPMEC established a National Technical Group (NTG) to develop the Prevocational Medical Accreditation Framework which included representation from the Accreditation Committee of each Postgraduate Medical Council from the very commencement of the process. The NTG had representation from a junior doctor and a medical education officer with accreditation experience.

The PMAF project convenors were Dr Richard Tarala from PMCWA

and Ms Deb Le Bhers from PMCQ, supported by the CPMEC General Manager, Dr Jag Singh.

The NTG met face-to-face on several occasions to consider the documentation for the PMAF supported by extensive out-of-session consultations. In the development of the PMAF, CPMEC also utilised the recent work done by the Postgraduate Medical Council of Queensland in developing their accreditation systems. The PMAF document encompasses recommended principles and policies that should underpin the

accreditation of prevocational medical training in Australia.

The draft PMAF is now being subject to extensive consultations with key stakeholders, as was the case with the development of the Australian Curriculum Framework for Junior Doctors. The project is managed by Dr. Doug McKittrick and Ms Ranj Jagadish. For enquiries about PMAF, please contact Ms Ranj Jagadish, the Project Administrative Officer at Ranj.Jagadish@health.wa.gov.au.

Australian Curriculum Framework for Junior Doctors Project

Work on the implementation of the ACF project continues to progress and a number of significant initiatives were highlighted and updated at the 13th Prevocational Forum in Hobart in November 2008. These included the following:

- Raising Awareness Toolkit – The toolkit will be of use to educators at various Facilities wishing to raise awareness of the ACF to JMOs, supervisors or administrators.
- National Workplace Implementation Guidelines. These guidelines
- provide practical ACF Implementation advice to JMOs, Clinicians, Supervisors, Educators and Administrators. National Term Description Template. This template can be used by Term Supervisors to develop their Term Descriptions.
- National Term Assessment Tools. Feedback was sought on three documents - a Mid Term Appraisal Tool, an End of Term Assessment Tool, and a JMO Self Assessment Tool from stakeholders at the National Forum. An inter-

esting aspect of the feedback process was the use of an Audience Response System during the Assessment Plenary session at the Forum to capture immediate, shared stakeholder feedback on the new National Tools.

- Results of the National Survey on Barriers to Sharing of Resources.

For further information on the ACF and related initiatives please contact the ACF National Project Coordinator, Ms Deb Paltridge at dpalridge@bigpond.com.au.

“An interesting aspect of the feedback process was the use of an Audience Response System ...”



2008 a growth year for CPMEC (Cont'd)

training across the continuum.

✦ Pending national registration and accreditation of health professionals

Implementation of a multiple track national assessment pathway for international medical graduates in Australia

He also noted that the Education Committee of the Medical Council of New Zealand had joined CPMEC as a full Executive member making CPMEC a trans-Tasman membership body that is similar to the undergraduate and vocational training phases of medical education and training.

Prof Landau also welcomed the re-establishment of a PMC in the Northern Territory with Assoc Prof. Elizabeth Chalmers appointed

Chair. He noted that CPMEC had previously made numerous representations at various levels for the re-establishment of the NTPMC following concerns raised by junior doctors and clinical trainers in NT.

Within CPMEC, Prof Landau noted that as the organisation dealt with growing complexity and range of postgraduate training issues. There had been a number of developments to improve communication between CPMEC members and with external stakeholders. The CPMEC website has been launched with a fresh new look. It was supported by CPMEC and individual Project newsletters, regular face-to-face meetings with key stakeholders, and submissions to key bodies.

Meanwhile, CPMEC held its 3rd Strategic Planning workshop on Saturday 8

November 2008 in Hobart prior to the Prevocational Forum. All Chairs, Principal Officers and other key persons from each Postgraduate Medical Council or equivalent participated in the workshop to consider strategies and structure of the CPMEC. The meeting acknowledged the significant progress CPMEC had made as the peak body for prevocational training and education and considered ways of enhancing its role. Amongst issues considered were governance, the current portfolio structure, CPMEC's role and core functions vis-à-vis its members and resourcing.

Prof Landau acknowledged the support provided by the Australian Government's Department of Health and Ageing to the CPMEC in its development and growth.

"The meeting acknowledged the significant progress CPMEC had made as the peak body ..."

MedEd09 Conference

Medical Deans of Australia & New Zealand (MDANZ) have announced that MedEd09 will be held at the Sofitel Wentworth Hotel in Sydney from 30-31 October 2009. The third conference will have its theme *Investing in our Medical Workforce*. Professor John Tooke, who headed the recent UK inquiry into *Modernising Medical Ca-*

reers, has agreed to be the key note speaker and will provide conference participants with first hand knowledge of the UK Health reform in a context relevant to the directions of health reform in Australia.

There will be a departure in the conference methodology away from the previous Cambridge confer-

ence mode to allow participants to interact on the whole range of conference topics

CPMEC is supporting the MDANZ in the hosting the MedEd09 Conference as a co-sponsor and also actively participating on the Conference Steering and Programme Committees.



Inaugural CPMEC National and State Junior Doctor of the Year Award

The state and national winners of the Inaugural National Junior Doctor of the Year Awards were recognised at the official dinner at the 13th National Prevocational Forum in Hobart on 11 November 2008.

In announcing the national winner CPMEC Chair, Prof Lou Landau noted that the task to determine a national winner was a difficult one for CPMEC and members of its Recognition subcommittee because of the high quality of the state nominees.

Dr Stephanie Arnold,

the NSW nominee was the recipient of the inaugural award. She is currently employed as a dermatology registrar at the Royal Prince Alfred Hospital in Sydney, having successfully completed her two years of prevocational training at the Orange Base Hospital. In 2006 she was the deputy co-chair, JMO Forum and progressed to the position of co-chair in 2007. Dr

Arnold has continued to support prevocational training in 2008 as the Chair, Prevocational Trainees Committee (PREVOC) and as an active member of the NSW Prevocational Training Council of the Institute for Medical Education and Training (IMET)

In her nomination it was noted that Dr Arnold had provided valuable input into a wide range of projects and working parties

areas of NSW.

Dr Arnold received a specially crafted glass trophy from CPMEC. In addition, each state winner was recognised with a medal and certificate.

Other Individual state winners were *Dr Mahmoud Jafari-Giv* (Victoria), *Dr Carlo Bellini* (Western Australia), *Dr Jedda Schutz* (South Australia), *Dr Paul Scott* (Tasmania) and *Dr Dayna Law* (Queensland).



Dr Stephanie Arnold accepts her inaugural Junior Doctor of the Year Award

in NSW over the last two years, including the Prevocational Training and Workforce project; Review and redesign of the NSW Progress Review Form; and the New Generation of Medical Graduates. Further it was noted that she actively promoted the benefits of training in a rural facility and led research to investigate recruitment and retention of junior doctors in rural

Prof Landau noted that the interest generated with the inaugural awards in 2008 indicated that it was highly valued by junior doctors and their supervisors. Plans are already underway for the 2009 awards. Prof Landau hopes that the award provides an added incentive for junior doctors to actively contribute to education and training. Next year the award will be even more competitive with NZ and Northern Territory also participating now that they are full members of CPMEC.

“...the task to determine a national winner was a difficult one for CPMEC...”



2008 Geoffrey Marel Medal awarded to Dr. Keogh

Dr Greg Keogh has been awarded the 2008 Geoffrey Marel Medal by CPMEC. The presentation was made at the 13th National Prevocational Forum in Hobart by Mrs Marilyn Marel. The Medal is awarded by CPMEC to honour the exceptional contribution that the recipient has made to prevocational training. The award is made annually and presented at the official dinner of the annual Prevocational Forum or its equivalent.

Dr Keogh has provided twenty years of service in medical education and training both within NSW and at a national level with CPMEC. He is a foundation Director of the NSW Institute of Medical Education and Training – an organisation responsible for coordination of the delivery of postgraduate medical training across the continuum. Dr Keogh completed undergraduate medical studies at the University of New South Wales and JMO and Registrar training at Prince of Wales Hospital where he is now Senior Staff Specialist.

He also spent two and a half years overseas, training at the Royal Glasgow Infirmary. He is currently the Director of Operating Theatres at the Prince of Wales. He was the Director of Clinical Training at

the hospital from 1995-2000.

Dr Keogh initially became involved with the work of



Dr Keogh delivers his acceptance speech

Postgraduate Medical Education Councils as a College rep before assuming a succession of leadership roles in prevocational training. He was Chair of the Postgraduate Medical Council of NSW from January 2002 to September 2005. Prior to his appointment as Chair of the Postgraduate Medical Council of NSW, Dr Keogh was a member of that organisation's Council from January 1997 to January 2002. In each of those roles he provided leadership for prevocational training in NSW and was a vocal advocate for JMOs and hospitals within the health system.

At the national level, Dr Keogh occupied the role of Deputy Chair of the Confederation of Postgraduate Medical Councils (CPMEC) from 2004 until 2006, playing an important role in the evolution of the CPMEC through his leadership and support. Of par-

ticular note has been his leadership role in the inception and development of the *Australian Curriculum Framework for Junior Doctors* (ACF) project. He continues to chair the National Steering Group for this project. Starting as a state-based initiative "to improve the ability of junior doctors and others to know what they were supposed to be learning in their prevocational years". Integrated with initiatives from all other jurisdictions, the project now has led to considerable consensus amongst Postgraduate Medical Councils on the capabilities that should be acquired by prevocational trainees in their first two postgraduate years.

Dr Keogh sits on the NSW Clinical Surgical Training Council and also the State Committee of the Royal Australasian College of Surgeons. In both of those roles Dr Keogh has been a tireless advocate of surgical trainees and for prevocational trainees seeking to access surgical training experiences. As a surgeon, Dr Keogh is highly regarded by JMOs as a supervisor and teacher. He also plays an active role in the training of surgical trainees for the RACS.

"The Medal honours the exceptional contribution the recipient has made to prevocational training."



Professional Development Program for Registrars Rollout Continues

The Professional Development Program for Registrars (PDPR) project continues to be rolled out across Australia with State Health Departments in Queensland, Victoria and South Australia providing their respective Post-graduate Medical Councils with funding to support its delivery. Amongst the key achievements for the PDPR over the past year have been:

- The Rollout of the PDPR program in Queensland, Victoria and SA in conjunction with the respective PMCs.
- The development and delivery of the CPMEC Trainer Accreditation

Program in those three states to develop a faculty of trained facilitators to ensure that the PDPR is sustainable in the long-term.

- Customising and delivery of the PDPR for particular health networks.
- Development of website contents and layout to support trainers and provide general information on the PDPR.
- Assisting PMCs to secure funding for programs and the Trainer Accreditation Program.

- Providing support to accredited trainers on an ongoing basis.

The roll-out throughout Australia has been overseen by the CPMEC General Manager, Dr Jag Singh, with the aim of building jurisdictional capability to run the program using their own facilitators.

There have also been exploratory discussions with other stakeholders in the medical education continuum to consider integrating the PDPR into their professional development activities. Further information on the PDPR can be obtained from Dr Singh at jsingh@cpmec.org.au

“The Registrar Project continues to be rolled out across Australia...”

National Prevocational Forum News



The 14th National Prevocational forum will be held from 14-18 November 2009 at the Sheraton Mirage Resort and Spa on the Gold Coast in Queensland. The 2009 Forum is being hosted by the Postgraduate Medical Council of Queensland. Registrations for this

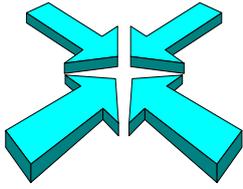
year's Forum will open on 1 May.



In the meantime, 13th Prevocational Medical Education Forum hosted in Hobart from 9-12 November 2008 by the Postgraduate Medical Education Council of Tasmania

(PMCT) had an exceptional turnout, with almost 400 delegates in attendance, making it the largest purely prevocational forum held so far. PMCT was previously the Postgraduate Medical Institute of Tasmania (PMIT).

There were many high quality speakers throughout the forum, including Li Cunxin, the famous ballet dancer and best-selling author of *'Mao's*



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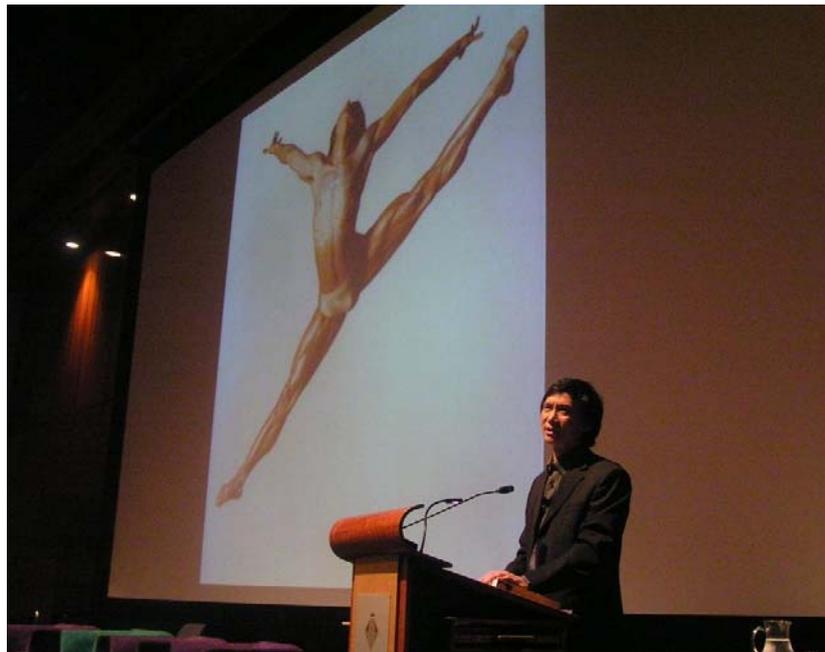
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CPMEC STAFFING

Mrs Barbara Butterworth has joined CPMEC as Executive Officer with effect from 8 December 2008.

She brings to the role considerable previous administrative experience from positions in Defence, Food and Industry Associations.

Barbara is a JP, a Fellow of the Australian Institute of Office Professionals and in her 'spare time' is the National Public Relations Manager for the Australian Navy Cadets.



National Prevocational Forum News (Cont'd)

Last Dancer. PMCT notes that "Li gave the opening address and subsequently made us (PMCT) famous as the only Prevocational Forum to make the delegates cry on the first day!"

As well as the oral presentations and workshops, the Forum hosted the launching of several important national educational initiatives, such as the Prevocational Medical

Accreditation Framework and the National End of Term Assessment Tool to support the *Australian Curriculum Framework for Junior Doctors*.

PMCT reports that "the non-academic aspects of the Forum were also very appreciated by the delegates, including a personalised invitation and tour of Government House, hosted by the Govern-

nor of Tasmania, and a 'retro-Hawaiian' conference dinner, pictures of which are now scattered across various *Facebook* profiles".

We have been advised that the outcomes of the various forums held at the Forum, together with copies of the presenters' talks will be available on the PMCT website shortly.



Assoc. Professor Terry Brown of PMCT addressing the 13th Prevocational Forum in Hobart