



CPMEC Newsletter

Confederation of Postgraduate Medical Education Councils

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Incoming Chair outlines CPMEC challenges

The Chair of the CPMEC, Professor Louis Landau has outlined the key challenges that are facing the CPMEC and the strategies being adopted to address them. Prof Landau has succeeded Prof Barry McGrath who stepped down at the anzMET Forum in Sydney after completing three years in that role.

Prof Landau notes that "whilst CPMEC has made significant progress in recent years, to achieve effective implementation of its strategic

plans it will be critical that the CPMEC continues to advance its profile and means of communication, both internally as well as with external stakeholders. This will be more achievable with the development of the national office and leadership from the CPMEC General Manager, Dr Jag Singh".



Prof Landau with Prof McGrath and Alex Marel at anzMET Forum Dinner.

He wants CPMEC to aim for timely reporting and increased frequency of both face to face meetings and teleconferences for all groups including the Postgraduate Medical Council (PMC) Chairs and Principal Officers, Directors of Clinical Training, Junior Doctors, Medical Education Officers and Directors of Postgraduate Medical Education. Advocating transparency, Prof Landau has stated that CPMEC "would welcome personal contact at any time should you have an issue that you would like us to consider".

To assist in the communication process, CPMEC has established portfolios dealing with Governance, Clinical Training Capacity, Prevocational Medical Accreditation Framework, the Australian Curriculum Framework for Junior Doctors (ACF), International Medical Graduates, Patient Safety & Medical Errors, Professionalism, and Integration across the Continuum of Medical Education. The portfolios will involve leaders selected from all jurisdictions.

Prof Landau further notes that "with the appointment of project officers, we are now able to effectively progress implementation of the curriculum framework and development of a national accreditation framework". He adds that CPMEC would actively support and participate in the establishment of a process of accreditation of Postgraduate Medical Councils by the Australian Medical Council as occurs for medical schools and vocational colleges. He acknowledged the barriers in this regard and the need for CPMEC to work towards addressing them, noting that "we need to more clearly define the outcomes in capabilities that we would expect at the end of the PGY1 year. We should also achieve agreement on core units and guidelines for workload for interns".

To this end, CPMEC will be asking the Working Parties of the ACF National Steering Group for advice on these issues. Prof Landau also recognises the need to consider the costs of the accreditation process and resource requirements for AMC accreditation of PMCs.

In relation to integration across the medical education continuum Prof Landau “looks forward to working with the vocational colleges to achieve optimal recognition of prior learning to maintain standards while minimizing unnecessary duplication”. In collaboration with the Medical Deans of Australia and New Zealand, he observed that “we are working with the Medical Training Review Panel to document and model current and future needs in clinical training at all levels. Training from students through to vocational trainees needs to be coordinated and integrated with service needs and supported by supply of adequate numbers of competent senior staff for supervision”

He added that another priority for CPMEC would be to encourage PMCs and jurisdictions across the country to ensure that clinical teachers were appropriately recognized for the important work that they did.

On supporting PMCs, Prof Landau highlighted as “essential” that CPMEC is available to any PMC “that needs advocacy in assuring that they are appropriately structured and resourced”.

He reiterated CPMEC concerns in recent months about the lack of a PMC in the Northern Territory and reaffirmed that CPMEC would work with other key local stakeholders in NT to have this rectified.

On CPMEC itself, Prof Landau stressed as ‘critical’ that CPMEC continue to achieve and maintain sustainability as a key national organisation in medical education and training adding that “we look forward to impressive developments in 2008 and are sure that the next national forum in Tasmania in November will again be an exciting and informative event for all stakeholders”.

Prof Landau brings immense knowledge and experience to the CPMEC. He is currently a paediatric respiratory physician at Princess Margaret Hospital for Children as well as Emeritus Professor of Paediatrics and Senior Research Fellow at the University of Western Australia (UWA).

He is also the Director, Medical Workforce with the WA Department of Health and Acting Director of the WA Clinical Child Health Research Network. Prof Landau also remains the Chair of the Postgraduate Medical Council of WA.

Previously, as the Dean of Faculty of Medicine & Dentistry at UWA, he introduced major changes in selection processes and curriculum as well as development of the rural clinical school, the Centre for Aboriginal Medical and Dental Health and the graduate entry medical course.

He assisted in establishing the UWA Centre for Oral Health, the first of its kind in Australia.

Prof Landau’s other contributions include being Founding Chairman of the Institute for Child Health Research and the WA Institute for Medical Research. He has been a member of many national committees including the National Health and Medical Research Council, the Australian Drug Evaluation Committee, the Australian Medical Council, the Royal Australasian College of Physicians Teaching Committees, and the National Asthma Campaign. He has over 200 publications in peer reviewed international journals and is a regular invited speaker at international scientific meetings.

For his contribution to paediatrics and research in respiratory medicine, Prof Landau was awarded the Order of Australia in 1996. He was also the recipient of an Australian Centenary Medal and the Howard Williams Medal from the Royal Australasian College of Physicians. Prof Landau was also awarded a D Litt (Hon) by The University of Western Australia.

The new Deputy Chair of CPMEC is Prof Brendan Crotty from PMCV.

Prevocational Medical Accreditation Framework

All Postgraduate Medical Councils have agreed to work towards a national Prevocational Medical Accreditation Framework (PMAF). This builds on the work undertaken by CPMEC to develop the Australian Curriculum Framework for Junior Doctors (ACF). Project funding provided by the Australian Government Department of Health and Ageing has allowed CPMEC to building on the work done previously to exchange information on accreditation practices in each state.

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 policies.

CPMEC has established a National Technical Group (NTG) to develop the Prevocational Medical Accreditation Framework. The

process of writing the Framework is being guided by utilising the expertise existing within all Postgraduate Medical Councils to establish a robust national framework for accreditation of prevocational medical training positions. The Accreditation Committee of each Postgraduate Medical Council has been involved in this process since inception. The NTG has met twice to consider papers on a Project Plan, Principles of Accreditation and a Framework of Accreditation Principles, Policies and Processes.

Once these documents have been approved by the NTG, they will be subject to extensive consultations with key stakeholders as was the case with the development of the Australian Curriculum Framework. Anyone wishing to find out more about the status of this project are asked to contact Dr Jag Singh via email at jsingh@cpmec.org.au

AMC Accreditation of PMCs

CPMEC has welcomed the decision of the Australian Medical Council to investigate the feasibility of an AMC accreditation process for the prevocational phase of medical training. In agreeing to this study, the AMC noted that there has been an increased amount of information sharing and collaboration between the AMC and the CPMEC in the area of

accreditation, and that there had been discussions between the AMC and the CPMEC on the possibility of the AMC assessing and providing external validation of postgraduate medical councils' standards setting and accreditation processes.

An AMC Working Party established to undertake this study was chaired by Mr Robert Wells, Director Menzies Centre for Health Policy, Australian National University and included nominees of doctors in training; postgraduate medical councils; jurisdictions; medical schools; specialist medical colleges and the AMC/medical boards.

CPMEC is cognisant of the fact that such a step would represent a major advance in integrating the three phases of medical education and training. To provide impetus for the proposal, CPMEC has indicated its willingness to support the proposal to consider accreditation of intern programs in the first instance.

Development of agreed standards or a statement concerning the requirements for the first postgraduate year will be an important step in this regard. This would be a useful first step in moving to reduce overlaps and identify gaps and weaknesses in the various stages of medical education.

2007 Geoff Marel Medal



Prof McGrath with Ms Carol Jordon (PMCV) and Dr Jag Singh (CPMEC).

Professor Barry McGrath, the outgoing Chair of CPMEC was the 2007 recipient of the Geoff Marel Medal in recognition of his outstanding contributions to prevocational medical education and training in Australia. In announcing the medal, Prof Landau outlined the tremendous contributions that Prof McGrath had made to the development of both the Postgraduate Medical Council of Victoria and the Confederation of Postgraduate Medical Education Councils.

Meanwhile, CPMEC has started to explore ways of providing recognition to outstanding contributions by junior doctors, clinical educators, and medical education officers in prevocational medical education and training. Details are being considered by a sub-committee of the CPMEC Executive Committee.

Clinical Training Study in Prevocational Years

In consultations with DoHA, CPMEC is working on a study that has been considering clinical training arrangements in prevocational years. It is designed to address future arrangements given the increase in numbers of future medical graduates.

Key questions being explored include:

- a. Current arrangements for prevocational training in Australian states including internship requirements.
- b. Current position in states/territory regarding IMGs in prevocational posts including data availability.
- c. In relation to the core term rotations, any strategies that address likely pressure points in the current arrangements once intern numbers increase.
- d. The exact status regarding GP & community placements
- e. Any issues or trends that can be identified in accreditation visits pointing to perceived shortcomings in arrangements for prevocational training.
- f. Work done by PMC or state departments in relation to identifying the infrastructure and resource needed to support effective prevocational medical training and education in hospital or other settings.

Australian Curriculum Framework for Junior Doctors

The Australian Curriculum Framework for Junior Doctors project is continuing to progress under the direction of a broad-based National Steering Group supported by three Working Parties dealing with Workplace Implementation (WIWP), Assessment (AWP), and Curriculum & Learning Resources Development (CLDRWP). Funding provided by the Australian Government has allowed CPMEC to appoint Ms Deb Paltridge as CPMEC's National Project Coordinator for the project.

The Workplace Implementation Working Party has set up a group to identify the components and scope of the workplace implementation process. The Assessment Working Party has established three sub-groups to deal with the following issues respectively:

- i. Development of a structure for a national assessment strategy.
- ii. Discussion paper on the pros and cons of a national term assessment process.
- iii. Development of a matrix which blueprints current available assessment methodologies to the ACFJD capabilities.

The Curriculum Development & Learning Resources (CDLWP) Working Party is responsible for identification of

appropriate resources to populate the Framework and review of feedback received. It will act as the National Advisory Committee for an MTRP-funded Online Resources Catalogue project being run by the University of Queensland. Postgraduate Medical Councils (PMCs) will trial an information collection tool for the ACFJD. In addition, PMCs will also play a key role in gathering information on resources. The CDLWP has also set up a group to develop a discussion paper on the peer review process for vetting resources to populate the ACFJD.

A face-to-face meeting of the NSG and the Working Parties is planned for the Stamford Airport, Sydney Airport from 17-18 March, 2008.

CPMEC is also seeking to coordinate the numerous initiatives relating to the ACFJD being undertaken by PMCs and other group. CPMEC will be meeting shortly with the National Health Workforce Taskforce to discuss issues relating to the implementation of the ACF.

Prof Richard Ruffin (SA) is heading the Assessment Working Party and Prof John Wilson (VIC) the Workplace Implementation Working Party. Prof Barry McGrath was chairing the Curriculum & Learning Resources Development Working Party on an interim basis. A permanent appointment will be made soon.

A project plan has been endorsed by the National Steering Group including a communication strategy to ensure that all stakeholders are kept informed of the progress of the project. The website is being used to this effect with a section dedicated to this project. Queries relating to ACF matters should be directed to dpaltridge@cpmec.org.au

2008 Prevocational Forum

Planning is well underway for the 13th National Prevocational Medical Education Forum to be held from 9 -12 November 2008 at Wrest Point Casino, Hobart. The Scientific Committee has met and potential speakers have been identified. The Committee is chaired by Dr Lynn Hemmings of the PMIT and includes Dr Terry Brown, Ms Moreeta Pennicott, Dr Naomi Tomlinson, Dr Chris Wilde, Dr Sarah Palermo (PMIT), Ms Deb Le Bhers (PMCQ), Dr Greg Keogh (NSW IMET), Prof Dick Ruffin (PMCSA), Dr Richard Tarala (PMCWA), Prof Brendan Crotty (PMCV) and Dr Judi Walker (UTas Rural Clinical School).

Six topic areas that have been identified for the 13th Forum: IMGs, Education, Safety & Quality, Assessment, Work Life Balance, and JMOs & Clinical Training

Promotional material including key dates for submission of abstracts and early bird registration will be forwarded to PMCs and other appropriate

organisations during February. For further details please contact Ms Moreeta Pennicott at moreeta.pennicott@dhhs.tas.gov.au or phone 03 6222 8106

In the meantime PMCQ has been awarded the honour of hosting the National Prevocational Forum in Queensland in 2009.

Bridging project

CPMEC continues to be involved in the project titled 'The Bridging of Medical Education and Training in Australia' that will focus on 'Doctor as Educator'. CPMEC has agreed to work with the Project Director, Prof Gordon Page in considering some initiatives to assess the usefulness of the Competency statements for Doctor as Educator.

Changes to CPMEC Administration

The growth of CPMEC as an organisation has resulted in a number of administrative changes that were approved by the CPMEC Executive Committee at its meeting on 6 December 2007. Amongst the changes introduced were:

- A clear delineation between the Executive Committee and the Council of CPMEC.
- The Executive Committee will comprise the Chairperson and the Principal Executive

Officer of each State and territory postgraduate medical council and meet more frequently. The immediate Past Chairman of CPMEC also becomes a non-voting member of this Committee.

- The Council of the CPMEC has been renamed the CPMEC Consultative Council and will, in addition to Executive Committee members, also comprise representation from the Australian Medical Students Association, Australian Medical Association Council for Doctors in Training, Australian Medical Council, Committee of Presidents of Medical Colleges Education Committee, Medical Council of New Zealand, Medical Deans of Australia & New Zealand, Australian Government Department of Health & Ageing (Medical Training Review Panel), Health Workforce Principal Committee and the National Patient Safety Education Framework. The Consultative Council will meet at least once a year usually in conjunction with the annual National Prevocational Forum.

- CPMEC will seek to have targeted meetings with stakeholders on issues of particular concern to the postgraduate medical councils.

- Portfolio leaders are Prof Richard Ruffin (Governance), Prof Landau (Clinical Training Capacity), Dr Richard Tarala & Ms Deb LeBhers (Prevocational Medical Accreditation Framework), Dr Greg Keogh (Australian Curriculum Framework for Junior Doctors), Prof Barry McGrath (International Medical Graduates), Dr Terry Brown (Patient Safety & Medical Errors), Dr Robin Mortimer (Professionalism), and
- Prof Brendan Crotty (Integration across the Continuum of Medical Education).

MTRP Projects

As part of CPMEC's commitment to MTRP, we will seek to disseminate information about all the prevocational training projects funded by MTRP.

In this issue we highlight the Project being co-managed by PMCV and PMIT dealing with the development of *Patient Safety Education Modules*.

The project will involve the following phases:

The project will be steered by a National Advisory Committee (NAC) to reflect the national application of the project, and on the basis of individuals' expertise, including representation from the National Patient Safety Education Workgroup, the Australian

Curriculum Framework for Junior Doctors (ACFJD) Steering Committee, and junior medical officers.

A literature review of national and international studies will seek to establish the best practice in patient safety education delivery.

The Project Team will then meet to discuss findings of literature search and plan development of educational modules.

The modules will be piloted and individual modules will be evaluated, reviewed and amended as needed.

Piloting and evaluation of full program will involve identifying two pilot sites (hospitals) in Victoria and Tasmania that reflect the variety of hospitals in each State (e.g. size, location and different seniority of prevocational trainees).

The full program will be delivered by clinician presenters with the assistance of local clinicians from pilot sites interested in the topic. This full program will be subject to a full evaluation.

Anyone wishing to find out more about any of the items in this newsletter should contact cpmecadmin@cpmec.org.au