

# Career Planning Information for Junior Medical Officers



## **AGREED STAKEHOLDER PRIORITIES**

MEETING HOSTED BY THE CONFEDERATION OF  
POSTGRADUATE MEDICAL EDUCATION COUNCILS  
MELBOURNE, 22 OCTOBER 2013



# Participating Organisations

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- **AMA Council for Doctors-in-Training (AMACDT)**
- **Australasian Junior Medical Officers' Committee (AJMOC)**
- **Australasian Directors of Clinical Training Committee**
- **Committee of Presidents of Medical Colleges (CPMC)**
- **Health Workforce Australia (HWA)**
- **Health Workforce Principal Committee (HWPC)**
- **Medical Board of Australia (MBA)**
- **NSW Dept. of Health**
- **Commonwealth Dept. of Health Ageing**
- **Confederation of Postgraduate Medical Education Councils (CPMEC)**
- **Medical Deans** (could not attend due to their annual Conference in NZ but sent briefing paper on MSOD)

# Identified Priorities

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- 1. Project definition and governance**
- 2. Addressing JMO career information gaps**
- 3. JMO workforce data communication**
- 4. Engagement of JMOs and other key stakeholders**
- 5. Standardise JMO career planning information**
- 6. Delivery mechanism**
- 7. Embedding career planning**
- 8. Next steps**

# 1. Project definition and governance

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- There needs to be a clear definition of issues that will be tackled as part of this project. This is to ensure that all stakeholders are in agreement with the purpose of the initiative and the approaches to be adopted.
- Also included in this process would be setting up an optimal governance structure to progress this initiative and ensure stakeholder 'buy in'. The general consensus was that all key players were involved in the meeting

## 2. Address JMO career data gaps

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- Establish what we know about JMO medical workforce and career planning
- Provide some data to “know what we don’t know” in the PGY2 year and beyond to assist in JMO career planning
- The notion of transparent competition ratios for College training places was mooted but group acknowledged that a range of issues relating to privacy, transparency and unintended consequences would need to be addressed first. This may be a longer-term goal

## 3. JMO workforce data communication

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- Information from Health Workforce 2025 and other sources be presented in more user-friendly format for JMOs, supervisors, and other support staff
- Limitations of the available workforce data and assumptions be clearly articulated
- Communicate data to JMOs and other stakeholders to assist in alleviating pressures on vocational training places in future and assist in the mobility of JMO workforce to areas of need

## 4. Engagement of JMOs and key stakeholders

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- Preferably a national process that involves JMO groups including AMACDT and AJMOC
- Consider existing sources and other means of obtaining information of relevance to the JMO career decision making
- Seek inputs from educational supervisors, PMCs, Colleges to assist in the process
- Consider ways for jurisdictions to influence JMOs to consider less popular specialisations

## 5. Standardise JMO career planning information

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- Agree on a standardised way of providing JMO career planning information
- HWPC and CPMEC/PMCs\* as possible conduits
- HWA potentially a facilitator for the process
- Cross-representation of organisations represented in the meeting with National Medical Training Advisory Network (NMTAN) Project Advisory Group membership to ensure interface with proposals

\* Or agency performing equivalent functions of the PMC in this domain



## 6. Information delivery website

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- Establishing existing resources is necessary to avoid unnecessary duplication of activity, promote efficiencies and ensure a collaborative approach. In developing a website, the following issues would need to be clarified:
  - There is agreement on having the information on a single portal but need explicit agreement on who would be responsible for the hosting it (CPMEC and HWA mooted as possible options at the meeting)
  - The issue of access and retaining currency and accuracy of data would need to be addressed
  - Funding to maintain the website would need to be considered and project personnel required
  - Medical Board of Australia would facilitate information on the website through its newsletter (other groups agreed to do the same)

# 7. Embedding career planning

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- **Embedding career planning into JMO education and training**
  - Develop/utilise national professional development tools and training packages for JMOs/ DCTs & term supervisors/JMO support staff (*The UK model of self-assessment; career exploration; decision making; plan implementation was seen as a useful model to use*)
  - Emphasising the importance of JMO supervisors providing feedback and career advice to JMOs
  - Moving towards a requirement that a career plan reflecting personal and professional development plans be included as part of MBA assessment process for interns and at the health service level for all JMOs not in a vocational training pathway
  - Inclusion of career planning as item on MBA medical workforce survey - HWA to facilitate this as there was time to include in next survey

## 8. Next steps

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- Consult with broad stakeholder group to develop discussion paper and project plan that would outline resource requirements
- Other groups to provide resources that would assist in the process (e.g. NSW Health commissioned study; MSOD etc.)
- HWA to inform NMTAN consultations about the meeting and proposed work
- CPMEC to continue as lead agency to outline vision, and key priorities
- Group to meet again in Melbourne in March 2014