



# NT METC

Northern Territory Medical Education & Training Centre

Edition 02, 20/12/2017

## Message from the Director

There is much happening in Health nationally and in the NT with significant reforms and innovation but with many challenges as well. NT Health is demonstrating the importance of a positive culture and a focus on clinical safety and outcomes through effective and efficient care. This is being driven through strong leadership and good governance and especially to develop a workforce that is educated and trained for our unique NT context. All of these elements are evident in the METC, its structure and function and its work. The national prioritisation of medical workforce needs for regional, rural and remote Australia with the Rural Generalist Training Program and the Training Hubs will assist the NT, as is the NTMP, to provide a pathway for medical officers to train in the NT and work in our health systems. With strategic workforce mapping and planning being undertaken in a number of areas METC will continue to provide advice and oversight the quality and standards of pre-vocational medical officer education and training. METC will continue to develop and strengthen its governance and stakeholder engagement in 2018 as well as a trainee network.

Dr Hugh Heggie  
A/Director METC  
Chief Health Officer



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## NT Medical Education and Training Centre Governance Committee

The METC Governance Committee was established in September 2017 and is responsible for providing advice and strategic direction on Medical recruitment and workforce issues, education and training across the Northern Territory.

The functions of the Governance Committee are to:

- Provide advice and direction to the METC Management Committee in relation to medical recruitment and workforce issues, education and training and accreditation in the NT;
- Support and actively encourage innovation in medical education and training;
- Assist with establishment, maintenance and promotion of partnerships with relevant local and national organisations;
- Consider feedback from prevocational doctors about

relevant matters and provide advice and opinion to assist, support and develop postgraduate recruitment, education and training, health and welfare of prevocational medical staff.

Specifically the Committee will:

- Provide leadership, direction and advice on all issues relating to prevocational education and training in the Northern Territory;
- Provide expert advice to the Minister for Health and Department of Health Chief Executive on medical education and training;
- Establish, maintain and promote relationships with relevant national and jurisdictional organisations that are involved in the functions of this Governance Committee;
- Become the representative voice on issues associated with

prevocational matters at both the Territory and where approved at a national level;

- Promote integration of education and training across the undergraduate, prevocational and vocational continuum; and
- Advocate on behalf of prevocational medical officers on matters relating to safety and quality, prevocational education and training and health and welfare issues.

The membership of this committee comes from a wide stakeholder education and training provider group across the NT. To see the membership list go to [www.ntmetc.com](http://www.ntmetc.com)

Currently these meetings are being held every six weeks while the committee establishes its functions and develops its core governing documents.

## Accreditation Surveyor Training Workshops

The Medical Education and Training Centre is continuously seeking individuals such as medical practitioners or individuals who have an interest in or work in the medical environment, with a strong interest, passion and commitment in improving the Northern Territory Prevocational Junior Doctor Education and Training Programs. That are provided within the Top End Health Service and Central Australia Health Service. In your role as a trained surveyor you will participate in prevocational survey events which will provide you with an opportunity to gain insight into the robust and transparent NT Accreditation System based on National and International best practice. The System encourages and promotes quality improvement to ensure the highest quality education and training for junior doctors and collaboration between training Facilities and the NT accrediting authority.

To register your interest for future surveyor accreditation workshops please send a brief email to [METC.DoH@nt.gov.au](mailto:METC.DoH@nt.gov.au)

Further information can also be found on the NT METC website by following the link <https://www.ntmetc.com/system>

## 2018 Prevocational Accreditation Schedule Meeting Dates

### Prevocational Accreditation Panel (PAP)

- 15<sup>th</sup> February 2018
- 17<sup>th</sup> May 2018
- 20<sup>th</sup> September 2018
- 22<sup>nd</sup> November 2018

### Prevocational Accreditation Committee (PAC)

- 22<sup>nd</sup> February 2018
- 24<sup>th</sup> May 2018
- 27<sup>th</sup> September 2018
- 29<sup>th</sup> November 2018

Further information regarding this Panel and Committee can be found on METC Website [www.ntmetc.com](http://www.ntmetc.com)

## Prevocational Medical Education in the NT

It has been a very busy second half of the year for Medical Education and Training Centre staff with the expansion of accredited prevocational medical education and training programs in the Northern Territory now also being provided by Katherine District Hospital and Gove District Hospital within the Top End Health Service (TEHS). This means an increase of a combined total of 57 accredited positions to 61 within the last 6 months with discussions of possible further increases in the first part of 2018.

Katherine District Hospital is accredited as a TEHS Offsite unit for 2 PGY1 positions in the core terms of Emergency Medical Care and Medicine and Gove District Hospital for 2 PGY1 positions in a General Rural term. It is expected that intern placements in both locations will commence in 2018.

TEHS currently has 32 accredited intern positions within Royal Darwin Hospital, 2 in Katherine District Hospital and 2 in Gove District Hospital with a combined total of 36 positions and its current accreditation due to expire in September 2018. The accreditation staff is currently working on two modified unit requests from RDH to assist in ensuring they have enough Intern positions accredited for 2018.

Central Australia Health Service (CAHS) currently has a total of 25 accredited intern positions with 23 being in Alice Springs Hospital and 2 in Tennant Creek Hospital, with the current accreditation for both sites expiring in September 2019.

Scheduled Prevocational Accreditation Survey Events for 2018:

- CAHS –Progress Report – Due 30<sup>th</sup> March 2018
- TEHS –Reaccreditation Self-Assessment – Due 4<sup>th</sup> April 2018
- TEHS - Reaccreditation Survey Visit – 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> August 2018.

## Prevocational Medical Education and Training Awards

Nationally since 2008, the Confederation of Postgraduate Medical Education Councils (CPMEC) has recognised junior doctors and clinical educators who have made significant contributions to prevocational medical education and training. It was agreed that a two-tiered award structure be put into place with jurisdictional winners selected by each postgraduate medical council (or equivalent) who are then put forward as jurisdictional nominees for the national awards announced annually at the National Medical Education and Training Forum hosted rotationally in major cities around Australia and New Zealand.

The NT Medical Education and Training Centre are delighted to announce the recipients of the Northern Territory 2017 Junior Doctor of the Year Award and 2017 Clinical Educator of the Year Award at the ceremony held on 8<sup>th</sup> November 2017 at the NT General Practice Education (NTGPE) board room with a video link to CAHS

Both recipients were the Northern Territory nominees for the National awards in the same categories where the winners were announced at the 2017 National Medical Education and Training Forum in Brisbane, Queensland.

## NT 2017 Junior Doctor of the Year Award Recipient

### Dr Megan Yannakouros (TEHS – Royal Darwin Hospital)

Dr Yannakouros commenced as an Intern at Top End Health Service (TEHS) Royal Darwin Hospital (RDH) in 2015. She has been an active member of the Top End Medical Society (TEMS), recently taking on the role of TEMS President in 2016 and 2017.

Megan has made a significant contribution to teaching and learning through her support and assistance to the RDH Medical Education Unit and junior medical officers by:

- Identifying learning needs and providing feedback on Intern teaching programs.
- Working with and assisting the Medical Education Office (MEO) with the development of the 2016 TEHS Intern Orientation Program.
- Providing feedback and assisting the coordinators of the Intern Orientation during the 2016 Intern Orientation Program.
- Organising and delivering presentations to Interns and RMOs to assist them understand their payslips. Using her previous work knowledge and experience at OneStaff has been invaluable in assisting JMOs with queries regarding their pay.(something that is important to all JMOs)
- Working with the RDH Division of Medicine to develop a new Roster to improve working conditions for Junior Doctors.

Megan is a very active and valued member of the Medical Services & Education Team on top of her contribution as a junior doctor; her participation and contributions to various Medical Education Unit (MEU) projects has assisted the MEU staff in keeping the Intern Education and Training program “fresh” and contemporary.

Dr Yannakouros is a valued member of RDH medical staff and her participation and investment over her early prevocational years has been amazing and allowed the facility (RDH) to continuously improve various education and training program components.

Megan is the president of the TEHS Top End Resident Medical Society, with her special contribution to education and training being through project work.

Dr Yannakouros is a strong and tireless advocate for junior doctors and is actively involved in finding and influencing solutions for any problems, concerns or issues for junior doctors.



## NT 2017 Clinical Educator of the Year Award Recipient

### Dr Paul Secombe (CAHS – Alice Springs Hospital)

Dr Secombe was recognised for his significant contribution to teaching of junior doctors and is an outstanding clinician and mentor.

Paul is involved in the organisation and delivery of the Junior Medical Officer (JMO) Orientation week teaching program at Alice Springs Hospital. As well as the teaching, he also organises for other ICU registrars and consultants to deliver various didactic teaching sessions.

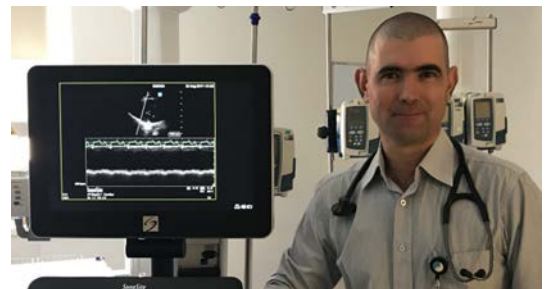
Dr Secombe regularly volunteers his own time outside of his usual work schedule to deliver to the Resident Medical Officer (RMO) society after-hours SIM sessions. Dr Secombe is a member of the RMO recruitment panel and endeavours to facilitate and influence rotations to match JMO career ambitions

Paul is the Supervisor of Training for the Alice Springs Hospital ICU department. He takes the time to consider what feedback he offers to JMOs and meets with them incrementally throughout the rotation to ensure they are supported and receiving the training and education discussed in regards to their learning outcomes for the rotation. Dr Secombe's feedback is always provided as constructive feedback, that JMOs can build on and improve their skills and knowledge. Dr Secombe is also very receptive to feedback, which is a valuable quality for someone in a supervisory role.

Dr Secombe has also encouraged the participation of JMOs in departmental research projects. He holds teaching sessions to openly discuss the outcomes of such projects and takes advantage of all opportunities presented to him to advocate and deliver junior doctor education and training in the workplace and beyond.

Paul is also a self-responsible learner who is continually improving his own knowledge and skills that he freely shares with all of his trainees.

Our congratulations go to both recipients. We are proud of their achievements and for being great role models.



## Northern Territory Medical Program

The Northern Territory Medical Program (NTMP) continues to support the workforce aim of growing our own with 2017 seeing the graduation of 25 medical students from the program. These new doctors will join the Health Services to commence their 2 year return of service at the beginning of 2018 with 18 undertaking internship at Royal Darwin Hospital and 7 at Alice Springs Hospital. This brings the total number of graduates from the program to 78.

2018 will see a new cohort of 24 students which is expected to include 5 Aboriginal students entering through the Indigenous Entry Stream joining Graduate Entry and the Undergraduate students enrolled in the joint CDU/Flinders Bachelor of Science/Doctor of Medicine. There is a strong group of NT residents in this cohort with all but one qualifying as an NT Resident.

The second group of graduate medical officers are completing their 2 year bonding to the NT at the end of 2017. We thank this group of 22 medical officers for their service and commitment to the Northern Territory and are very pleased to see that 68% will be continuing on in the Northern Territory in 2018. Some will commence specialist college training and others to continue training whilst awaiting opportunities to enrol in vocational training.

During 2017 Medical Education and Training Centre (METC) staff members have continued with their commitment to engage with and provide information to students on the Northern Territory Medical Program. Information sessions have been provided to the Year 4 students to assist them with their applications for internship. METC has participated in the orientation session for Year 1 NTMP students in 2017 and delivered further information sessions to Year 1 and 2 NTMP students through the year. For CDU Bachelor of Clinical Science students commencing in the NTMP in 2018 METC provided an introduction the return of service obligation agreement and written information provided to those entering via the graduate entry pathway and Indigenous Entry Stream.

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## Australian and New Zealand Prevocational Medical Education Forum

The 22nd Australian and New Zealand Prevocational Medical Education Forum (ANZPMEF) this year was held in Brisbane. The Forum attracted 409 delegates from across Australia and New Zealand as well as groups from the Solomon Islands and Thailand with the theme 'Singing from the Same Song Sheet'.

There were many opportunities for junior medical officers and other clinicians involved in Prevocational Medical Education to network and share the previous year's "song sheets".

At the Forum, the Australian Junior Medical Officer Committee (AJMOC) met and presented the 2017 resolutions. To see this paper go to <https://www.ntmetc.com/ajmoc>

The conference concluded with QPMA handing over the conference meeting sticks to PMCV who will be hosting the 23rd Australian and New Zealand Prevocational Medical Education Forum in Melbourne 11<sup>th</sup> – 14<sup>th</sup> November 2018. The theme is '**Next Level: Exploring new horizons**'. Go to [www.prevocationalforum2018.com](http://www.prevocationalforum2018.com)





## Other News



This year the Medical Education and Training Centre (METC) staff participated in **STEPTEMBER** where they took at least 10,000 steps a day for 28 days straight and raised vital funds along the way. METC Marvels led the way in fundraising for the Northern Territory Department of Health with a total of 26 teams participating, raising a total of \$1,567.43 to help people with cerebral palsy.

Funds were raised through sponsorships, a cake stall and a raffle with some great prizes.

The staff finishing much healthier than when they started!



Here are some of the raffle winners!!!



### Winners are Grinners!!!

The METC staff took part in the annual NT Department of Health Festive Season Decoration Competition just for fun may I say. Criteria included creativity, theme, originality, construction and spirit with METC creating a Santa's workshop where medical students from the Flinders NT Medical Program transitioned to interns within the NT Health Services.

The staff's competitive spirit took over with some fantastic creative work been showcased which lead to securing first prize out of 28 teams.

You can view a short video of the METC office by following the link below.

<https://www.ntmetc.com/>



## Medicine in Australia: Balancing Employment and Life (MABEL)

The 10<sup>th</sup> wave of the MABEL (Medicine in Australia: Balancing Employment and Life) Survey has recently been sent to over 20,000 doctors in Australia who have previously responded. This is a unique chance to contribute to independent and rigorous evidence about doctors working lives and how they are affected by the health care system. Those who have filled it out before should have received a letter or email. If you have not filled it out but would like to, please go to [www.mabel.org.au](http://www.mabel.org.au) and sign up to be included. We wholeheartedly appreciate the time you spend in filling out the survey – it really is making a difference.

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### Managing the Risks of Fatigue in the Medical Workforce 2016 AMA Safe Hours Audit The Australian Medical Association 15 July 2017

The AMA has conducted Safe Hours Audits of hospital-based doctors every five years since 2001. The 2016 Audit is the fourth nationwide AMA survey of doctors' working hours to assess the fatigue risks of their current working arrangements. The report of the 2016 AMA Safe Hours Audit provides contemporary insights into the working patterns and risk of fatigue for hospital-based doctors.

An online tool was used to collect data on the hours of work, on-call hours, non-work hours, and the sleep time of doctors during the audit week from 31 October to 6 November 2016.

Participants were then categorised into three different risk levels – lower, significant, and higher – to determine their risk of fatigue, based on factors such as total weekly hours, the amount of night work, the length of shifts, the extent of on-call commitments, access to breaks, and the long-term work patterns.

Since the AMA embarked on its safe working hour's campaign in the mid-1990s, there has been a significant reduction in the number of doctors whose working hours expose them to higher risks of fatigue.

While the trend towards hospital-based doctors working hours and rosters that reduce the risks of fatigue has continued in 2016, the rate of improvement appears to have plateaued. One in two doctors (53 per cent) are still working rosters that put them at significant and higher risk of fatigue to the extent that it could impair performance, and affect the health of the doctor and the safety of the patient.

The 2016 Audit revealed that three out of four Intensivists (75 per cent) and Surgeons (73 per cent) reported to work rosters that place them at significant and higher risk of fatigue, significantly more than the 53 per cent reported by all doctors. Further, there is evidence that extreme rostering practices remain with shifts of up to 76 hours and working weeks of 118 hours reported amongst doctors at higher risk of fatigue.

Other findings that warrant further investigation include the increase in number of Interns/RMOs in the 2016 Audit who are working rosters that place them at higher risk of fatigue. Evidence suggests that many medical students find the transition to the intern year stressful, and working long hours with fewer breaks is not conducive to doctor health and wellbeing, patient safety and quality of care.

The disproportionate number of Registrars working shifts that place them at significant and higher risk of fatigue is also of note. This highlights the imperative for Medical Colleges, in conjunction with hospitals, to review training and service requirements, and to implement systems that help doctors at this stage of their career to balance training and service requirements with personal health and wellbeing.

The AMA Safe Hours Audit series is one part of a broader education and awareness program to improve understanding about the risks fatigue creates for individual health and safety and quality of patient care. The results of the audit should be used to assess individual and organisational practice, beliefs and culture, and to implement strategies that support safer working hours, patterns and environments for hospital doctors and doctors in training.

The **2016 AMA Safe Hours Audit Report** is at <https://ama.com.au/article/2016-ama-safe-hours-audit>

The **AMA's National Code of Practice - Hours of Work, Shift work and Rostering for Hospital Doctors** is at <https://ama.com.au/article/national-code-practice-hours-work-shiftwork-and-rostering-hospital-doctors>



**Confederation of Prevocational Medical Education  
Councils (CPMEC)  
Australasian Junior Medical Officers' Committee  
(AJMOC)**

AJMOC is a special interest group of the Confederation of Postgraduate Medical Education Councils (CPMEC). In 2017, AJMOC was chaired by Dr Hashim Abdeen from Queensland and Deputy Chair Dr Sebastian Belfrage from Victoria. The development of the 2017 resolutions was coordinated by AJMOC, comprising the Chairs of each Australian state and territory Junior Medical Officers' Forum, and a prevocational medical officer representative from the Medical Council of New Zealand.

The prevocational space is defined as postgraduate years of training prior to entering a college accredited training post. Specifically, doctors within the prevocational space include interns, residents (including those in postgraduate years three and beyond i.e. PGY 3+) and senior resident medical officers (SRMO) who are not in a formal postgraduate training program, non-accredited registrars and career medical officers (CMOs).

Development of this year's resolutions began with face-to-face meetings in March & August 2017, where the resolutions from the previous year were reviewed and revised with broader consultation with the wider prevocational medical officer forum. The final draft was reviewed, and approved, by delegates at the 2017 Australian & New Zealand Prevocational Medical Education Forum in Brisbane.

At the heart of these resolutions is a desire by all prevocational medical officers to ensure that all doctors in Australia and New Zealand have access to continued employment and training that is personally and professionally rewarding, and that has no detrimental impact on their wellbeing.

AJMOC acknowledges the contributions of all those who contributed to the development of these resolutions throughout the year.

For the full resolution document go to [www.ntmetc.com/ajmoc](http://www.ntmetc.com/ajmoc)

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## From the Editor

This newsletter is published by email and website: [www.ntmetc.com](http://www.ntmetc.com)

We invite contributions on all aspects of medical education and training, in particular news stories, achievements, launches, events and editorials related to health workforce education, training and development (photos and illustrations are desirable).

Please feel free to email the Editor with any news and/or stories that you would like to see in our newsletter. Send to [METC.DoH@nt.gov.au](mailto:METC.DoH@nt.gov.au) with title of 'Newsletter article'

If you know of anyone who would like to receive a copy of the newsletter via email, please let us know via email [METC.DoH@nt.gov.au](mailto:METC.DoH@nt.gov.au)

This newsletter is produced bi-annually. The submission deadline for June's issues is the 30<sup>th</sup> of May 2018. Please ensure you submit your news stories prior to then. We look forward to hearing from you soon.

Thank you  
Maria Halkitis  
Editor



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