



To the NT PMAS Prevocational Accreditation Committee (PAC)

It has been a busy few months at NT JMOF as it has been for NTPMAS, and we're excited to share with you below an update on our discussions and work.

Recent Meetings

There have been two meetings of the NT JMO Forum since the last PAC Meeting (Wednesday 27th September & Tuesday 7th November). Topics discussed at these meetings included:

- IMG support
 - Equal opportunity for preferencing rotations
 - Timely and appropriate contracts (e.g. 1 year rather than 3 or 6 months), acknowledging visa requirements
 - Onboarding and early weeks support
- Recruitment
 - Internal vs external applicant inconsistency
 - Late and missed communication and confirmation of job offers
 - Promises of guaranteed rotations not being honoured
 - There is the ongoing challenge of reliance on locums- it is disheartening for a full time JMO to be working alongside a locum JMO, getting paid less for doing the same job, or often for doing more as they are familiar with the health service and patients and more may be expected of them
 - Swapping of rotations not allowed
- Payment of overtime
 - No longer a pervasive issue, but a few particular rotations are affected across sites
- Medical Training Survey Promotion

Australian JMO Committee (AJMOC) National Meeting

At the Prevocational Medication Education Forum we held discussions with JMOs and state JMO Forum chairs from all jurisdictions. The topics which were raised by almost every presenter are also ones affecting junior doctors in the territory, and were;

- Recruitment & retention
- Reliance on locums
- Access to leave
- Overtime being paid
- Support for IMGs on starting and ongoing
- Implementation of the new Prevocational Medical Education Framework

Some interesting ideas shared by other jurisdictions included;

- At Gosford Hospital., JMOs have made a spreadsheet for medical recruitment which collates all of the requirements for entering training. This allows those allocating terms for those who are planning on applying for training to ensure JMOs have what they need for applications (e.g. for ACEM they are required to have 6 months of continuous work in

an ED prior to applying, for CICM they require 6 months of ICU experience but this does not need to be continuous and does not need to be in the same ICU/ hospital).

- The ACT Government has committed \$15Million in funding to junior doctor wellbeing. Some of the ways this
 - This is likely motivated by the fact that the health service is comprised of 30% IMGs and at one major Canberra Hospital the RMO workforce is 50% locums
- WA has implemented centralised overtime claiming, with an online system for submitting this. This means that a JMO does not have to involve their direct supervisor in the process and it is not paper-based. All hospitals but one have signed up to this system.
- NSW reported that there are more residents locuming than hospital-employed in their state
- QLD is implementing retention bonuses and guaranteed future rotations in contracts as incentive, as this is cheaper than hiring locums
- SA is implementing a penalty for departments with late roster releases
 - One rural site in SA has achieved 100% retention from internship to PGY3, with a program for rural generalist training and a high level of support, access to leave and guaranteed payment of overtime when worked

Prevoc23

NT was represented at the Prevocational Medical Education Forum by Chair Dayna Duncan who presented on behalf of the committee at the AJMOC National meeting.

The AJMOC Chair on behalf of the state chairs presented the 2023 resolutions. Of those submitted to CPMEC, two were supported and three were not. They are shown below.

Endorsed by CPMEC

1. Workforce planning
We call on CPMEC to write to the Commonwealth Department of Health and Aged Care to request a representative from AJMOC be invited as a member of the National Career Portal working group. AJMOC should be able to provide junior doctor input on career planning for prevocational trainees.
2. Service Registrar Working Group
We request CPMEC write to the National Medical Workforce Strategy Service Registrar Working Group to request a permanent AJMOC representative. Junior doctor representation on this working group is vital due to its impact on future prevocational training pathways.

Not endorsed by CPMEC

1. Supporting the safety and wellbeing of JMOs and patients
We support the 'Every Doctor Every Setting' framework and ask CPMEC to request each state's prevocational training council publish an annual report on their performance against the '[Every Doctor Every Setting](#)' national framework for the mental health of doctors by June 2024.
2. Fair and appropriate access to leave

We ask CPMEC to reinforce the importance of standard 1.4.3 in the National Prevocational Training Framework that health services have effective organisational and operational structures dedicated to managing prevocational doctors, including rostering and leave management. We request information from each state's prevocational training council on how state health departments are working to support access to junior doctor leave across health services.

3. Clarity regarding the Certificate of Completion (CoC)
 - a. We request that the Council of Presidents of Medical Colleges collate and publish a list of which specialty training colleges will require a PGY2 Certificate of Completion for trainees applying to their programs by 2024.
 - b. We request that the Australian Medical Council require all specialty training colleges to publish their expectations regarding the Certificate of Completion and support them in this endeavor.

Committee Feedback

We undertook a process of gathering feedback from the current year committee in an effort to continue to build and enhance our operations for next year. This survey is still live and ongoing. If the PAC has any feedback about how the JMOF can best collate and provide feedback in a collaborative manner it would be very welcome.

[JMO Forum NT Feedback/ Review \(External Stakeholders\)](#)

Committee Elections

The following committee election timeline has been created

Tue Nov 28th: Nominations Open
Sun Dec 10th: Nominations Close
Tue Dec 12th: Voting Opens
Wed Dec 13th: Voting Closes
Mon Dec 18th: New Committee Announced