



NT METC Governance Committee

Junior Medical Officer Forum (JMOF) Report

**JUNIOR
MEDICAL OFFICER
FORUM**
NORTHERN TERRITORY

February 2019

1. Changes to JMO Forum Executive

- TEHS Chair
 - Dr Hayden Cain
- CAHS Chair
 - Dr Claire Chandler

2. Current Issues

2.1 Local

2.1.1 Term allocations:

There appears to be no consistent rules associated with term allocations. This commonly results in some JMO's receiving few / none of their requested allocations regardless of term popularity. In the short term this impacts retention and employee satisfaction / professional development. Whilst in the long run many specialist programs require a JMO to have completed specific rotations and if the hospital system is not able to accommodate this it may slow their career progression. Our goal is to develop a transparent protocol that ensures all JMO's have equal opportunity to participate in the terms that will aid in their career development.

2.1.2 Rostering and adherence to EBA:

There are multiple varied issues with rostering across different departments. This historically is a very hard issue to address as different departments have different rostering requirements and issues. The most consistent issues include rosters not being released in a timely manner, being changed last minute and lack of redundancy in the roster. These things increase stress, worsen work life balance and impact patient care. It is our goal to improve this by ensuring that medical workforce follows the new EBA allowing JMO's to know when they will be working well in advance and minimise last minute changes with adequate inbuilt redundancy.

2.1.3 Teaching / education:

Regular teaching is key for the development of all JMO's. Whilst RDH is currently attempting to ensure weekly pager protected teaching it

still requires further development. There are multiple teams that do not offer enough support to RMO's allowing them to leave the wards for teaching and there are also no allowances for people rostered for days off on teaching days. It is our goal to not only provide a varied and educational teaching roster but to also ensure all RMO's are able to attend every week regardless of rostering issues or impacting patient safety.

2.1.4 Retention / career progression:

Retention is a huge issue in the Northern Territory due to a highly transient population. The introduction of a NT based medical university program and addressing the above mentioned issues will go a long way to improving this issue. However even with all these improvements there are still very limited options for long term career progression in the NT due to lack of specialist training programs. It is our goal to not only improve retention but to also aid with the introduction of specialist training programs increasing the number of locally trained specialists aware of the unique issues impacting the NT.

2.1.5 Next forum 26/02/2019:

During the next forum new RMO's will be urged to raise any other issues they have experienced during their move to the NT and to discuss positive initiatives from their previous health care services that could be introduced to ours.

2.2 National

2.2.1 Growth of NT JMOF and increased involvement with AJMOC:

To continue to grow the NTJMOF and use our involvement with the AJMOC to improve the work life balance of all JMO's in the NT.

2.2.2 Involvement in national projects:

Currently we are looking into the cost effectiveness of introducing a health service employee app that would integrate all aspects of hospital work life including introduction to the service, microbiological stewardship and on call advice.

2.2.3 Two-year internship proposal

To learn more about the short and long term impact of this proposal on JMO's in the NT.

Hayden Cain

Junior Medical Officer Forum Chair

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