



NT PMAS Governance Committee

Junior Medical Officer Forum (JMOF) Report

**JUNIOR
MEDICAL OFFICER
FORUM**
NORTHERN TERRITORY

May 2019

1. JMO Forum Executive / required members update

- Chair and TEHS representative
 - *Dr Hayden Cain*
- Vice-chair and CAHS representative
 - *Dr Claire Chandler*
- Secretariat
 - *Dr Elise O'Connor*
- PGY1/Intern representative
 - *Dr Cassandra Peace*
- PGY2 representative
 - *Dr Sanjay Joseph*
- IMG Representative
 - *Dr Vignesh Palanisamy*
- Medical student representative
 - *Vacant*

2. Current Projects/issues

2.1 Local

2.1.1 Term allocations:

Royal Darwin Hospital is currently implementing a term allocation system involving streamed years with mostly set lines, including general lines. This change allows JMO's with a career path in mind to apply for specific streams that will aid their progress whilst still allowing others to experience a wide range of specialties to broaden their knowledge and gain valuable experience. Selection will be merit based with clear criteria set out by each stream as to what is required improving transparency. In addition, the aim will be to ensure that only one relief term is allocated per year, minimal lines with multiple relief terms improves fairness.

2.1.2 Rostering:

Rostering has also been addressed for JMOs with each set line having a pre-set roster. This means JMO's will know their schedule well in advance, will ensure the new EBA is adhered to and allows the application/approval process for leave to be simplified. All of these things will greatly improve JMO welfare at RDH.

Rostering guidelines are available on PGC that apply to JMO's. Most units have master rosters for core positions, with relief lines built from rosters of

other JMO's on leave. Leave can be applied for and approved in advance within formulas set by each division.

2.1.3 *Resident Guide app:*

The NTJMOF is currently looking into a TEHS +/- CAHS personalised resident guide app. This app already exists in multiple other hospitals around Australia and has been shown to be a cost effective tool for improving hospital life and efficiency. Some of the many uses of this app will be to use it as a centralised location for JMOs to find all unit guides, hospital policies, orientation documents and learning modules.

3. Future projects/issues

3.1 *Local*

3.1.1 *Streamed Mentorship Program / Career planning:*

Career planning can be a daunting prospect for JMO's due to the constantly changing requirements of speciality training colleges. Due to this JMO's can often become lost and isolated in the system unsure how to progress into their desired field. The implementation of streamed years allows JMO's to gain the clinical experience required in their field of choice however there is more to pursuing a speciality than just clinical skill. By assigning JMOs a mentor that has experience in their desired steam it would aid their career progression. This would give all JMOs access to firsthand information such as what it is like to work in that field, how to prepare for specific exams or what courses are worth completing with the added benefit of also improving/monitoring their wellbeing.

3.1.2 *Education and training*

Continual education is a vital component for all doctors regardless of level of training. Recognising this and in line with accreditation standards Royal Darwin Hospital has recently implemented pager protected teaching for RMOs however sadly there can often be issues with attendance and finding people to provide the teaching. The reasons for this are varied, including some specialties having pre-existing internal teaching programs, other specialities simply not having sufficient numbers to allow the JMO to attend and JMOs being rostered off or to other locations. The NTJMOF heavily encourages all specialties to all implement and enforce a regular weekly teaching program with a set program/curriculum that fits with the team's weekly schedule and covers recommended learning for that term. The NTJMOF would also recommend that all Intern and RMO teaching is recorded and made available online to all JMOs.

3.1.3 *Accreditation for all prevocational training positions:*

It is the aim of the NTJMOF/AJMOC that all currently unaccredited JMO roles receive accreditation with standards including but not limited to as follows:

1. Regular interdepartmental and hospital wide teaching
2. Designated supervisors and mentors who are accessible and qualified
3. An adequate level of clinical exposure making the rotation meaningful and increasing skills and capacity of RMOs/Unaccredited registrars
4. Workplace standards ensure health and wellbeing of junior doctors

3.2 *National*

3.2.1 *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 education, career progression and welfare of all JMO's in the NT

Next meeting will be held 23rd of July @ 17:30, all are welcome to attend. Please email hayden.cain@nt.gov.au with any agenda items or queries.

Dr. Hayden Cain

Junior Medical Officer Forum Chair

May 2019