



Postgraduate Medical Council
of Western Australia

ANNUAL REPORT

Postgraduate Medical
Council of Western Australia

2022 - 2023

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Contents

1. Overview.....	1
Executive Summary	1
Operational Structure.....	3
2. PMCWA Performance	10
Key Focus Area 1	11
Key Focus Area 2.....	15
Key Focus Area 3.....	18
Key Focus Area 4.....	21
3. Disclosures and Legal Compliance	26
4. Financial Statements	28
Council Remuneration	29
Additional Remuneration	30
5. Appendix.....	31

1. Overview

Executive Summary

The Postgraduate Medical Council of Western Australia (PMCWA) has ventured into 2023 with less disruption as the pandemic has waned.

The publication of the PMCWA Strategic Plan for 2023-25 has presented an updated approach to the Ministerial Council's (Council) focus areas and priorities. The Council's vision of 'well supported doctors providing excellent healthcare meeting community needs in a dynamic environment' remains the cornerstone of all our work. PMCWA continues to be guided under the pillars of:

1. Leadership and Governance
2. Accreditation
3. Education and Supervision
4. Career Transition and Support

As the leaders in prevocational medical education in Western Australia (WA), PMCWA convenes various network groups for our Medical Education Officers (MEOs), Medical Education Registrars (MERs) and Junior Medical Officers (JMOs). These groups provide great opportunities for collaboration and sharing of resources. PMCWA is also represented in numerous state and national committees and groups allowing us to contribute to broader initiatives related to prevocational training including promoting junior doctor wellbeing and retention and keeping our stakeholders informed of progress in related projects across WA, Australia and New Zealand.

This year the preparation for the implementation of the National Framework for Prevocational Medical Training (Framework) in 2024 has been an important and ongoing body of work. PMCWA has been leading the change management of this across the many stakeholders in prevocational training within WA.

The Framework will mandate the training of supervisors involved in the assessment of prevocational doctors, and the work of PMCWA in raising awareness of this training requirement, as well as facilitating training resources, is an important component of the implementation. While this work has been additional to the usual operational matters, the ongoing engagement with other states and territories has allowed for sharing of resources.

Accreditation continues to be a crucial element in our program of work with PMCWA working towards additional placements across rural, metropolitan and community locations. The introduction of new intern training positions in paediatrics at the Perth Children's Hospital and obstetric positions at Osborne Park Hospital during 2022 has proven to be very successful and we are pleased to continue this into 2023. Increased numbers of intern training options at regional centres to include Geraldton and Albany has likewise been a successful venture. The number of intern training positions for WA

Country Health Service increased to 25 for 2023 from a baseline of 10 positions in 2020. Early data suggests the strategy of training doctors in rural areas, adds to the long-term retention of a rural medical workforce.

This year it was also PMCWA's turn to get reaccredited when the Australian Medical Council (AMC) undertook a scheduled accreditation in May 2023. The outcome of this external review will be known later this year. This review has straddled the transition from the current standards to those of the Framework.

In March 2023, the Medical Careers Expo was held as an in-person event for the first time since 2019. The event was held at a new venue, Crown Perth, and for the first time on a weekend to encourage attendance. This event showcased the medical career choices open to JMOs and gave attendees the opportunity to chat to 26 exhibitors, including hospitals and colleges.

Looking ahead, in November 2023, PMCWA will host the Australian and New Zealand Prevocational Medical Education Forum (ANZPMEF23) at the Rendezvous Hotel in Scarborough. This event will attract up to 350 delegates from Australia and New Zealand who are involved in prevocational medical education. The scientific program will allow for the presentation of abstracts within the themes of careers, innovation, and medical education. The ANZPMEF23 will additionally provide an opportunity for several workshops to be held in relation to early career planning and support during training.

At this mid-year point, we would like to thank our many stakeholders who contribute to the functions of PMCWA and importantly their engagement in the transformative work involved in the implementation of the Framework.

Operational Structure

Establishment

PMCWA was founded in 2003 to facilitate the training and education of prevocational doctors, during the years between graduating from medical school and entering specialist training. In 2015, Cabinet formally noted the establishment of PMCWA as a Ministerial Council (the Council); PMCWA are accountable to the Minister for Health via the Director General, WA Department of Health (the Department).

PMCWA's establishment is noted under section 11 of the *Health Legislation Administration Act 1984*. PMCWA operates within the principles of the *Public Sector Management Act 1994*, the Department's Code of Conduct and PMCWA's Code of Conduct.

Function

The Council's function is to act in accordance with the Health Practitioner Regulation National Law, as in force in each state and territory, introduced in 2010.

Day-to-day management of the Council is undertaken by the PMCWA Secretariat. The Secretariat reports administratively to the Department, however all matters related to the strategic objectives of the Council are reported to the PMCWA Chair.

In fulfilling the role of Council, PMCWA operates consistently with the strategic objectives of the Department and does not adversely affect the interest of the Government of WA.

Vision

PMCWA's vision statement, 'prevocational doctors are skilled and supported in their work today and well prepared for the future', was updated in the PMCWA Strategic Plan 2023-25 to 'well supported doctors providing excellent healthcare meeting community needs in a dynamic environment'. The updated Strategic Plan was published in January 2023.

Principles

Under the previous 2018-23 PMCWA Strategic Plan, the below principles demonstrated the way the Council operated and made decisions until December 2022:

Leadership

The Council will be well informed and able to provide well considered advice and recommendations on all matters related to postgraduate medical education.

Professionalism

The Council will operate in an ethical and professional manner and demonstrate integrity in all its dealings.

Collaboration

The Council will be inclusive, consultative and constructive in working with members, partners and stakeholders.

Innovation

The Council will encourage and embrace innovation and be open to new ideas.

Independence

The Council will act and advocate without fear or favour.

Proactivity

The Council will be forward thinking, anticipate and respond to issues promptly and show initiative.

The following new principles were endorsed in PMCWA's updated Strategic Plan for 2023-25 and came into effect in January 2023. The principles that underpin the way the Council works and makes decisions include:

Wellbeing

The Council will ensure the wellbeing of JMOs remains central to all PMCWA decisions and activity.

Cultural Safety

JMOs will contribute to a culturally safe workforce for Aboriginal people by meeting PMCWA Accreditation Standards.

Independence

The Council will act and advocate without fear or favour.

Education

The Council acknowledges the tensions between education and workforce requirements.

Values

Under the previous 2018-23 PMCWA Strategic Plan, the below values are what PMCWA based its business upon until December 2022:

Fairness

The Council will ensure all its policies and processes are fair.

Commitment

The Council will be dedicated and enthusiastic in achieving its goals.

Openness

The Council will demonstrate responsibility and accountability in its operations and activities.

Trust

The Council will be reliable, impartial and will maintain confidentiality of information that should remain confidential.

Respect

The Council will acknowledge and be considerate of people and their contributions.

The following new principles were endorsed in PMCWA's updated Strategic Plan for 2023-25 which came into effect in January 2023. The Council will demonstrate these values in achieving its business:

Transparency

The Council will be transparent in its functions to ensure openness and equity.

Collaboration

The Council will engage with key stakeholder groups to ensure policies and processes are both valuable and practical.

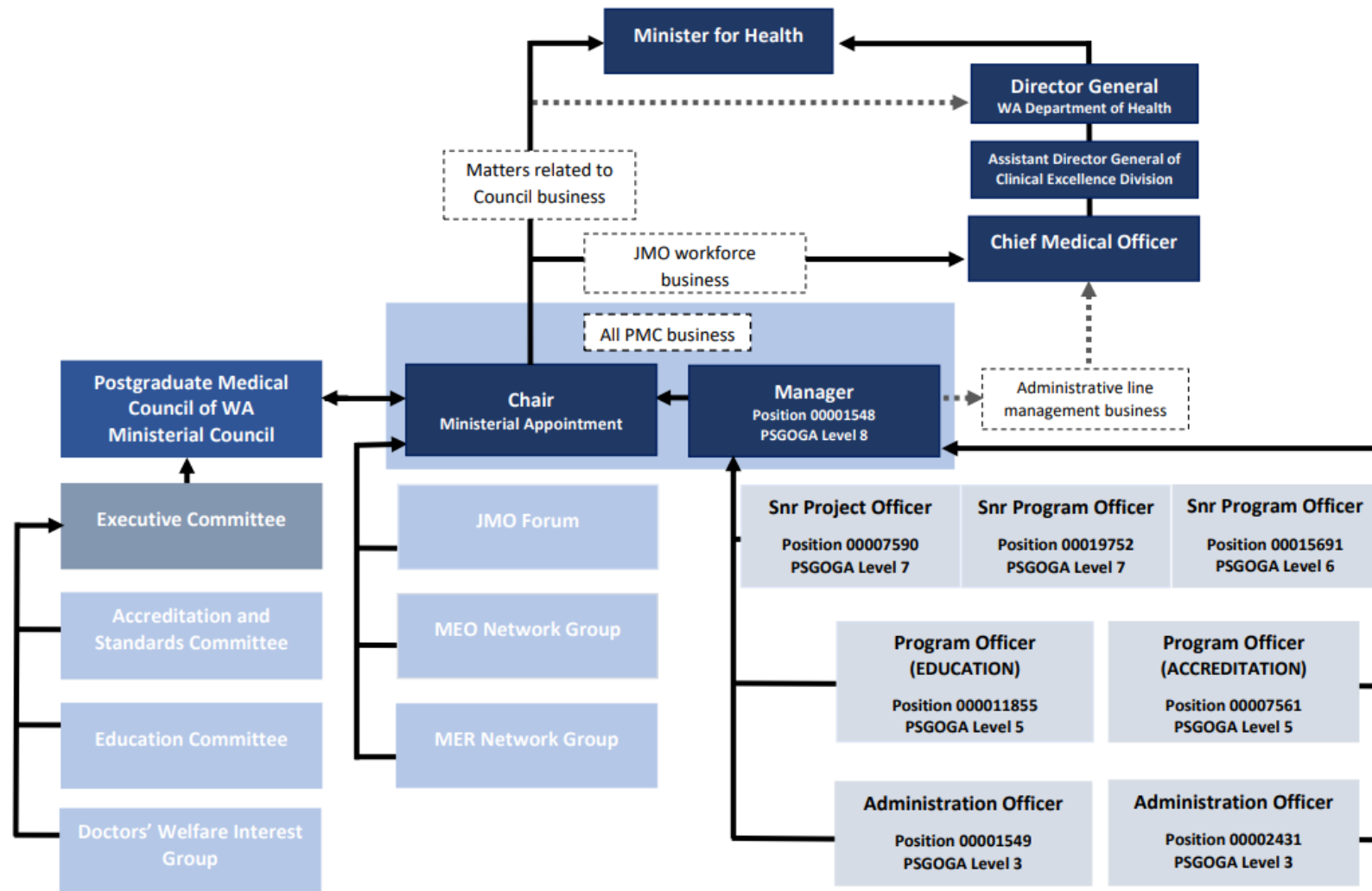
Innovation

The Council will work innovatively to effectively and efficiently meet its strategic goals.

Excellence

The Council will always strive for excellence providing quality outcomes.

Operational Reporting Structure



Responsibilities of the Council

1. To provide a leadership role in prevocational medical education and training in WA.
2. To provide expert advice to the WA Minister for Health and the Department on prevocational medical education and training, accreditation of medical training positions and prevocational medical workforce issues.
3. To identify, evaluate, monitor and promote medical education, training programs and resources for prevocational medical officers and other non-vocational doctors in collaboration with relevant stakeholders.
4. To undertake the accreditation and monitoring of medical prevocational training positions and the medical training/units and facilities that support prevocational training positions to ensure they meet national and state standards.
5. To notify the WA Board of the Medical Board of Australia (MBA) of the Council's recommendations for accredited postgraduate year (PGY1) training positions.
6. To establish and maintain linkages to promote communication with education providers ranging from medical undergraduate to vocational training and continuing medical education, to foster greater sharing of expertise, information and a continuum of learning.
7. To establish, maintain and promote partnerships with the MBA, other state/territory Postgraduate Medical Councils, the Confederation of Postgraduate Medical Education Councils (CPMEC), the AMC, WA JMO Forum and other relevant organisations/associations/committees.
8. To monitor and advise on the supply, distribution and demand for prevocational medical officers and other non-vocational doctors in WA.
9. To promote, undertake and/or contribute to health services' research regarding prevocational medical officers and non-vocational medical officers' education and training, accreditation, and workforce issues.
10. To advocate on behalf of prevocational medical officers on matters that impact on the health and welfare of prevocational medical officers, including matters relevant to safety and quality.

Council Membership

Positions on PMCWA's Council are representative. In seeking nominations to Council, consideration is given to ensure appointees have an appropriate balance of skills, qualifications and experience required for the functions of Council. Recommendations for appointment is endorsed by the Minister for Health. Representation from stakeholder groups as of June 2023, is as follows:

	Member in 2021-22	Member in 2022-23
Chair of Council	Dr Margaret Sturdy	Dr Gregory Sweetman
Chief Medical Officer (Deputy Chair)	Dr Michael Levitt	Dr Simon Towler
Accreditation Surveyors	Dr Monica Gope	Dr Monica Gope
Australian Medical Association WA (AMA (WA)), Doctors in Training Committee	Dr Megge Beacroft	Dr Jenny Wood
Consumers	Ms Nicoletta Ciffolilli	Ms Nicoletta Ciffolilli
Directors of Postgraduate Medical Education	Dr Gregory Sweetman	Dr Athula Karunanayaka
PMCWA JMO Forum	Dr Dean Choong	Dr Brittney Wicksteed
Medical Directors, Teaching Hospitals	Dr Ajitha Nair	A/Prof George Eskander
Medical School Deans	Prof Brendan McQuillan	Prof Brendan McQuillan
Private Hospitals	Dr Shirley Bowen	Prof Timothy Bates
Registration Committee, WA State Committee MBA	Dr Clare Matthews	Dr Clare Matthews
Royal Australasian College of Surgeons	Prof Jeffrey Hamdorf	Dr Amanda Foster
Royal Australian College of General Practitioners	Dr Colleen Bradford	Dr Colleen Bradford
Royal Australasian College of Physicians	Prof Timothy Bates	Dr Zarrin Allam
WA Country Health Service	Dr David Oldham	Prof Graeme Maguire

Ex-Officio

Executive Officer, PMCWA

Chair, PMCWA Accreditation and Standards Committee

Chair, PMCWA Education Committee

Representatives, Medical Student Societies

Performance Management Framework

In 2017, the Government of WA announced the Sustainable Health Review to prioritise the delivery of patient-centred, high quality and financially sustainable health care across the state. The Final Report was published in 2019 and had 30 Recommendations with the work of PMCWA aligning mostly with Recommendations 25 and 26. The table below demonstrates how the PMCWA Strategic Plan 2023-25 Key Focus Areas align with these Recommendations.

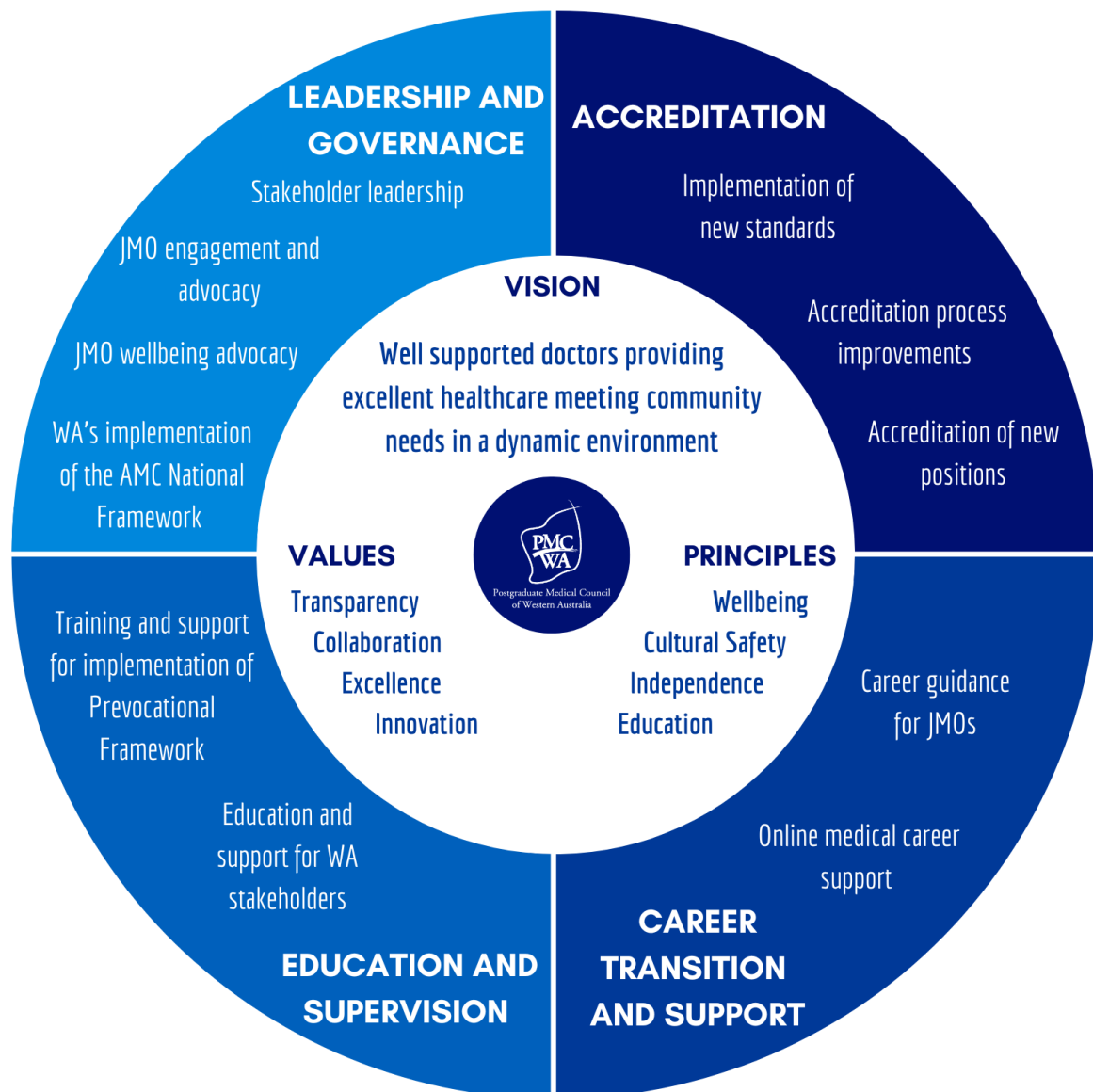
Sustainable Health Review Recommendation	PMCWA Key Focus Areas	
No. 25: Implement contemporary workforce roles and scope of practice where there is a proven record of supporting better health outcomes and sustainability.	1.2.1	Engage the prevocational doctor's workforce to provide opportunities for their feedback and insight.
	4.1.1	Actively engage with JMOs to understand their career situation and future career planning needs.
No. 26: Build capability in workforce planning and formally partner with universities, vocational training institutions and professional colleges to shape the skills and curriculum to develop the health and social care workforce of the future.	1.1.1	Manage relationships with key external stakeholders.
	1.1.2	Develop and further grow existing relationships with internal WA stakeholders.
	1.1.3	Promote PMCWA as the peak body for prevocational medical education in WA and is represented in state and national forums.
	3.1.2	Deliver education, support, and expertise to those who support JMOs.
	4.1.2	Provide JMOs with a range of support strategies to assist in their career journeys.
	4.2.2	Promote the Careers Portal to increase its use by medical students and JMOs.

2. PMCWA Performance

PMCWA has been continuing to work on the Key Focus Areas as outlined in the PMCWA Strategic Plan 2023-25:

1. Leadership and Governance
2. Accreditation
3. Education and Supervision
4. Career Transition and Support

The performance of PMCWA over the 2022-23 financial year is described in the following pages in the context of these four areas and PMCWA's operational outputs.



Key Focus Area 1

Leadership and Governance

As the leaders in prevocational medical education in WA, PMCWA communicates, advises and supports our key stakeholders throughout the year through various initiatives.

STRATEGIC FOCUS AREAS 2018-23	
Leadership and Governance	Met July-Dec 2022
1.1 Effective local advocacy for postgraduate medical education and prevocational medical officer wellbeing.	
1.1.1 Develop formal, ongoing relationships with Health Service Provider (HSP) Boards.	✓
1.1.2 Advocate for transparent reporting of HSP Teaching, Training and Research allocation and outcomes.	✓
1.1.3 Promote to HSPs the role of education, supervision and training pathways in prevocational medical officer wellbeing.	✓
1.1.4 Explore options for PMCWA exposure and representation at all sites.	✓
1.1.5 Explore additional mechanisms for informing the Council and HSP Boards on prevocational medical officer experience, wellbeing and support.	✓
1.2 Effective national advocacy for postgraduate medical education.	
1.2.1 Provide a strong voice, representing WA priorities, in all national forums.	✓
1.3 Explore opportunities to engage consumers and community members in accreditation functions and the broader work of Council.	
1.2.2 Develop formal ongoing relationships with consumers and community members.	✓
1.2.3 Develop a model for consumer representation on Council.	✓
1.4 A governance structure that is contemporary and fit for purpose.	
1.4.1 Ensure the organisational structure and committee terms of reference allow independence of decision-making and robust governance.	✓

STRATEGIC FOCUS AREAS 2023-25		
Leadership and Governance		Met Jan-June 2023
1.1	Provide leadership to our stakeholders as the peak body for prevocational medical education.	
1.1.1	Manage relationships with key external stakeholders.	✓
1.1.2	Develop and further grow existing relationships with internal WA stakeholders.	✓
1.1.3	Promote PMCWA as the peak body for prevocational medical education in WA and is represented in state and national forums.	✓
1.2	Be informed of JMO issues and advocate on their behalf.	
1.2.1	Engage the prevocational doctor's workforce to provide opportunities for their feedback and insight.	✓
1.2.2	Include prevocational doctor representatives on each PMCWA committee and formalise the roles and responsibilities for each representative role.	✓
1.2.3	Promote the role of the JMO Forum, the JMO Forum Co-Chairs, and the JMO Forum site representatives.	✓
1.2.4	Advocate for JMOs and share information about JMO issues.	✓
1.3	Advocate for JMO wellbeing in the workplace.	
1.3.1	Monitor and understand wellbeing levels at health sites through stakeholder feedback.	✓
1.3.2	Convene the Doctors' Welfare Interest Group to facilitate the sharing of wellbeing information and initiatives between health sites and encourage collaboration with future initiatives.	✓
1.3.3	Promote wellbeing events via relevant communications channels.	✓
1.3.4	Ensure there is JMO representation for national wellbeing initiatives.	✓
1.4	Lead WA's implementation of the Australian Medical Council's National Framework for Prevocational Medical Training.	
1.4.1	Develop and deliver strategies for WA's successful implementation of the Framework.	✓

Deans, Office of the Chief Medical Officer and Directors Meeting

The Deans, Office of the Chief Medical Officer and Directors meetings were initiated as part of a response to the COVID-19 pandemic in 2020, with regular scheduled meetings occurring between the Deans of WA medical schools (Curtin Medical School, University of Western Australia and University of Notre Dame, Fremantle), the Office of the Chief Medical Officer and the Directors of Postgraduate Medical Education (DPME) at each of the Primary Employing Health Services (PEHSs). These meetings have continued after the waning of the pandemic as they provide an effective platform

for the Deans and DPMEs to discuss any operational and strategic issues in the medical training environment.

National Committee Representation

PMCWA has representation on the following national committees through either the PMCWA Chair or PMCWA Manager:

Chair:

- CPMEC Board Member
- AMC Prevocational Standards Accreditation Committee
- CPMEC Working Party for the National Framework for Prevocational Medical Training
- Medical Training Survey (MTS) Consultative Committee (Jurisdiction Advisory Committee)

Manager:

- CPMEC Principal Officers Committee
- Prevocational Medical Accreditation Network
- National Medical Intern Data Management Working Group
- E-Portfolio Specifications Working Group – National Framework (National E-Portfolio Project Board – from January 2023)

JMO Forum

The JMO Forum is an advisory subcommittee of PMCWA and is comprised of both elected representatives of interns and residents, and those who wish to attend in an informal role. The JMO Forum contributes to ensuring the requirements of local hospital standards are met for junior doctors to work effectively within the WA health system. Furthermore, it provides a platform for peers to develop leadership skills and to work closely with representatives from all hospitals to discuss and action issues relevant to education, accreditation, wellbeing, workforce distribution and morale.

The JMO Forum works closely with the AMA (WA) Australasian Junior Medical Officer Committee, and the Doctors' Health Advisory Service Western Australia (DHASWA) to advocate for the optimal training and workplace conditions for doctors in training.

Their specific focus for 2022-23 included:

- Promoting PMCWA's role and purpose for prevocational doctors
- Assisting in the promotion of accurate information regarding the Framework
- Exploring opportunities for providing career guidance and support
- Communicating available health site support resources to address accreditation concerns
- Promotion of the Australian Health Practitioner Regulation Agency's (Ahpra) MTS and PMCWA events.

Medical Education Officer Network Group

PMCWA host the MEO Network Group to provide an opportunity for MEOs across the state to meet, share ideas, discuss challenges and brainstorm solutions. Some of the key discussion points for 2022-23 included:

- Sharing of orientation resources and ideas
- Managing attendance and encouraging engagement at virtual events
- PMCWA's Medical Careers Portal
- Improving access to educational content between WA Health and private hospitals.

Medical Education Registrar Network Group

PMCWA also host the MER Network Group where MERs (who hold either 6 or 12-month contracts in a part-time capacity) can collaborate and share resources amongst the group. Over the past year there has been a strong focus on the following:

- Managing ongoing challenges of online teaching sessions
- Sharing teaching and education resources
- Sharing ideas to improve JMO attendance at education sessions.

Key Focus Area 2

Accreditation

Accreditation of training posts continues to be a key mandate of PMCWA. Ensuring interns and residents receive quality education, have workloads commensurate with good training and are supported in a collegiate training environment is core to PMCWA business.

In the last 12 months, PMCWA undertook accreditation surveys at several sites, some of which involved two days and/or multiple survey teams. A surveyor's workshop was held, where process improvements were discussed and a brief introduction of the Framework was provided. In addition, the PMCWA underwent its own reaccreditation as an intern accreditation authority for WA by the AMC. This involved a report submission, an observation of two site surveys, an observation of the PMCWA Accreditation and Standards Committee meeting, as well as interviews with key stakeholder groups. The final AMC report is anticipated to be released in late 2023.

STRATEGIC FOCUS AREAS 2018-23	
Development of Accreditation Training Posts	Met July-Dec 2022
2.1 Support the establishment of new accredited training positions to meet the demands of a diverse workforce.	
2.1.1 Consider methods for optimising the balance between education and service provision.	✓
2.1.2 Consider modification of Accreditation Standards, if required.	✓
2.1.3 Explore broader and non-traditional options for prevocational training.	✓
2.2 Explore the range and characteristics of potential prevocational positions (including hospital non-specialists).	
2.2.1 Identify and quantify non-vocational registrars and their teaching and learning needs.	✓
2.2.2 Develop options to address the diversity of individual and positional education and supervision needs.	✓
2.3 Optimise the clinical safety and quality of prevocational medical officer performance.	
2.3.1 Monitor for workload, support and performance management through new as well as established accreditation practices.	✓
2.4 Enhance the relationships between PMCWA and the hospitals and units providing training posts, to support an appropriate education culture.	
2.4.1 Diplomacy and negotiations.	✓
2.4.2 Clear communication of PMCWA's responsibility for accreditation of prevocational positions.	✓

STRATEGIC FOCUS AREAS 2023-25		
Accreditation		Met Jan-June 2023
2.1	Implement the new accreditation standards of the National Framework for Prevocational Medical Training.	
2.1.1	Ensure all WA health sites understand the new AMC accreditation standards and how they can be met.	✓
2.1.2	Continually monitor independence and transparency in accreditation decisions and implement new strategies as required.	✓
2.1.3	Ensure the Quality Assurance component of the Framework is met, and improvements are made as required.	✓
2.2	Review and modify the accreditation process as required.	
2.2.1	Refine and streamline the accreditation process to improve efficiencies for accreditation surveyors, committee and secretariat support.	✓
2.2.2	Identify and implement improved processes for selecting, appointing, training and reviewing performance of accreditation surveyors.	✓
2.3	Accredit sufficient junior doctor positions to meet contemporary community needs.	
2.3.1	Understand the changing annual internship requirements across WA, in particular the increasing number of Curtin Medical School graduates; identify sufficient quality internships; and ensure distribution according to areas of most need.	✓
2.3.2	Communicate clear processes for health sites to request changing accreditation needs based on the needs of the communities they serve and respond efficiently and effectively to these requests.	✓

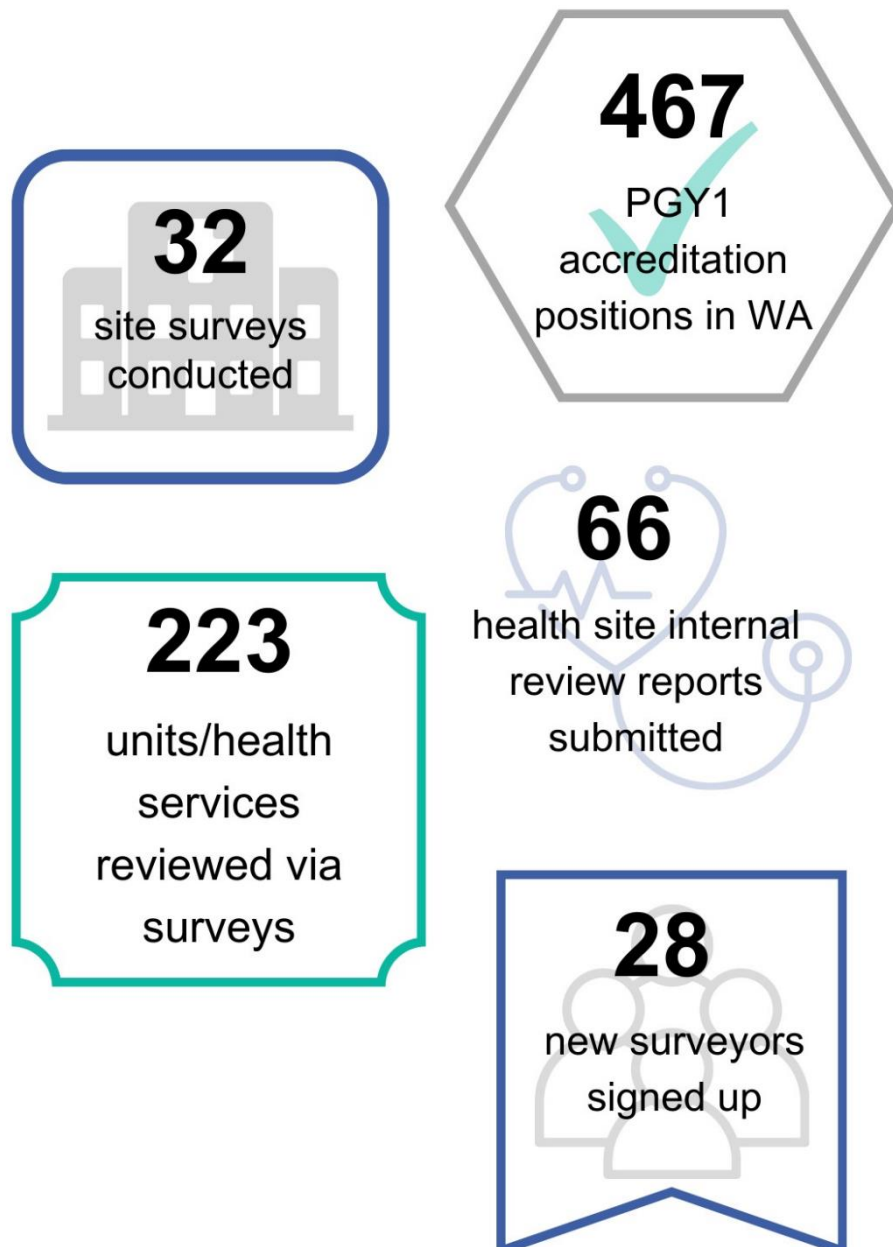
Accreditation and Standards Committee

Over the five meetings held in the 2022-23 period, the Accreditation and Standards Committee continued to assess accreditation reports, including health service internal reviews and JMO feedback following phone interviews. Accreditation for new or additional junior doctor positions continued to be assessed and monitored as the various health services expanded and evolved. It also monitored the impact of staff shortages and discussed contemporary issues such as afterhours rostering arrangements. In addition, the terms of reference were reviewed, which resulted in strengthening membership and management of conflict of interest.

Accreditation Summary

In 2022-23 many PEHS and Primary Placement Health Services underwent routine reaccreditation surveys for all, or most of their units. These included Royal Perth Hospital, St John of God Murdoch, Albany Health Campus, Perth Children's Hospital and Rockingham General Hospital.

The surveyor pool has progressively grown, with 10 new surveyors already participating in one or more surveys.



Key Focus Area 3

Education and Supervision

PMCWA's education strategies for the year focus on implementing the Framework, hosting the Medical Education Symposium and professional development (PD) sessions, hosting the ANZPMEF23 and facilitating the WA awards for Clinical Educator and Junior Doctor of the Year award and the MEO Innovation Award. Further details of these initiatives can be found below.

STRATEGIC FOCUS AREAS 2018-23		
Education, Supervision and Assessment		Met July-Dec 2022
3.1	Ensure each and every training post delivers an appropriate educational experience.	
3.1.1	Continued improvement of accreditation, assessment and reporting processes.	✓
3.2	Increase focus on supporting the Directors of Clinical Training and supervisors.	
3.2.1	Advocate for supervisors to have training in supervision.	✓
3.2.2	Facilitate networking for this group within WA.	✓

STRATEGIC FOCUS AREAS 2023-25		
Education and Supervision		Met Jan-June 2023
3.1	Support key stakeholders' delivery of quality education and supervision that prioritises the safety of patient, wellbeing of learners and cultural awareness.	
3.1.1	Deliver education and support to JMOs.	✓
3.1.2	Deliver education, support and expertise to those who support JMOs.	✓
3.2	Implement the new accreditation standards of the National Framework for Prevocational Medical Training.	
3.2.1	Develop a project plan to support the implementation of the Framework across WA.	✓
3.2.2	Deliver relevant training, information sessions and other communication strategies to all stakeholders impacted by the Framework.	✓

Education Committee

The key role of the Education Committee throughout the year is to support PMCWA's initiatives and to contribute ideas to the planning of these events and programs. The Education Committee is chaired by Prof Timothy Bates and includes representatives from the following stakeholders: Directors of Clinical Training (DCTs), DPMEs, MEOs, JMOs and MERs. These representatives are sourced from a range of different hospitals and health services to ensure valuable stakeholder engagement.

Professional Development

The following PD workshops were provided:

1. **Building the Foundations for Your Success (prevocational medical trainees)**

This year the JMOs were offered an informative PD session on building the foundation for their own success by Dr Nick Martin. Dr Martin, who is an Emergency Physician at Sir Charles Gairdner Hospital, discussed the importance of a growth mindset, having a good mentor, being responsive to feedback, using personal productivity tools and coaching to place them in the best position for personal growth and development.

2. **Managing Change by Mr Brendon Cappelletti (MEOs and DCTs)**

Mr Brendon Cappelletti presented 'Managing Change' with the MEOs and DCTs brought together for this session. Mr Cappelletti discussed the importance of change and how we can use our emotional agility to lead change. The Awareness, Desire, Knowledge, Ability, Reinforcement (ADKAR) model was explored providing tools for the attendees to use in their workplace to help manage the future of change they are facing.

Medical Education Symposium

Innovation and Change was the key theme of the 2022 Medical Education Symposium with the implementation of the Framework being a big focus. Dr Simon Towler, the Western Australian Department of Health's Chief Medical Officer, opened the Symposium with his take on innovation in health inspiring all attendees to make change and make improvements.

Attendees learnt practical tips on implementing Entrustable Professional Activities (EPAs) from Ms Monica Carrarini and her experience with General Surgeons Australia and Dr Nyoli Valentine with her experience with general practice training in South Australia.

Following this, the PMCWA team, led by Dr Gregory Sweetman, explored the key components of the National Framework that will be implemented across Australia in 2024. Topics such as outcome statements, assessment forms, assessment review panels, PGY1 and PGY2 requirements were discussed.

Australian and New Zealand Prevocational Medical Education Forum

The 2022 Australian and New Zealand Prevocational Medical Education Forum was hosted by South Australian Medical Education and Training in Adelaide. WA was represented by 23 attendees who participated in sessions which included junior doctor wellbeing, workforce and career opportunities. There was also a presentation of WA's Medical Careers Portal by Ms Liza Armstrong from PMCWA, and simulation education sessions presented by Ms Leah Proctor and Dr Aindreas Dorai-Raj from Fiona Stanley Hospital.

Some of the key takeaways included the importance of support and feedback for our junior doctors to facilitate their learning journey and promote their wellbeing; the importance of collaboration across all of Australia and New Zealand due to the broad range of work being done; the challenges of the rural workforce and the positive work coming out of the National Medical Workforce Strategy.

Junior Doctor and Clinical Educator of the Year Awards

Each year the Postgraduate Medical Councils of each jurisdiction in Australia and New Zealand recognise a clinical educator and junior doctor who have made valuable contributions to prevocational medical education and training.

From a strong nomination pool Dr Fiona Spencer was announced as the 2022 WA Junior Doctor of the Year. Fiona is a respected mentor and educator. She is a strong advocate on behalf of JMOs and has made great contributions to improvements in education, training and mentor programs at her health site.

Dr Matthew Chau was awarded WA's 2022 Clinical Educator of the Year. Matthew has been recognised for his dedication and passion to the education and wellbeing of junior doctors with a willingness to provide teaching opportunities at every step.

PMCWA congratulated both Fiona and Matthew on being chosen as the 2022 winners at the Medical Education Symposium, where they were recognised for their contribution and commitment to prevocational medical education, wellbeing and training.

MEO Innovation Award

In 2022 PMCWA introduced the MEO Innovation Award to celebrate the innovation of WA MEOs and Medical Education Support Officers.

The recipient of the award for 2022 was Ms Leah Proctor, who has been instrumental in the creation and implementation of two major innovative projects at Fiona Stanley Fremantle Hospital Group - Simulation to Enhance Patient Safety Consultation Service and Team First Aid. PMCWA congratulated Leah on this achievement at the Medical Education Symposium where she was acknowledged for her ongoing contribution to prevocational medical education and training in WA.

Key Focus Area 4

Career Transition and Support

PMCWA continues to host the annual Medical Careers Expo and the Medical Careers Portal on the PMCWA website. JMO feedback from both initiatives is always extremely positive as the JMOs are continually sourcing information to guide their career journeys. In addition, PMCWA have established valuable relationships with JMOs through the implementation of various formal strategies creating productive communication channels between both parties.

STRATEGIC FOCUS AREAS 2018-23		
Career Transition and Support		Met July-Dec 2022
4.1	Assist with prevocational medical officer career pathway planning.	
4.1.1	Actively engage with doctors to understand their situation, future needs and expectations regarding career pathway.	✓
4.2	Strengthen the prevocational medical voice and improve communication between PMCWA and prevocational medical officers.	
4.2.1	Develop a PMCWA/JMO communications plan.	✓
4.2.2	Explore additional mechanisms for informing the Council and key stakeholders on prevocational medical officer experience, wellbeing and support.	✓

STRATEGIC FOCUS AREAS 2023-25		
Career Transition and Support		Met Jan-June 2023
4.1	Support and guide the career journey of JMOs.	
4.1.1	Actively engage with JMOs to understand their career situation and future career planning needs.	✓
4.1.2	Provide JMOs with a range of support strategies to assist in their career journeys.	✓
4.2	Improve the PMCWA interactive platform for JMOs to find workforce and training information to inform their career choices.	
4.2.1	Maintain the Careers Portal and continue to increase its scope and value.	✓
4.2.2	Promote the Careers Portal to increase its use by medical students and JMOs.	✓

Medical Careers Portal

The Medical Careers Portal remains an integral part of the PMCWA website. The journey of the Careers Portal, from idea to development and maintenance was presented by PMCWA at the 2022 Australian and New Zealand Prevocational Medical Education Forum. The feature which generates the most positive feedback is the filters which provides medical students and junior doctors the ability to search for careers that suit their personality, work style and preferred work focus.

PMCWA continues to progress the maintenance plan and will look to further grow the number of careers.

Medical Careers Expo

This year saw the return of the Medical Careers Expo being held in-person for the first time since COVID-19. The Expo was hosted alongside the AMA (WA) in March at Crown Perth, a larger venue than previously. This was also the first time the event was scheduled for a weekend. A total of 26 exhibitors hosted a booth, which ranged from hospital and college representatives, with 163 medical students and junior doctors attending the event.

It provided a unique platform for final year medical students and junior doctors to explore different booths to understand career opportunities, gain insights from experienced professionals and make meaningful connections. There was also a range of presentations from specialist colleges throughout the morning, including a career support presentation by Dr Chris Wilson.

The feedback received from attendees, booth holders and presenters was very positive and will assist in planning for the 2024 Expo.

JMO Relationships

PMCWA continues to build a trusting relationship with the JMO community here in WA, through the following strategies:

- Connecting with prospective interns when they are in their final year of medical school, including inviting them to attend the PMCWA JMO Forum, Doctors' Welfare Interest Group (DWIG), the Council and other meetings as required to share information
- Meeting with each medical school to communicate the changes to the Framework to understand their questions
- Supporting final year medical students to complete their intern applications by presenting to each medical school and developing an online resource for writing a competitive application
- Connecting with WA JMOs through the JMO Forum
- Creating meaningful tasks for JMO Forum representatives to complete such as assisting the PMCWA team in running the Medical Careers Expo, reviewing the

PMCWA JMO Survival, Professional Development Leave and Wellbeing Guides and setting the goal of becoming a Support Accreditation Surveyor

- Meetings with each newly elected JMO Forum representative at the beginning of the year to discuss roles, expectations and how PMCWA can assist them
- Involving JMOs in discussions on PMCWA initiatives including development of new documents and career support strategies.

Through these relationships, PMCWA have been able to understand JMOs' career needs and use this information for planning various support strategies including career counselling workshops, updating the PMCWA website with relevant information and planning the Medical Careers Expo.

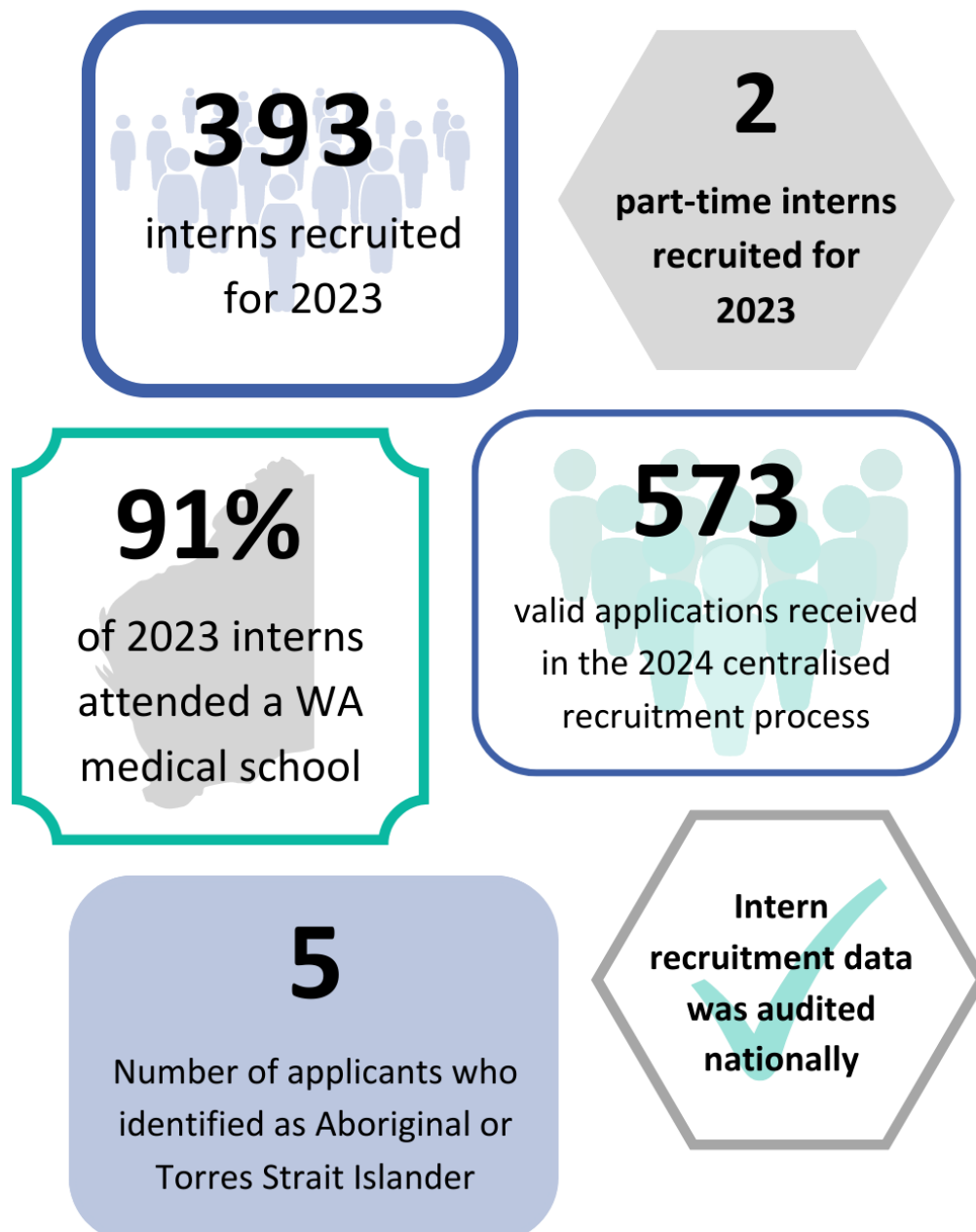
Doctors' Welfare Interest Group

DWIG is chaired by Dr Helen Wilcox (Chair, DHASWA), and hosted by PMCWA. This group is comprised of representatives from each hospital and health service who have an invested interest in developing and promoting wellbeing initiatives. It also provides an avenue to share ideas, resources and support. Some of the key programs and resources discussed over the year include:

- Anaesthetist Welfare Guidelines
- Mental Health First Aid
- Expansion of the DRS4DRS list
- Humans of Medicine
- Promoting the Crazy Socks 4 Docs campaign

Intern Centralised Recruitment Process

In 2022-23 PMCWA coordinated the annual centralised recruitment of interns in accredited internship positions within WA. Participating PEHSs included Fiona Stanley Hospital, Royal Perth Hospital, Sir Charles Gairdner Hospital, WA Country Health Service, St John of God Midland Public Hospital, and Joondalup Health Campus.



3. Disclosures and Legal Compliance

Occupational Safety, Health and Injury Management

PMCWA is committed to the occupational safety and health management systems as outlined in the Department of Health's *Occupational Safety and Health Policy*. This is in accordance with the *Occupational Safety and Health Act 1984* and the injury management requirements of the *Workers' Compensation and Injury Management Act 1981*.

Measures	Results 2020/21	Results 2021/22	Results 2022/23	Targets	Comments about targets
Number of fatalities	0	0	0	0	n/a
Lost time injury and disease incidence rate	0	0	0	0	n/a
Lost time injury and severity rate	0	0	0	0	n/a
Percentage of injured workers returned to work (i) within 13 weeks	100%	100%	100%	100%	n/a
Percentage of injured workers returned to work (ii) within 26 weeks	n/a	n/a	n/a	n/a	n/a
Percentage of managers trained in occupational safety, health and injury management responsibilities, including refresher training within three years	100%	100%	100%	100%	n/a

Multicultural Policy Framework

PMCWA is committed to an inclusive environment for people from Culturally and Linguistically Diverse backgrounds as outlined in the Department of Health's *Multicultural Plan 2021-23*. The Department of Health reports on the submission of their multicultural plan for the 2022-23 financial year in their Annual Report.

Compliance with Public Sector Standards and Ethical Codes

PMCWA operates within the principles of the *Public Sector Management Act 1994*, the Department's *Code of Conduct* and PMCWA's *Code of Conduct*. PMCWA policies and guidelines are updated and revised according to the PMCWA *Policy Framework and Guidelines*. The Policy Framework provides a standardised approach to the policy management process.

Recordkeeping Plans

PMCWA complies with Department of Health standards and associated recordkeeping training in line with the State Records Commission and within the *Department of Health Recordkeeping Plan 2019*.

Conflicts of Interest

Conflicts of interest of PMCWA committee members are declared and areas of potential conflict of interest are acknowledged.

Disability Access and Inclusion

PMCWA complies with the Department of Health's *Disability Access and Inclusion Plan 2020-25*.

Expenditure

Section 175ZE of the *Electoral Act 1907* requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. PMCWA has not incurred expenditure of this nature.

4. Financial Statements

PMCWA is funded by the Department of Health (with additional funding from Ahpra). As PMCWA sits administratively within the Department of Health, its financials are reported in the Department's Annual Report.

Council Remuneration

Council members as public servants are not entitled to payment under the Premier's Circular 2022/02. One member from a private organisation was remunerated for attendance as the community representative at Council meetings in the 2022-23 financial year.

Position Title	Member Name	Type of Remuneration	Period of Membership	Term of appointment	Base sitting fees	Gross/actual remuneration for 2022/23 Council
Chair of Council	Dr Gregory Sweetman	Nil	2022/2023	4 years	\$0	\$0
Chief Medical Officer (Deputy Chair)	Dr Simon Towler	Nil	2022/2023	4 years	\$0	\$0
Accreditation Surveyors	Dr Monica Gope	Nil	2022/2023	4 years	\$0	\$0
AMA (WA), Doctors in Training Committee	Dr Jenny Wood	Nil	2022/2023	4 years	\$0	\$0
Consumers	Ms Nicoletta Ciffolilli	Per meeting	2022/2023	4 years	\$280.00	\$280.00
Directors of Postgraduate Medical Education	Dr Athula Karunanayaka	Nil	2022/2023	4 years	\$0	\$0
PMCWA JMO Forum	Dr Brittney Wicksteed	Nil	2022/2023	4 years	\$0	\$0
Medical Directors, Teaching Hospitals	A/Prof George Eskander	Nil	2022/2023	4 years	\$0	\$0
Medical School Deans	Prof Brendan McQuillan	Nil	2022/2023	4 years	\$0	\$0
Private Hospitals	Prof Timothy Bates	Nil	2022/2023	4 years	\$0	\$0
Registration Committee, WA State Committee MBA	Dr Clare Matthews	Nil	2022/2023	4 years	\$0	\$0
Royal Australasian College of Surgeons	Dr Amanda Foster	Nil	2022/2023	4 years	\$0	\$0
Royal Australian College of General Practitioners	Dr Colleen Bradford	Nil	2022/2023	4 years	\$0	\$0
Royal Australasian College of Physicians	Dr Zarrin Allam	Nil	2022/2023	4 years	\$0	\$0
WA Country Health Service	Prof Graeme Maguire	Nil	2022/2023	4 years	\$0	\$0

Additional Remuneration

Additional remuneration was provided on the basis on expertise and attendance at strategic planning workshops and meetings for the 2022-23 financial year.

Name	Type of Remuneration	Number of meetings attended	Base sitting fees	Gross/actual remuneration for 2022/23 (excluding Council)
Ms Nicoletta Ciffolilli	Per meeting	2	\$280.00	\$560.00

5. Appendix

Glossary of Terms

Acronym	Definition
Ahpra	Australian Health Practitioner Regulation Agency
AMA (WA)	Australian Medical Association (Western Australia)
AMC	Australian Medical Council
ANZPMEF23	Australian and New Zealand Prevocational Medical Education Forum
Council	Ministerial Council
CPMEC	Confederation of Postgraduate Medical Education Councils
DCT	Director of Clinical Training
Department	Western Australian Department of Health
DHASWA	Doctors' Health Advisory Service Western Australia
DPME	Director of Postgraduate Medical Education
DWIG	Doctors' Welfare Interest Group
Framework	National Framework for Prevocational Medical Training
HSP	Health Service Provider
JMO	Junior Medical Officer
MBA	Medical Board of Australia
MEO	Medical Education Officer
MER	Medical Education Registrar
MTS	Medical Training Survey
PEHS	Primary Employing Health Service
PGY	Postgraduate Year
PMCWA	Postgraduate Medical Council of Western Australia
WA	Western Australia



Postgraduate Medical Council
of Western Australia