

Navigating the

Junior Doctor Landscape

South Australia 2022



www.ama.com.au/sa

Created by: AMA(SA) Doctors in Training Committee



SOUTH AUSTRALIA

What does the AMA(SA) do for trainee medical officers (TMOs) in SA?



The AMA is a professional association for all doctors. In South Australia, AMA(SA) advocates for a better health system and improved conditions for doctors in all specialties.

Within AMA(SA), the AMA(SA) Doctors in Training Committee hears the concerns of junior doctors across the state on issues ranging from SA Health's COVID response to the design of new hospital facilities to calling out bullying and discrimination. We develop policies and campaign statements to bring attention to those concerns, and work with AMA(SA) leaders and others to support our members and colleagues.

How can the AMA(SA) Doctors in Training Committee help me?

- Hospital-based issues that require support beyond (or in conjunction with) your hospital TMO unit/admin staff.
 - Related to a specific unit, e.g., inadequate supervision, unsafe work hours and work practices, unfair expectations on junior doctors, inadequate staffing, bullying or harassment, unpaid overtime and other entitlements, especially issues affecting multiple TMOs or a position through which multiple TMOs rotate. (In the first instance these issues may be best raised to the Post-graduate Medical Education Unit or TMO unit in charge of education and training - find out who your TMO representative is on your hospitals committee, or contact the AMA and we can assist with doing this!)
 - Systemic issues or those spanning multiple hospital sites requiring a coordinated or state-wide approach, e.g., inadequate or inequitable access to PPE or RAT tests, state-wide shortage of TMOs
 - As a point of escalation for committees representing TMOs when facing resistance from hospital systems or needing external pressure (via letters or contact directly from the AMA(SA) President, meeting between unit heads and meetings with media, etc.)
 - Related to unaccredited registrar positions (who do not yet come under the relevant college), e.g., training/professional development plans, transparency around number of positions available
 - Related to registrars in training programs not adequately dealt with by the relevant college, e.g., responses of colleges to exams and assessments during COVID
 - Related to issues raised in the annual Medical Training Survey (MTS)
 - Issues affecting GP registrars not adequately dealt with by the college (e.g., inadequate access to PPE; inadequate separation between teaching, supervision and assessment; or requiring a coordinated response between multiple bodies)
- State or federal issues requiring media attention and a stance from the AMA
- Other issues
 - New events or ideas requiring support and advertising from the AMA
 - Issues relating to workplace culture, bullying or harassment needing help to escalate through appropriate channels
 - Advice on appropriate avenues to raise an issue.

Why be an AMA member?



The AMA is a professional association for members and the only association in Australia that represents all doctors.

AMA(SA) can provide advice and strategies to resolve workplace and training issues about:

- not receiving your entitlements
- experiencing bullying or harassment (or wanting to help a colleague who is bullied or harassed)
- concerns you may have that your performance review is unfair or wanting to prepare for a challenging review or other career milestone (including internship)
- workplace rules and guidelines, especially if you have transferred from overseas or interstate.

Beyond advocacy, what does the AMA do for me as a junior doctor?

- Membership benefits (20% off Goodlife membership for a start!)
- Events (financial advice, investment seminars, NEW international doctor welcome)
- Produces annual Hospital Health Check prior to job applications, using Medical Training Survey (MTS) data to inform choices of which networks best support TMOs
- Produces an annual internship guide
- AMA's CPD Home and Tracker - an online portfolio to keep track of professional development (incoming requirement for TMOs)
- Access to MJA publication.

What else does the AMA do for my profession?

AMA Federal engages in national advocacy and policy creation to support TMOs:

- Represents all doctors
- The Federal Council of Doctors in Training (CDT) consults widely on important policy issues such as workplace bullying, discrimination and harassment; and medical parents and pre-vocational and vocational training
- The Federal CDT also runs the Trainee Forum where trainee representatives from each of the specialty colleges are able to discuss important issues for trainees and find solutions which have worked for other trainees.

DiT = Doctor in Training

TMO = Trainee Medical Officer (interns, RMOs, registrars)

JMO = Junior Medical Officer (usually refers to interns, RMOs +/- junior registrars)

RMO = Resident Medical Officer (known in some states as a HMO or House Medical Officer - a doctor who has finished their internship but is yet to enter a training program)

LHN/Hospital-based committees



Wanting to get involved as a TMO/DiT representative but not sure where to start? Here is a list of the current committees representing TMOs in South Australia.

Post-graduate Medical Education Unit/TMO Units

- NALHN General Clinical Training Committee (GCTC)
- CALHN
 - QEH General Clinical Training Committee (GCTC)
 - RAH Medical Education Unit (MEU) Committee
- SALHN Medical Education and Training Committee (METC)
- WCH Medical Education Committee (MEC).

Similar role at all sites:

- Oversees educational training programs for pre-vocational TMOs
 - Development, implementation of interns weekly teaching program + RMO teaching and orientation programs
 - Providing supplemental education resources and advertising PD opportunities
 - Evaluation (including quality/accessibility/availability) of education/training
 - Variable level of seeking feedback on JMO experience of individual rotations (feedback/surveys)
- Ensures rotation compliance with the guidelines/accreditation requirements issued by SAMET
- Oversees JMO assessment processes and mandatory training
- Usually chaired by director of medical education and directors of clinical training and reports to hospital executive
- JMOs representation to identify and communicate clinical/educational concerns.

Community of Practice Groups

- NALHN TMO Community of Practice (NEW 2021)
- CALHN TMO Forum
- SALHN Junior Medical Advisory Council (JMAC) (NEW 2021)
- WCH TMO Committee (NEW May 2022) (fortnightly meeting at present with exec).

Role:

- Run by TMOs, usually with links to our attendance by hospital executive
- Providing feedback and escalation of issues to executive on hospital specific initiatives, cultural and common workplace issues affecting JMOs, may discuss hospital accreditation, education and training.

LHN/Hospital-based TMO committees



Other LHN General Committees

- NALHN Medical JMO Forum
 - Within NALHN forum to discuss culture in general
- NALHN Surgical JMO Forum
 - Within NALHN surgical division with senior education registrar and TMOs to discuss issues relating to culture, overtime, rostering, teaching
- CALHN Surgical Education Committee, Physician Education Committee
 - Specialty-based subcommittees which feed into RAH Medical Education Committee
- CALHN Quality/Safety Committee, Sunrise Committees
 - Variable TMO representation.

Other LHN Rostering Committees/Arrangements

- SALHN TMO Rostering Collaborative
 - Exists to provide a collaborative and consultative forum to support well-being and prevent fatigue of TMOs across SALHN by ensuring efficient, clear and consistent application of rostering practices
- WCH O&G Rostering Registrar
 - Given one day off each month to coordinate roster requests.

RMO Societies

- NALHN RMO Society
- CALHN - RAH RMO Society
- SALHN RMO Society
- WCH TMO Society

Role:

- Predominantly arranges social events (e.g., gala balls, regular drinks)
- Increasing role in advocacy and education for some societies (e.g., NALHN, WCH). Focus on culture and community building
- Previously have been collab events (end-of-year drinks) between all RMO societies.

State-level committees



Wanting to be involved in advocacy, but not sure which committee?

AMA(SA) Doctors in Training Committee

- Brings issues to attention of AMA(SA) President and has a representative on AMA(SA) Council
- Representation on Federal AMA Council of Doctors in Training
- Issues spanning LHNs
- Publishes Hospital Health Check, comparing performances of major state hospitals on major issues
- Informing political issues, e.g., AMA State Election Priorities, as well as issues needing advocacy outside the four-year election cycle
- Writing/reviewing policy for State/Federal Council on issues affecting DiTs
- Represents salaried and non-salaried doctors in public and private systems, including general practice
- Runs financial/investment seminar events.

(Ahpra) SA Doctors in Training Network

- Two representatives currently selected from AMA(SA) DIT Committee
- Runs MTS and associated advertising
- Video-conference meetings (July, Aug, Sep), includes representatives of DiTs, post-graduate medical councils, Australian Medical Board, Health Workforce units and Australian Medical Council (AMC).

SAMET DiT Committee

- Reports to SAMET Health Advisory Council (the SA Health Unit that oversees pre-vocational training, and junior doctor job allocations in SA)
- Receives feedback from trainee medical officers about relevant safety and quality matters affecting accredited rotations
- Advocates to health services about trainee medical officer training, health and welfare issues
- Specific issues currently being addressed include:
 - Accreditation of currently unaccredited pre-vocational positions ('service registrar' roles)
 - Training, education, and rotation impacts of the new SA Health three-year contracts
 - Implementation of the 2-year internship (National Framework for Pre-vocational Medical Training)
 - State-wide job application/interview processes
 - Occasionally patient focused issues (e.g., recent advocacy/education regarding use of patient restraint),
- Produces 'surviving the first month of internship' guide and guide to part-time and job-share work
- Chairs of each SAMET JMO Forum (including SA) sit on a national committee to escalate issues raised to SAMET, called the Australian Junior Medical Officers Committee (AJMOC).

State-level committees



Other relevant SAMET Committees

- Education Committee with three TMO positions
- Accreditation Committee three TMO positions - accredits intern and trainee positions
- SAMET Interest Group (NEW 2022).

JMO Forum

Supported by but not run by SAMET

- Focuses on raising issues affecting junior TMOs and identifying common issues across LHNs, with informal links to SAMET and AMA(SA) to escalate such issues
- Advocates for education, mental health, and workplace issues
- Meets five times a year; awards Confederation of Postgraduate Medical Education Councils (CPMEC) awards for senior clinicians and medical education staff, newsletter
- Traditionally junior membership (Interns and PGY2+ representatives from each LHN, student reps and two or three 'Clinical Advisors' PGY4+)
- The chair of JMO forum is invited to AMA(SA) DiT meetings to escalate issues raised at this committee.

SASMOA TMO Committee

Doctors employed by the public hospital system may also decide to join the South Australia Salaried Medical Officers Association (SASMOA).

SASMOA represents salaried medical officers in the public system, but also represents salaried private specialists under the Federal body ASMOF.

SASMOA's TMO Committee is made up of TMOs employed under the South Australian Medical Officers Enterprise Agreement. All interested TMOs who are SASMOA members are welcome and encouraged to join. Issues discussed are those raised by the TMO members and focus on industrial and employment-related topics, including:

- EBA negotiations
- Unpaid overtime, unpaid meal breaks, unpaid recall
- Roster timeliness ('28-day campaign')
- Contract issues, including new three-year contracts
- Electronic time sheets
- Professional development reimbursement issues
- Any other industrial issues raised by the TMO members.

SA Health Sunrise EMR Project Committee

- Specific committee for EPAS/Sunrise with JMO representation.

Simulation Virtual Community of Practice NEW 2022

Contact SAMET if interested.

Join the conversation

The AMA(SA) is South Australia's most trusted voice in advocating for medical practitioners, doctors in training, and a strong and effective health care system in South Australia.

AMA(SA) provides advice on government policy, legislative and regulatory changes, medical training and important public health issues. We use our relationships with government, media and the health sector to give a voice to our members, students and South Australian patients and communities.

As a member of AMA(SA), we represent you and your colleagues as the true voice of all doctors and specialties in this state. A strong AMA is the best support our profession can have. Please consider joining online - and in doing so, help guarantee the AMA will be your voice in 2023 and beyond.

If you have any issues, please contact us - there is a lot we can do to help!

Join
online
today



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