

The National Internship Framework - Newsletter 2

The purpose of this Newsletter is to provide an update on the implementation of the National Internship Framework. The first newsletter released on 29 May 2013 is published on the AMC website at www.amc.org.au and on the Medical Board's website at www.medicalboard.gov.au.

Following the introduction of the Health Practitioner Regulation National Law (the National Law), as in force in each state and territory, the Medical Board of Australia (the Board) is responsible for granting general registration to Australian and New Zealand medical graduates who have completed an intern year.

The Medical Board of Australia has developed a standard for granting general registration to Australian and New Zealand medical graduates on completion of internship (www.medicalboard.gov.au/Registration-Standards.aspx). The Standard was approved by the Australian Health Workforce Ministerial Council and will be implemented from the beginning of 2014.

Over the last two years the Board has worked with the Australian Medical Council (AMC) to develop a national framework for the intern year. This work on the intern year has been overseen by the AMC Working Party on Internship. There has been consultation with an extensive range of stakeholders.

An Implementation Reference Group was established in April 2013 to provide advice on the next steps. The Implementation Reference Group has broad stakeholder representation and it has agreed on five priority areas for implementation. (Please note these are not numbered according to importance):

Priority 1 – National Assessment Process

Priority 2 – Postgraduate Medical Council Review

Priority 3 – Communication Plan

Priority 4 – Finalising National Framework Documents

Priority 5 – Identifying Stakeholder Roles

A smaller Implementation Sub-group made up of members drawn from the AMC, the Confederation of Postgraduate Medical Council, PMCs, junior doctors and state health departments has been progressing the implementation of the framework under the supervision of the Working Party on

Internship and the guidance of the Implementation Reference Group. This Sub-Group has been meeting on a fortnightly basis to progress work in the five priority areas.

The Working Party on Internship had its last meeting in May. The AMC is restructuring its Interim Accreditation Committee (IAC) to form the Prevocational Standards Accreditation Committee which will take on the work of the existing IAC and the review of the intern training accreditation bodies. The Prevocational Standards Accreditation Committee will report to the AMC Directors.

The current draft documents for the national training framework are now available on the AMC website. Further information is provided under Priority 4.

Progress against the five priorities for implementation

An update under each priority area is provided below.

Priority 1 – National Assessment Process

The assessment process and form have undergone significant review in response to stakeholder feedback since the last consultation process and will shortly be released for comment.

The assessment processes take account of the requirements of the Medical Board of Australia for interns commencing from 2014, as detailed in the *Registration standard for granting general registration as a medical practitioner to Australian and New Zealand medical graduates on completion of intern training*.

Assessment process and review form

The *National PGY1 – Term Assessment Review Form* will be available for use in 2014. The AMC supports a national assessment form for the national system. The draft document describing the assessment process *Assessment, progression and certification of completion of internship* will provide guidance on how other local forms may be adapted to ensure they meet the requirements for rating against the domains of the Australian Curriculum Framework for Junior Doctors (ACF) and the Global Outcomes Statements for intern training.

The details for assessment, progression and certification of completion arrangements for interns participating in accredited intern training programs are provided in the draft AMC assessment process document *Assessment, progression and certification of completion of internship* details. The assessment process will be based on regular assessments performed by the intern's Term Supervisors or equivalent.

Sign-off process

The Australian Health Practitioner Regulation Agency (AHPRA) is developing a national sign-off form to certify that an intern has met the requirements of the registration standard. This will involve written confirmation that the intern has met the following requirements:

- Satisfactory term supervisor reports, based on evidence of satisfactory performance under supervision;
- An overall satisfactory rating awarded by the Director of Training, Director of Medical Services or other person authorised by the health service provider and acceptable to the Medical Board as appropriate to sign off on the satisfactory completion of the internship.

Training resources for the national assessment process

Work is underway to develop training resources on the national assessment process. The Implementation Sub-Group has requested a session at the 2013 Prevocational Forum in Adelaide to provide information and training about the assessment process and form. The AMC Intern Training

Workshop to be held before the Forum on the afternoon of 2 November will also update stakeholders about the intern training process from 2014.

Over the next few months there will be consultation with PMCs, health departments and health services to manage the transition from current local assessment programs to the national process.

Priority 2 – Postgraduate Medical Council Review

Quality Framework for the Review of Intern Training Accreditation Bodies

As outlined in the last communication, under the new framework the AMC will conduct periodic reviews of the bodies that accredit intern training programs. These reviews will focus on intern accreditation and will not address other functions.

The process will be based on a quality improvement approach. The updated draft *Quality Framework for the Review of Intern Training Accreditation Bodies* is available on the AMC website. Feedback from stakeholders has been considered in developing the Framework. Outcomes from the pilot review process will inform any further amendments to this document.

The AMC is currently developing a procedural document explaining the process of review of intern training accreditation bodies in further detail.

As previously noted, under the Quality Framework accrediting bodies will provide evidence of performance in the five domains of the Framework. Evidence will be mainly based on existing documentation and online material. An accreditation team consisting of members with experience of AMC accreditation processes, the processes of another PMC, a doctor in training and the health jurisdictions will perform each review. Review of the accrediting body's written submission will be the primary format, supplemented by dialogue and a brief site visit as required.

Pilot reviews in 2013

Planning for AMC pilot reviews of South Australian Medical Education and Training and the Postgraduate Medical Education Council of Tasmania are underway. These reviews will be conducted in July and August 2013.

A schedule of reviews for the remaining PMCs will be developed for 2014 and 2015 and the AMC will advise the Medical Board on a process to provide initial recognition of these PMCs prior to their review.

Evaluation of the pilot process

The review process and standards will be evaluated at the completion of the pilots.

The AMC Intern Training Workshop will be held in Adelaide on the afternoon of 2 November 2013 as noted above, in conjunction with the National Prevocational Forum and will provide an opportunity to learn about the pilot evaluation. Further information about the Workshop will be provided as planning progresses.

Priority 3 – Communication Plan

Regular communication with stakeholders throughout the implementation of the national training framework has been identified as central to the process. Important elements of the communication plan include:

- Joint AMC / Medical Board of Australia newsletters will be released regularly during 2013. The first Newsletter was released on 29 May 2013 as noted above. This was emailed to stakeholders and is available on the AMC and Boards' website. It was also sent to medical schools for circulation to future interns.

- The AMC will provide its Implementation Sub-Group meeting reports on a fortnightly basis to the Implementation Reference Group members. The Group consists of a broad range of key stakeholders.
- The AMC will liaise regularly with the Medical Board of Australia to ensure developments fit within the requirements of the National Law.
- Mentioned above, the Intern Training Workshop is planned on 2 November prior to the Prevocational Forum in Adelaide. Details will be advised as plans progress.
- The National Framework Documents are currently available on the AMC website and further information will be made available as they are finalised.

Priority 4 – Finalising National Framework Documents

The AMC has developed the national framework documents to support the Registration Standard on the Board's behalf. The documents, with the exception of the assessment process and form, are now available on the AMC website and consist of the following:

1. Draft Global Outcome Statements for Intern Training.
2. Draft National Standards for Intern Training.
3. Draft Guidelines for Intern Rotations.
4. Draft Quality Framework for the Review of Intern Training Accreditation Bodies.
5. Draft Assessment, Progression and Certification of Completion of Internship.
6. Draft National PGY1 – Term Assessment Review Form.

The AMC Internship Working Party agreed for the release of the current drafts of the Intern Training framework documents to stakeholders. An extensive consultation process informed the development of the documents and only minor changes are anticipated in response to the pilot review evaluation process. The draft documents are currently available on the AMC website.

An AMC editorial group has commenced review of the suite of documents to ensure the purpose is clear, that the terminology is consistent and that all the documents are aligned.

Priority 5 – Identifying Stakeholder Roles

The AMC is continuing to work on a diagram showing roles and responsibilities of organisations in the national intern training framework. This document will be further developed by the editorial sub-group.

Processes from 2014

From 2014, the AMC Prevocational Standards Accreditation Committee will oversee the national framework, including periodic review of the intern training accreditation bodies. This committee will draw on existing expertise in the AMC, in setting standards for work-based assessment for International Medical Graduates and in accreditation of medical programs. The AMC Working Party on Internship, the Implementation Reference Group and the Implementation Sub-group will be disbanded as work is completed.

The Medical Board has agreed to provide funding to all PMCs based on historical arrangements to 30 June 2014. Into the future, the Board will use the AMC's proposed standards for intern accreditation to inform its approach to the ongoing governance and funding of intern accreditation. The Board will write to all PMCs as soon as this approach is finalised.

The Medical Board reviews its registration standards every three years. It is anticipated that the national framework for intern training will evolve over the next few years in response to issues arising during the implementation period, stakeholder feedback, any changes to the registration standard and changing medical workforce needs. The AMC will undertake careful ongoing evaluation in 2014 and 2015 so that the framework can ensure high quality, safe intern training, which meets both community and trainee needs.

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