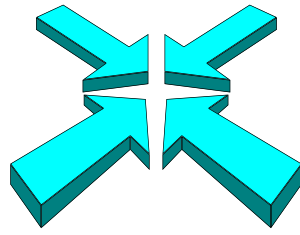


CPMEC



**AUSTRALIAN CURRICULUM
FRAMEWORK FOR JUNIOR DOCTORS
(ACF) PROJECT**

FACE TO FACE MEETING

EXECUTIVE SUMMARY

17-18 MARCH 2008

STAMFORD AIRPORT PLAZA, SYDNEY

BACKGROUND

A Face to Face meeting of the Australian Curriculum Framework (ACF) project National Steering Group and Working Parties was held in Sydney on 17-18 March, 2008. A total of 42 participants attended the meeting indicative of an 80% attendance rate of all project members (see Appendix 1). A wide range of organisational stakeholder groups were represented including Postgraduate Medical Councils, Medical Schools and Medical Deans of Australia & New Zealand (MDANZ), Medical Colleges and the Committee of Presidents of Medical Colleges (CPMC), AMA Doctors in Training, Australian Medical Students' Association (AMSA), state health departments, and the Department of Health & Ageing (DoHA). The group included Directors of Clinical Training, Medical Education Officers, Clinical Academics and Educators, and Medical Administrators.

The aim of this meeting was to facilitate communication between the ACF project groups, discuss key national strategies such as assessment, workplace implementation, and resource development and to ensure that the groups were working in concordance with key project directions.

The meeting program (see Appendix 2) was developed to achieve the following objectives:

1. Develop a clear perspective of the context in which the ACF is to be implemented.
2. Consider existing and emerging barriers and constraints impacting on the ACF project and develop strategies to address them.
3. Develop a common understanding of key project outcomes for each of the groups.
4. Develop short term (next 6 months) and long-term (next 3-5 years) project directions.
5. Significantly progress current working party issues.

The program consisted of:

1. Invited speakers including Prof Judy Searle (representing MDANZ), Mr Peter Carver (Representing the National Health Workforce Taskforce) and Prof Barry Baker (CPMC Education Subcommittee).
2. Mr Carver was a late withdrawal and Dr Ian Graham presented on what makes the prevocational years unique.
3. Reports from National Project Director and Chairs of Working parties summarizing work to date and key issues impacting on project goals.
4. Small group meetings of the Working Parties to consider key project questions identified during discussions on Day 1
5. Presentations from the Chairs of Working Parties regarding short to medium project goals.

The workshop evaluated very positively with the majority of participants considering the objectives of the workshop were met. Participants commented that the workshop was well organised and assisted them in understanding the work of the various project groups.

The following report summarises the key discussion points raised over the two days including agreed project short and medium term goals for consideration by the Working Parties and National Steering Group (NSG) in developing future project tasks.

KEY ISSUES IMPACTING ON ACF PROJECT

A number of key issues were identified as impacting on the progress of the ACF project prior to the Face to Face meeting. These issues as summarised by the National Project Director at included:

1. There are varying levels of commitment to ACF amongst stakeholders.
2. There is a fear of Assessment with concerns expressed regarding over assessment and resource requirements for implementing a national assessment strategy. There is support at a JMO level for assessment to provide feedback on performance but concerns regarding volume of assessment and the introduction of a barrier assessment. In addition, there is recognition that robust assessment in the workplace requires observation of performance.
3. Communication issues – managing communication into and out of the project groups to stakeholders. It has been noted that some groups remain unaware of the ACF. There is a need to identify a comprehensive communication strategy by the NSG and all working parties.
4. National Initiatives are slower to implement than local initiatives and this impacts on the ability to provide guidance at a national level. There is the additional challenge of how to integrate National and Local initiatives.
5. There is recognition of the need to integrate across the continuum from University through prevocational and postgraduate colleges. However the methodology for achieving this integration is unclear.
6. There is also a need to identify and integrate with other national initiatives e.g. COAG IMG Assessment process, and National Medical Education Accreditation processes.
7. Recognition of a need to adequately identify resource requirements for both implementation and assessment of the ACF and that jurisdictional input is essential.
8. There is recognition that the ACF project is a long-term project which requires ongoing national support and funding. There is a need to identify how we can ensure sustainability of the project and the work being undertaken by the Working Parties.

SUMMARY OF ISSUES IDENTIFIED

Following extensive discussion on day 1 the following issues were identified as requiring further consideration.

ASSESSMENT

It was widely accepted that Assessment is a core activity in the prevocational years. Current assessment methodology includes a barrier assessment for the attainment of registration at the end of the intern year. However, this methodology relies on supervisor end of term reports and the robustness, validity and reliability of this methodology is questionable. JMOs would like to see more feedback on performance, whilst jurisdictions and health care providers require specific criteria linked to performance. The ACF was seen as a tool to assist in determining the areas requiring assessment.

The need to understand the resource implications of assessment is paramount in the environment of already increasing demands on supervisors at both the undergraduate and vocational levels. Support for supervisors is required in terms of time, training and integration with assessment methodology used at other levels across the continuum of medical education in order to ensure rational use of limited resources.

It was agreed that there was the potential to consider a National End-of-Term Assessment tool modelled on existing end-of-term tools, to provide improved feedback and rigour to current assessment practices. The Assessment Working Party would need to develop principles for a National End-of-Term Assessment tool which facilitated feedback and input from not only the supervisors but also the prevocational doctor. There was also widespread support for the development of a supporting remediation plan to support those deemed as underperforming.

A particular issue was identified regarding the verbs used in the ACF. Currently there is concern that a number of the verbs used within the document require review in order to be able to assess the ACF capabilities. There was considerable discussion concerning the need to maintain the intent of individual capabilities and that verb changes had the impact to change learning requirements. The issue of feedback on the ACF was also discussed and the need to establish a process and timeline for review of the ACF which is made overt for all stakeholders.

IMPLEMENTATION

Implementation of the ACF has progressed in a number of local areas with over 30 projects identified across the country. The crucial issue facing implementation was identified as awareness and buy-in from stakeholders including:

- JMO
- Senior Medical Staff
- Institutions
- Jurisdictions
- PMCs
- Medical boards
- Colleges
- University
- Community

A communication strategy with varying methodology is required to ensure adequate knowledge of the ACF and guide implementation.

There was widespread agreement for the need for National Guidelines as to how to use the ACF and implement it successfully at a local level. In addition, there is a need to evaluate the success of implementation of the ACF and determine measures of successful implementation.

RESOURCES TO SUPPORT THE ACF

There is a need to identify resources available to support the implementation of the ACF. The work being undertaken by the University of Queensland MTRP project will commence the identification of resources currently available. However there is a need to identify gaps in current resources along with barriers to access to these resources. Resources are needed to assist learners as well as supervisors. Issues such as Intellectual Property, Cost, and sustainability of the resources were identified. It was agreed that a priority area should be the identification of ways in which to share resources amongst jurisdictions and facilities where possible.

FUTURE PROJECT PLANS

The National Steering Group were tasked with considering the strategic issues including maintaining momentum of project, securing ongoing funding, determining ACF review process and timelines, and improving stakeholder communication with postgraduate colleges, jurisdictions and universities.

The Working Parties were tasked with developing a short term project plan for the next six months for consideration at the next National Steering Group meeting in May 2008.

The Assessment Working Party was asked to consider:

- The development of a glossary of assessment terminology so that everyone is clear what is being discussed.
- The development of a draft national end of term assessment form based on the elements of the ACF and which defines levels of performance.
- A process for achieving short-term goals including consultation with jurisdictions.
- A draft of verb changes to improve accessibility of the ACF for consideration by the NSG and other Working Parties.

The Workplace Implementation Working Party was asked to consider:

- A communication strategy to improve implementation of the ACF. Suggested methodology included an MJA editorial, facilitation of presentation of current projects at the National Prevocational Forum, posters and presentations to assist local awareness raising etc.
- Development of National Guidelines for Implementation
- Gap analysis of current project to identify short term projects for implementation.

The Curriculum Development and Learning Resources Working Party were asked to consider:

- Ways to continue to assist the University of QLD MTRP project to identify the resources currently available.
- A gap analysis of resources currently available in order to identify for the NSG priority resource development areas.
- Identification of issues impacting on sharing of resources across jurisdictions including cost, IP and sustainability.

It was agreed that the project plans would be presented to the NSG for endorsement at their May meeting.

APPENDIX 1 – FACE TO FACE MEETING ATTENDEES

Name	Working Party
Clarke, Rufus	AWP
George, Shane	AWP
Jolly, Brian	AWP
Jurd, Kate	AWP
Perry, Andrew	AWP
Roberts, Chris	AWP
Ruffin, Dick	AWP
Tessa Ho,	AWP
Waxman, Bruce	AWP
Smith, Tim	AWP/NSG
Chapman, David	CDLWP
Donnelly, Chad	CDLWP
Graham, Ian	CDLWP
Hennessy, Tam	CDLWP
Hodder, Felicity	CDLWP
Kumar, Rakesh	CDLWP
Lake, Fiona	CDLWP
Law, Dayna	CDLWP
Robinson, Lynn	CDLWP
Shadbolt, Narelle	CDLWP
Vail, Toni	CDLWP
Ware, Liz	CDLWP
Wilcox, Simon	CDLWP
Singh, Jag	CPMEC
Paltridge, Debbie	CPMEC
Baker, Barry	NSG
Keogh, Greg	NSG
Landau, Lou	NSG
McClean, Rick	NSG
Walton, Merrilyn	NSG
Agrez, Michael	WIWP
Beech, Matthew	WIWP
Bonning, Michael	WIWP
Bullen, Marilyn	WIWP
Burnard, Jo	WIWP
Crampton, Rosyln	WIWP
Hemmings, Lynn	WIWP
LeBoutillier, Susanne	WIWP
Ramsey, Wayne	WIWP

Name	Working Party
Rogers, Ian	WIWP
Bailye, Mark	WIWP/AWP
Markwell, Alex	WIWP/NSG

APPENDIX 2 – PROGRAM

PROPOSED PROGRAM

Monday 17th March

Time	Session Title	Presenter
8.30	Welcome from CPMEC Chair	Prof Lou Landau
8.45 – 9.30	Project Update including: <ul style="list-style-type: none"> History and overview of project Project Update – achievements to date Issues that have been identified as impacting on the project Where see project in the future (short and medium term goals) 	Dr Greg Keogh, National Project Manager
9.30 – 10.30	Presentation “What Makes the Prevocational Years Unique Presentation from CDAMs Presentation CPMC Education committee (impromptu)	Dr Ian Graham Prof Judy Searle Prof Barry Baker
10.30 – 11.00	Morning Tea	
11.00 – 12.30	AWP - Presentation by Chair then large group discussion re Assessment Strategy	Prof Richard Ruffin
12.30 – 1.15	Lunch	
1.15 – 2.45	CDLWP - Presentation by Chair then large group discussion re directions	Debbie Paltridge (NPC)
2.45 – 3.15	Afternoon Tea	
3.15 – 4.45	WIWP – Presentation by Chair then large group discussion re implementation plan	Prof John Wilson
4.45 – 5.00	Summation	Dr Greg Keogh, National Project Manager

5.00 – 6.00 Meeting of Dr Greg Keogh (NPM), Jag Singh (CPMEC), Debbie Paltridge (NPC), and Prof John Wilson (Chair WIWP), Prof Dick Ruffin (Chair AWP) and Prof Barry McGrath (Chair CDLWP) & Prof Lou Landau

6.30 pm Dinner

Tuesday 18th March

Time	Session Title	Presenter
8.30 – 9.15	Group tasks identified from Day 1 discussions	Dr Greg Keogh
9.15 – 10.15	Working Group Meetings	
10.15– 10.45	Morning Tea	
10.45 – 11.45	Working Group Meetings contd.	
11.45 – 1.00	Reports from Working Groups	Chairs
1.00 – 1.45	Lunch	
1.45 – 3.30	Future project plan	Dr Greg Keogh, National Project Manager
3.30 – 3.45	Close and evaluation	Dr Greg Keogh, National Project Manager