



The Postgraduate Medical Council of Victoria Inc. (PMCV) is accredited by the Medical Board of Australia as an intern training accreditation authority and is authorised by the Department of Health and Human Services to review postgraduate year two posts (PGY2). The accreditation process involves a survey visit every four years and progress reports during the accreditation period to ensure junior doctor education, training and support meet the PMCV accreditation standards and promote safe patient care.

PMCV has accredited the Intern Training Program and posts at WESTERN HEALTH as a parent health service and has approved the PGY2 Training Program and posts subject to satisfying PMCV monitoring requirements and addressing accreditation conditions. A paediatric PGY2 post at Melton Health was also approved. The PMCV Accreditation Committee conducted a review of the conditions in June 2019, including a survey of interns. The outcomes are recorded in the body of this report.

<b>NAME of Training Provider:</b>	<b>WESTERN HEALTH</b> (includes Footscray Hospital, Sunshine Hospital and Williamstown Hospital)
<b>Rotation site(s):</b>	Mildura Base Hospital <sup>1</sup> (2 intern posts; 2 PGY2 posts) Melton Health <sup>2</sup> (1 PGY2 post), Werribee Mercy Hospital <sup>3</sup> (1 PGY2 post)
<b>Date of PMCV visit:</b>	<b>20-21 June 2018</b>
<b>Facility accreditation status:</b>	ACHS accreditation Status: Accredited For Review: November 2019
Number of accredited ITP intern posts: <sup>4</sup>	62 intern posts (18 core medicine, 12 core ED, 13 core surgical, 17 non-core posts, 2 external rotations)
Number of approved PGY2 posts:	76 posts (across 37 units at five sites; 4 external)
Management staff and supervisors interviewed:	12 medical management and medical education staff, 26 senior medical staff and 12 registrars, 14 NUMs
Junior doctor feedback:	The intern survey had a response rate of 77% and, at the survey visit, the PMCV team met with 38 interns. The PGY2 survey had a response rate of 30% and, at the survey visit, the PMCV team met with 30 PGY2s.
<b>DURATION OF ACCREDITATION:</b>	<b>Four years until the end of 2022 prevocational training programs</b> (a survey visit to occur prior to the end of 2022)
<b>Intern accreditation and PGY2 quality review standards summary:</b>	<b>PGY1:</b> 6 Standards Met with Merit and 45 Met; 8 Substantially Met; 1 Not Met <b>PGY2:</b> 1 Standard Met with Merit and 43 Met; 10 Substantially Met; 3 Not Met

<sup>1</sup> Re-accreditation survey visit conducted May 2018

<sup>2</sup> Visit to Melton Health conducted concurrently with visit to Western Health; interviewed eight staff

<sup>3</sup> Re-accreditation due 2020

<sup>4</sup> Accreditation details on individual intern posts are published on the PMCV website

<b>Domain 1: The context in which training is delivered</b>	<b>Governance, Program management, Educational expertise, Relationships to support medical education, Reconsideration, review and appeals processes</b>	<b>This set of standards is MET</b>
---	---	-------------------------------------

<b>Domain 2: Organisational Purpose</b>	<b>Setting and promoting high standards of medical practice and junior doctor training</b>	<b>This standard is MET</b>
---	--	-----------------------------

*Commendation for aspects of program*

- ◇ Evidence of executive leadership and engagement with junior doctor education and training.
- ◇ There was consistent feedback from junior doctors and other staff that Western Health is a good place to work with staff in the Medical Education Unit highly regarded.

*Recommendations for improvement*

- Review medical education and medical workforce resources to ensure optimum support and assistance to interns and PGY2s given increasing clinical demands and numbers of medical staff.
- Improve the medical education and workforce support provided to PGY2s and ensure PMCV is informed of new posts and changes to approved posts.

<b>Domain 3: The intern/PGY2 training program</b>	<b>Program structure, Flexible training</b>	<b>This set of standard is MET</b>
---	---	------------------------------------

The intern allocations were reviewed; all interns are completing the required *core* terms, the *core* terms meet the mandatory intern training requirements, and all interns will be able to complete the minimum 47 weeks required for internship.

For PGY2s, there is access to a broad range of clinical rotations with good clinical experience, supportive teams and teaching.

*Commendation for aspects of program*

- ◇ Orientation is practical and relevant and valued by the junior doctors.

*Conditions of accreditation*

- Review and improve clinical escalation response processes to ensure junior doctors are provided with more senior medical support at all times and at all sites when activated. [This condition was reviewed by the PMCV Accreditation Committee in June 2019. The Committee is not supportive of PGY2 level doctors leading the MET Team and Western Health has not addressed the suggestion that overnight doctors at Williamstown Hospital should be PGY3 and above.](#)
- Develop a formal procedure for appeals for junior doctors to be able to seek review of any aspect of the training program. [This condition was reviewed by the PMCV Accreditation Committee in June 2019 and is progressing satisfactorily. The appeals process appears reasonable.](#)
- Review the intern posts in colorectal and upper GI at Footscray Hospital and general surgery at Sunshine Hospital, specifically regarding the workload and ability to attend theatre. [This condition was reviewed by the PMCV Accreditation Committee in June 2019. While it is evident that efforts are being made to improve workload and theatre access, further improvements are necessary.](#)
- Review the urology intern post at Williamstown Hospital, specifically regarding the quality of the clinical experience, workload and ability to attend theatre. [This condition was reviewed by the PMCV Accreditation Committee in June 2019. It is evident that Western Health is working on improving this role with one day at Footscray. While still a focus on administration and subacute management of patients, there is plenty of theatre time and good support.](#)

- Review the general surgery night intern post, specifically regarding supervision. This condition was reviewed by the PMCV Accreditation Committee in June 2019 and was pleased to note efforts to improve supervision and support of night interns. A Clinical Lead role is supported.

<b>Domain 4: The training program</b>	<b>Teaching and learning</b>	<b>This set of standard is MET (one standard met with merit)</b>
---------------------------------------	------------------------------	--

*Commendation for aspects of program*

- ◇ Education programs and work-based learning are practical and relevant and valued by the junior doctors.

*Recommendation for improvement*

- Strengthen arrangements and support for protected teaching time for junior doctors and actively support interns and PGY2s to attend facility-based education sessions.

<b>Domain 5: Assessment of learning</b>	<b>Assessment approach, Feedback and performance review, Assessors training</b>	<b>This set of standard is MET</b>
---	---	------------------------------------

*Commendation for aspects of program*

- ◇ The procedures for managing junior doctors experiencing personal or professional difficulties are supportive and cognisant of their needs whilst ensuring safe patient care.

*Recommendation for improvement*

- Develop formal procedures for performance management specific to the junior doctor group. The declining return of assessment rates for PGY2s must be addressed.

<b>Domain 6: Monitoring and evaluation</b>	<b>Evaluation and regular review of intern and PGY2 training program</b>	<b>This set of standards is MET</b>
--	--	-------------------------------------

There were no specific commendations or recommendations identified by the survey team for this domain.

<b>Domain 7: Implementing the education and training framework - junior doctors</b>	<b>Appointment to program and allocation to rotation, Welfare and support, Junior doctor participation in governance of their training, Communication with junior doctors, Resolution of training problems and disputes</b>	<b>This set of standard is MET (one standard met with merit)</b>
---	---	--

*Commendations for aspects of program*

- ◇ The staff, structures and programs available to support junior doctor wellbeing are exemplary. These create a positive and supportive learning environment which junior doctors appreciate.
- ◇ EMPOWIR is an innovative tool to support reporting of inappropriate behaviours which is known to junior doctors, if not yet uniformly utilised. It was generally reported that such behaviours are rare at Western Health.
- ◇ A Junior Medical Advisory Committee has recently been established which is well known to junior doctors and supported by management. Junior doctors feel valued and that their feedback is welcomed.

*Recommendation for improvement*

- Review junior medical staffing resources as they do not seem to be aligned with increasing service demands which is having a significant impact on the clinical learning and welfare of junior doctors (in some units).

<b>Domain 8: Implementing the training framework - delivery of educational resources</b>	<b>Supervisors and supervision, Clinical experience, Facilities</b>	<b>This set of standard is MET</b>
--	---	------------------------------------

*Commendation for aspects of program*

- ◇ Senior medical staff are engaged and approachable and the non-hierarchical structure in units is appreciated by junior doctors contributing to the positive culture.

*Recommendations for improvement*

- Differentiate the role of the term supervisor in units from that of clinical supervisors and ensure term supervisors identified interact with the relevant junior doctors at least weekly. A term supervisor should be identified for the night intern posts. Encourage term supervisors to consistently seek feedback from all clinical supervisors (e.g. registrars, senior nurses) when completing junior doctor assessments and advise junior doctors how feedback is collated.
- Review supervision and support for Intern involvement in consent for procedures and junior doctors in the pre-admission clinics at Footscray and Sunshine.
- Review availability of a room for videoconferencing to access education at Williamstown Hospital and locker availability at all sites.

**Response from facility/training provider**

WESTERN HEALTH provided a report following the survey visit, which demonstrates that the conditions are being addressed satisfactorily and the recommendations have been accepted and will be addressed during the accreditation cycle.

**Progress reports during the accreditation cycle**

Implementation of the conditions was reviewed during 2019. [Western Health provided a detailed report in regards each condition which was accepted by the PMCV Accreditation Committee. A survey of interns was also conducted.](#)

A mid-cycle review, which includes junior doctor feedback and a progress report on implementation of the recommendations, will be conducted during 2020.

**Mid-cycle review update**

*To be inserted following mid-cycle review in 2020.*

**Contact:**

Ms Monique Le Sueur, Accreditation Manager, PMCV  
 Tel: 03 9670 1066, [mlesueur@pmcv.com.au](mailto:mlesueur@pmcv.com.au)