



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 of the Intern Training Program and posts at MILDURA BASE HOSPITAL as a parent health service and as a rotation site for other health services and has approved the PGY2 Training Program and posts subject to satisfying PMCV monitoring requirements and addressing accreditation conditions. The PMCV Accreditation Committee conducted a review of the conditions in July 2019, including a survey of interns. The outcomes are recorded in the body of this report.

NAME of Facility/Training Provider:	MILDURA BASE HOSPITAL
Parent Health Services:	Austin Health (2 intern posts); Monash Health (4 intern posts); Western Health (2 intern posts)
Rotation site(s):	<i>not applicable</i>
Date of PMCV visit:	24 May 2018
Facility accreditation status:	NHQHS Standards accredited (TQCSI), expiry 2020
Key data regarding training provider/facility:	
Number of accredited ITP intern posts: ¹	13 intern posts (4 core medicine, 4 core emergency, 3 core surgical, 2 non-core posts)
Number of approved PGY2 (and above) posts:	23 posts
Management staff and supervisors interviewed:	Five management and medical education staff, four senior medical staff and three registrars, one nurse manager
Junior doctor feedback:	The intern survey had a response rate of 46% (six responses) and, at the survey visit, the survey team met with eight interns. ² The PGY2 survey received two responses and, at the survey visit, the survey team met with one PGY2.
DURATION OF ACCREDITATION:	Four years until end of 2022 prevocational training programs (a survey visit to occur prior to the end of 2022)
Intern accreditation and PGY2 quality review standards summary:	PGY1: 2 Standards Met with Merit, 27 Met, 22 Substantially Met and 9 Not Met PGY2: 2 Standards Met with Merit, 23 Met, 19 Substantially Met (81%) and 13 Not Met; 3 n/a

¹ Accreditation details on individual intern posts are published on the PMCV website

² Three interns at Mildura Hospital for full year; five on rotation from Monash (2), Western (2), Austin (1)

Domain 1: The context in which training is delivered	Governance, Program management, Educational expertise, Relationships to support medical education, Reconsideration, review and appeals processes	This set of standards is SUBSTANTIALLY MET.
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Domain 2: Organisational Purpose	Setting and promoting high standards of medical practice and junior doctor training	This standard is SUBSTANTIALLY MET.
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Commendations for aspects of program:

- ◇ An engaging and supportive culture that promotes high standards of medical practice and in which junior doctors feel valued.
- ◇ There is evidence of the facility enhancing learning capability (research in mental health program, developing registrar training posts) and innovative programs for patient safety (telehealth and Vanderbilt model).

Conditions of accreditation:

- Establish a Medical Education Committee to be responsible for oversight of all aspects of junior doctor development, promote high standards of junior doctor training and ensure junior doctor participation in program governance. [This condition was reviewed by the PMCV Accreditation Committee in July 2019 and is progressing satisfactorily with the establishment of Medical Education and ongoing active discussion on a range of matters related to junior doctor training.](#)
- Identify term supervisors for each junior doctor, with clear responsibility for performance assessment and oversight of their training, and facilitate professional development in supervision and assessment capabilities. [This condition was reviewed by the PMCV Accreditation Committee in July 2019 and is progressing satisfactorily. Intern feedback indicates general awareness of, and regular interaction with, their term supervisors.](#)
- Develop a formal appeals policy and procedure to provide junior doctors with a fair and reasonable opportunity to challenge decisions and ensure clear, impartial pathways for resolution of disputes. [This condition was reviewed by the PMCV Accreditation Committee in July 2019 and is satisfied and closed.](#)

Recommendations for improvement:

- Identify an overall clinical training director for the PGY2s who is responsible for oversight of their training and performance. There must be term descriptions with defined learning objectives aligned to the Australian Curriculum Framework for Junior Doctors (ACF) which support their ongoing development.

Domain 3: The intern/PGY2 training program	Program structure, Flexible training	This set of standards is SUBSTANTIALLY MET.
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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.

Conditions of accreditation:

- Ensure all interns are rostered and actively participate in at least one theatre session per week during *core* surgical terms (on average over the term) and facilitate exposure to pre-operative aspects of surgical care. [This condition was reviewed by the PMCV Accreditation Committee in July 2019 and it is noted that intern feedback demonstrates that active participation in theatre is not consistent and still needs to be actively supported.](#)

- Facilitate exposure to admissions experience in core general medicine terms. This condition was reviewed by the PMCV Accreditation Committee in July 2019 and is progressing satisfactorily according to intern feedback.

Recommendations for improvement:

- Improve orientation at the beginning of the year for the Mildura Base Hospital interns so that it is completed prior to commencement on the first day of term and includes shadowing the outgoing intern. For rotating interns identify the sessions necessary to commence work and ensure they occur on the first day of orientation.
- Improve unit orientation processes so that they include clear documentation and explanation of expectations and are consistent across all terms and all units. It is recommended that unit orientation include face-to-face orientation, ideally by the term supervisor, to ensure that junior doctors clearly understand procedures and expectations as it is not sufficient to rely solely on written information and the junior doctors handing over to each other.
- Strengthen arrangements for formal, supervised clinical handover.

Domain 4: The training program	Teaching and learning	This set of standards is SUBSTANTIALLY MET.
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Commendations for aspects of program:

- ◇ Dedicated time for teaching is specified and the intern teaching is well-structured.

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.

Domain 5: Assessment of learning	Assessment approach, Feedback and performance review, Assessors training	This set of standard is SUBSTANTIALLY MET.
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Commendations for aspects of program:

- ◇ There are appropriate informal structures for supporting underperforming junior doctors.

Recommendation for improvement:

- Develop documented procedures for performance assessment of junior doctors and identification and management of the underperforming or doctor in difficulty.

Domain 6: Monitoring and evaluation	Evaluation and regular review of intern and PGY2 training program	This set of standards is SUBSTANTIALLY MET.
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Commendations for aspects of program:

- ◇ The management team is engaged with appropriately defined roles demonstrating flexibility and responsiveness to requests and feedback from junior doctors.

Recommendation for improvement:

- Formalise program evaluation processes and reporting to ensure junior doctor feedback on education sessions and rotations is collected, involvement of supervisors in reviewing and addressing feedback, development of action plans and sharing of outcomes to junior doctors.

Domain 7: Implementing the education and training framework - junior doctors	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	This set of standards is SUBSTANTIALLY MET.
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Commendations for aspects of program:

- ◇ There has clearly been effort expended to develop the career continuum with medical students returning as interns, interns staying as PGY2s and then progressing into local career paths that have been developed, since the previous visit, in general practice, emergency and psychiatry.

Recommendation for improvement:

- Review rostered hours to ensure they reflect the actual hours worked to meet clinical expectations, support continuity of care and optimise clinical learning.

Domain 8: Implementing the training framework - delivery of educational resources	Supervisors and supervision, Clinical experience, Facilities	This set of standard is MET.
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Commendations for aspects of program:

- ◇ Senior medical staff are engaged and committed and provide regular informal and formal performance feedback to junior doctors.
- ◇ There is an excellent breadth and depth of clinical exposure to a wide range of clinical presentations and educational opportunities, both formal and informal, which are highly valued by the junior doctors.
- ◇ The facilities and amenities are excellent.

Response from facility/training provider

MILDURA BASE HOSPITAL 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. [Mildura Base Hospital provided a detailed report in regards each condition and two of the recommendations 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.

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