

SLHD Medical Training Survey Strategic Action Plan

The Medical Training Survey (MTS) is an annual, profession-wide survey of all Doctors-in-Training run by the Medical Board of Australia and AHPRA. Due to its robust response rate and extensive data collection on domains including orientation, clinical supervision, assessment, access to teaching and environment and culture, it is considered an important source of information about medical training in Australia.

In 2022, 432 SLHD Doctors-in-Training responded to the survey. The results were discussed in a series of consultations with Directors of Medical Services, MDOK, and Junior Medical Officer representatives, and have informed the development of the first SLHD strategy action plan in response to the MTS. The actions identified seek to improve the experience of not only Doctors-in-Training, but all medical staff in SLHD.

Key Focus Area 1: Training Plans for Trainees in Unaccredited Positions				
Applicable 2022 MTS Results				
<ul style="list-style-type: none"> • 45% of SLHD respondents in unaccredited training positions <i>do not</i> have a professional development or training plan. <p>Of those SLHD respondents in unaccredited training positions that <i>do</i> have a professional development or training plan:</p> <ul style="list-style-type: none"> • 94% agree or strongly agree that their plan is helping them to continue to develop as a doctor. • 89% agree or strongly agree that there are opportunities to meet the requirements of their plan in their current setting. • 89% agree or strongly agree that their plan is preparing them for future medical practice. 				
Long-Term Vision				
Ensure every Doctor-in-Training across SLHD has equitable access to education and training of the highest quality.				
Goal for 2023				
Identify positions that are unaccredited training positions in SLHD and select standardised Professional Development Plan for implementation in 2024.				
Item	Action	Responsible	Date Due	Status
1	Identify positions that are unaccredited training positions in SLHD	MDOK Program Manager, The Canterbury Hospital	July 2023	Complete
2	Identify Term Supervisors of Trainees in Unaccredited Positions for all Medical Departments across SLHD	Executive Clinical Advisor and Manager Medical Accreditation and Training	September 2023	In progress – Presentations to Division of Medicine meeting at CRGH and RPAH complete.

				Correspondence to be circulated to SLHD Heads of Medical Departments.
3	Develop proposal for establishment of Directors of Trainees in Unaccredited Positions at SLHD sites to oversee coordination of training plans and routine assessment and liaise with Term Supervisors on behalf of Trainees in Unaccredited Positions	Executive Clinical Advisor and Manager Medical Accreditation and Training	December 2023	In progress – Draft Chief Executive Brief endorsed by SLHD Trainees in Unaccredited Positions Working Group
4	Agree on standardised professional development plan template in consultation with Health Education Training Institute (HETI) with a goal to implement at SLHD sites in 2024	Executive Clinical Advisor and Manager Medical Accreditation and Training	Review December 2023	

Key Focus Area 2: Term Supervisor Training

Applicable 2022 MTS Results

- 78% of SLHD respondents receive their majority of their day-to-day supervision by a Specialist.
- 62% of SLHD respondents rate the quality of their clinical supervision as good or very good for regular, formal feedback.
- 66% of SLHD respondents rate the quality of their clinical supervision as good or very good for discussion about their goals and learning objectives.

Long-Term Vision

Ensure that all SLHD Supervisors have access to professional development opportunities that support high-quality supervision of Doctors-in-Training.

Goal for 2023

Identify Supervisors of Doctors-in-Training across SLHD and identify their training and professional development needs.

Item	Action	Responsible	Date Due	Status
1	Identify Department and Network Supervisors of Doctors-in-Training for all Medical Departments across SLHD	Hospital Medical Services Teams	September 2023	
2	Create database and mailing list of Department and Network Supervisors of Doctors-in-Training across SLHD	Manager Medical Accreditation and Training	October 2023	
3	Compile minimum Supervisor training requirements for all Medical Colleges	Manager Medical Accreditation and Training	September 2023	
4	Conduct survey of identified Supervisors of Doctors-in-Training across SLHD to determine whether training needs and professional development	Executive Clinical Advisor and Manager Medical	October 2023	

	needs are met by respective Medical Colleges or areas of additional learning required from SLHD	Accreditation and Training		
5	Conduct consultations with SLHD Heads of Departments and Hospital Directors Medical Services about development of Term Supervisor orientation package for newly appointed Senior Medical Officers	Executive Clinical Advisor and Manager Medical Accreditation and Training	December 2023	
Key Focus Area 3: Barriers to Trainees Attending Education				
Applicable 2022 MTS Results				
<ul style="list-style-type: none"> 77% of SLHD respondents agree or strongly agree their employer supports them to attend formal and informal teaching sessions. 79% of SLHD respondents rate the quality of their teaching sessions as good or excellent. 39% of SLHD respondents indicate that their job responsibilities sometimes prevent them from meeting their training requirements. 51% of SLHD respondents agree or strongly agree that they must compete with other doctors for access to opportunities to develop their skills. 				
Long-Term Vision				
Remove as many barriers as possible to Trainees attending regularly scheduled education and training sessions.				
Goal for 2023				
Identify barriers to Trainees attending regularly scheduled education and training sessions.				
Item	Action	Responsible	Date Due	Status
1	Identify all Network and Departmental education sessions attended by Junior Medical Officers in SLHD	Hospital Medical Services Teams/ Institute of Academic Medicine/ Institute of Academic Surgery	October 2023	
2	Conduct survey of Junior Medical Officers identifying prohibitive factors to attending education and analyse results in relation to: <ul style="list-style-type: none"> Level of training Specialty Facility 	Executive Clinical Advisor and Manager Medical Accreditation and Training	November 2023	
3	Conduct interviews with SLHD Heads of Departments, SLHD Directors of Training, SLHD Medical Workforce Unit Managers, Institute of Academic Medicine and Institute of Academic Surgery to determine prohibitive factors and identify existing initiatives to overcome them	Executive Clinical Advisor and Manager Medical Accreditation and Training	November 2023	

4	Present results and recommendations to: <ul style="list-style-type: none"> • SLHD Directors of Medical Services • SLHD Clinical Quality Council • Doctors in Training Committees • Medical Staff Executive Council 	Executive Clinical Advisor and Manager Medical Accreditation and Training	Review December 2023	
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Key Focus Area 4: Fostering a Culture of Appreciation

Applicable 2022 MTS Results

- 27% of all SLHD respondents feel that a lack of appreciation adversely affects their wellbeing in their setting most of or all the time
- 28% of SLHD respondents who identified as *specialist trainees* indicated that a lack of appreciation adversely affects their wellbeing in their setting most of or all of the time.
- 30% of SLHD respondents who identified as a *prevocational or unaccredited trainee* indicated that a lack of appreciation adversely affects their wellbeing in their setting most of or all of the time.

Long-Term Vision

Foster a culture of appreciation among all medical staff at SLHD Hospitals.

Goal for 2023

Identify the factors influencing a doctors' perception of appreciation in the workforce

Item	Action	Responsible	Date Due	Status
1	Conduct a survey of Junior Medical Officers and Senior Medical Officers to identify what makes them feel appreciated at work and what possible actions would make them feel more appreciated.	SLHD Executive Medical Services	December 2023	In progress - Methodology being finalised
2	Present results and recommendations to: <ul style="list-style-type: none"> • SLHD Directors of Medical Services • Doctors in Training Committees • Medical Staff Executive Council 	SLHD Executive Medical Services	October 2023	
3	Determine whether recommendations to improve appreciation in the workplace can be adopted into a quality improvement project.	SLHD Executive Medical Services	October 2023	