

# SLHD Medical Training Survey Action Plan

Dr Bethan Richards and Dr Kim Hill  
SLHD Clinical Quality Council  
September 2023



## Acknowledgement of Country

**Artwork:**

**Ngurang Dali Mana Burudi — a place to get better**

The map was created by our Aboriginal Health staff telling the story of a cultural pathway for our community to gain better access to healthcare.

Artwork by Aboriginal artist Lee Hampton utilising our story.



# Basis for SLHD Strategic Action Plan

The results of the 2022 Medical Training Survey suggest that *access to training, professional development opportunities and workplace culture* are major drivers of wellbeing.



# Medical Training Survey 2022




## *What is the Medical Training Survey?*

- National, profession-wide survey of all Doctors-in-Training
- Linked to the annual registration renewal process
- Organised and funded by the Medical Board of Australia and AHPRA, but independently run by research agency
- The survey was run in 2022 for the fourth consecutive year
- Unique in its focus on training within all domains



# SLHD Strategic Action Plan

In 2022, **432 SLHD Doctors-in-Training responded to the survey.** The results were discussed in with Directors of Medical Services, MDOK, and Junior Medical Officer representatives, and have informed development of the SLHD Medical Training Survey strategic action plan.



**SLHD Medical Training Survey 2022  
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 Medical Training Survey strategic action plan. 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**

- 45% of SLHD respondents in unaccredited training positions do not have a professional development or training plan.
- Of those SLHD respondents in unaccredited training positions that do have a professional development or training plan:
  - 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	Completed
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.

SLHD Medical Training Survey 2022 - Action Plan - 1 -

# SLHD Strategic Action Plan Priorities

*2022 Medical Training Survey results identified four strategic priorities*

1. Trainees in Unaccredited Positions
2. Term Supervisor Support
3. Access to Education
4. Fostering a Culture of Appreciation



# Trainees in Unaccredited Positions

- Doctors-in-Training not enrolled in a Medical College speciality training program (Senior Resident Medical Officers, Unaccredited Registrars, Career Medical Officers)
- SLHD Implementation Group
- Directors of Trainees in Unaccredited Positions – part-time roles covering each SLHD hospital – similar model to prevocational training
- Works closely with Directors Training, Director Medical Services, Supervisors and MDOK to coordinate and promote medical education, professional development and wellbeing

# Trainees in Unaccredited Positions

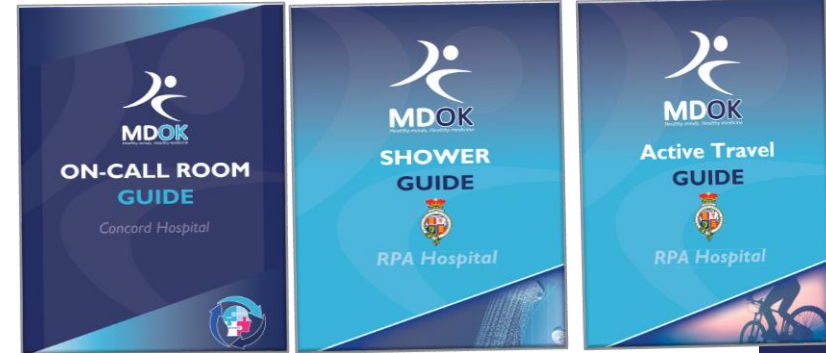
## SLHD Executive Medical Services

- SLHD Trainees in Unaccredited Positions Working Group
- Director of Trainees in Unaccredited Positions
- Supervisors for Trainees in Unaccredited Positions in each medical department
- Guidance on new CPD and PDP requirements – including Training Plans




# Onboarding with a wellbeing and support emphasis

- Chief Wellness Officer / MDOK Team welcome
- Practical toolkits and guides
- Get help resources
  - GP for Every Doctor
  - Find a Psychologist
  - Get help guide (EAP)
  - Colleague care program
  - Wellbeing chats (Concord)



# Practical self care tools



## GOING HOME CHECKLIST

- **REFLECT:** Take a moment to think about today
- Take three slow, deep breaths in and out
- Acknowledge **one** thing that was difficult – *Let it go*
- Consider **three** things that went well
- Think about **one** life you made that little bit better
- **CHECK IN:** Are you OK? Don't forget: its ok to not be ok, but seek help early; we are here to support you
- Check on your team before you leave – *are they OK?*
- **REST, RESET AND RECHARGE:** Now switch your attention to home



## USE R.E.S.E.T TOOL


**R**ecall - What Happened?  
(Cross-check understanding)

**E**motions - How are you feeling now?

**S**uccess - What went well?

**E**volve - What can we learn?

**T**ake away - What will you take away from this?

## STEP 01 Choose the Facilitator

## STEP 02 Outline the Purpose

Bethan Richards (bethan.richards@sydney.edu.au) is signed in  
10-15min

## STEP 03

## STEP 04 Guidelines:

- ▶ Listen respectfully
- ▶ Acknowledge differences and responses
- ▶ Seek to understand
- ▶ Keep an open mind

## Frame the R.E.S.E.T



# New Digital Wellbeing Hub

The screenshot shows a web browser displaying the SharePoint site for the Wellbeing Hub. The browser's address bar shows the URL: <https://nswhealth.sharepoint.com/sites/SLHD-MDOK/SitePages/Wellbeing-Hub.aspx>. The SharePoint interface includes a search bar with the text "Search this site" and a "BR" button. The main header features the "MyDistrictOK" logo and navigation links: Home, Tip of the month, Wellbeing Hub (selected), Video library, Get help now, Contact us, and Edit. On the right side of the header, there are options for "Not following" and "Share". Below the header, there are controls for "New", "Send to", and "Page details", along with a status message "Draft saved 12/07/2023" and buttons for "Edit" and "Publish". The main content area displays a collage of three images: a man sitting on a bench with a banner that says "Wellbeing Hub" and "it's your local health district"; a group of people in blue and orange shirts; and two women wearing helmets on bicycles. To the right, there is a photo of two men holding up informational brochures.

# Inclusion, Belonging and Connection

- MDOK Doctors in Training/Exec Committee
  - Trainees in unaccredited position representation
  - Ensures ongoing conversation and solution based approach to issues raised
  - Professional development
- Connection
  - MDOK DiT What's app groups
  - Social sports / choir / art in medicine / volunteer programs
  - Shared experience sessions / ADAPT



**MDOK** Panel Discussion  
The Power of Shared Experience:

*"A career in medicine can be tough but you are not alone"*

**RUOK? DAY**  
September 9th  
5:30pm-7:00pm  
Zoom ID: 689 6141 3327  
[CLICK HERE](https://shhd.zoom.us/j/68961413327)

**Convenor:**  
Darin Chalkley  
Clinical Services Development, Ops  
Deputy Director, MDOK

**Panellists:**

 A/Prof Lucy Morgan Head of Education Concord Hospital	 Dr Kate Wyburn Head of Professional Practice Royal Prince Alfred, NSW	 Dr Tanya Dus Physician, Ops Concord Hospital
 Prof Les Barnsley Head of Research, Ops Concord Hospital	 A/Prof Chris Milross Head of Research, Ops Concord Hospital	 Dr Matthew Rickard Physician, Ops Concord Hospital

NSW Health Local Health District MDOK is proudly supporting RUOK? DAY

# Tailored Education Sessions

- Self care and burnout
- Performance under pressure
- Breaking bad news
- High performance leaderships series
- Neurobiology human connection
- “Tasters” – relaxation, yoga, mindfulness
- CV review and interview practice sessions



# Support for Term Supervisors

- 78% of SLHD MTS respondents receive their majority of their day-to-day supervision by a Specialist.
- 62% of SLHD respondents rated the quality of their clinical supervision as good or very good for *regular, formal feedback*.

## Long-Term Vision

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

# Term Supervisor Support



## SLHD Medical Services

- Supplement existing Medical College training requirements
- SLHD HoD Twilight Series
- Term Supervisor and Head of Department orientation packages
- Hands-on support at time of College/HETI accreditation

# MDOK Supervisor Supports

- Educational Resources to support supervisors
  - Interactive workshop on how to give feedback (90mins)
  - Mentoring Training workshops and guides
  - High performance leadership series
  - Fatigue management series
  - Neurobiology of human connection
- Executive coaching / Leadership learning sets
- Shared experience sessions
- Colleague care program



**MDOK**

This **RUOK? Day**, join our SLHD Consultant panel for an evening of stories, connection, wisdom and interactive discussion about the challenges we face in medicine.

**Panel Discussion**  
The Power of Shared Experience:

*"A career in medicine can be tough but you are not alone"*

**RUOK? DAY**  
September 9th  
5:30pm-7:00pm  
Zoom ID: 689 6141 3327  
[CLICK HERE](https://slhd.zoom.us/j/68961413327)

**Convenor:**  
Darin Chalkley  
SLHD Consultant, Development, HR  
Deputy Director, MDOK

**Panellists:**

 A/Prof Lucy Morgan Professor of Health Equity Concord Hospital	 Dr Kate Wyburn Head of Professional Practice Royal Prince Alfred, NSW	 Dr Tanya Dus SLHD Consultant, HR
 Prof Les Barnsley Head of Research, HR Concord Hospital	 A/Prof Chris Milross SLHD Consultant, HR Concord Hospital	 Dr Matthew Rickard SLHD Consultant, HR Concord Hospital

NSW Health Local Health District MDOK is proudly supporting



# Access to Education

- 77% of SLHD MTS respondents agree or strongly agree their employer supports them to attend formal and informal teaching sessions.
- 39% of SLHD MTS respondents indicate that their job responsibilities sometimes prevent them from meeting their training requirements.

## Long-Term Vision

*Remove as many barriers to Trainees attending regularly scheduled education and training sessions as possible.*

# Access to Education

## SLHD Medical Services

- JMO Focus groups to determine barriers to access
- SLHD HoD Twilight Series
- Development of Junior Medical Officer education series

# Access to Education

- Low paging hour / lunch break campaign to coincide with teaching session timetable
  - Individual / cultural / work unit level strategies
- Tailored workshops delivered during protected teaching time

## MESSAGE FROM THE CHIEF EXECUTIVE

### Have you had lunch today?

Today, we launch the **protected lunch break initiative** for doctors in training at Royal Prince Alfred Hospital.

This initiative is part of our MDOK Program and is designed to support our doctors in training to take a 30 minute lunch break.

The evidence is clear that optimal nutrition is not only associated with better health and wellbeing but also better decision making, efficiency of practice and quality of care.

The **protected lunch break initiative** will run from 12-1pm, seven days a week. We ask that during this time all staff show their support by:

Ensure **only emergency calls** (CERS/ICU assists) are made to doctors in training between 12-1pm. Routine requests for tasks, consults and reviews should be made outside this time.

Avoid ward rounds during this time. This will ensure that our patients are also able to have an uninterrupted lunch break.

Check in with colleagues and ask if they have taken a lunch break.

Lead by example and also take a lunch break.

To assist with promoting the **protected lunch break initiative**, a daily message will be sent from switch at 12pm to all staff to advise that the protected lunch break hour has begun. Posters and information will also be distributed to all areas of the hospital.

Sydney Local Health District has made staff wellness a priority and we hope this initiative will be the first of many that help foster a sense of teamwork, community and collegiality for all staff.



**Dr Tim Sinclair**  
Acting Chief Executive  
Sydney Local Health District



**Dr Bethan Richards**  
Chief Medical Wellness Officer  
Sydney Local Health District

# Fostering a Culture of Appreciation

27% of SLHD MTS respondents that feel that a lack of appreciation adversely affects their wellbeing in their setting most of or all the time significantly increased (up 7% in 2022)

**Long-Term Vision**  
*Foster a culture of appreciation among all medical staff at SLHD Hospitals.*

# Fostering a Culture of Appreciation

## SLHD Executive Medical Services

- Identify factors that contribute to the feeling of appreciation at work
- Involves SLHD Medical Officers (Junior and Senior)
- Consultations with Doctors-in-Training and MDOK Committees to seek feedback on survey design
- Survey release in October 2023
- Findings will inform actions

# Fostering a culture of appreciation



Gratitude practices



Meditation-based Wellness & Compassion Training MWAC

**Guided Meditation for All Staff:**

Facilitated by **Nickolas Yu**  
Zoom Meeting Number: 9 18 36 72 104

*\*Tip: If you are new to meditation, it is recommended you start with "mindfulness meditation" (Please make yourself at ease)*

<b>Monday</b> 2.30-2.45pm	<b>Mindful Monday topic:</b> Mind like Sky ... Clear and Calm (- Mindfulness meditation)
<b>Tuesday</b> 2.30-2.45pm	<b>Tender-hearted Tuesday:</b> Heart like Sun ... Warm and Open (Kindness or Compassion meditation)
<b>Wednesday</b> 2.30-2.45pm	<b>Wellness Wednesday topic:</b> Mind like Sky ... Clear and Calm (- Mindfulness meditation)
<b>Thursday</b> 2.30-2.45pm	<b>Thankful Thursday:</b> Heart like Sun ... Warm and Open (Self-compassion meditation)
<b>Friday</b> 2.30-2.50pm	<b>Feel good Friday</b> Body like Mountain ... Strong and Balanced (Deep relaxation meditation - best laying down)

MDOK

Formal staff recognition programs



Cards, coffees, care packages

Departmental gratitude boards





*Busy Day?*

*Long Night?*

*Looking for something quick,  
simple and comforting?*

# THEATRE TOASTIE

*Helping you be and stay at your  
best with freshly delivered  
bread, raisin toast, cheese and  
assorted spreads*

*Sometimes it's the simple things  
that remind us to  
rest, reset and recharge*



## Fostering a culture of appreciation



# Sparkling / Still Water Stations



## Hydration Stations - Department Locations

Ward/Unit	Room Name	Room Number
6E1 Renal:	Registrar's Office	CVL.04/01A
6E2 Cardiovascular:	Doctors Office	CVL.02/01A
6E3 Palliative Care, Aged Care, Immunology:	Doctors Office	CVL.04/02A
6E4 Cardiology:	Doctors Office	CVL.02/02A
7E1 Upper GI, Melanoma:	Doctors Office	CAE.04A
7E2 Colorectal Surgery:	Doctors Office	CAE.02A
5E1 Women's & Babies Ambulatory Care IPU:	Fellow's Office	WHM.04/02A
Radiology Department:	CT Reporting Office	
10WI:	COVID Ward	





## Where to From Here?

- Making progress actions across each strategic area.
- Reporting progress to SLHD Directors Medical Services Committee and MDOK/Doctors-in-Training sessions
- 2023 Medical Training Survey currently underway (closes 7 October 2023), with results around December 2023

Thank you  
and discussion



Health  
Sydney  
Local Health District



Sydney Local Health District