

The National Internship Framework - Newsletter 4

From 2014, the Medical Board of Australia will implement the new registration standard on granting general registration to Australian and New Zealand medical graduates on completion of internship (www.medicalboard.gov.au/Registration-Standards.aspx).

On behalf of the Medical Board and in consultation with stakeholders, the Australian Medical Council (AMC) has developed national standards and guidelines to support the implementation of the registration standard and to provide a national framework for intern training accreditation. In 2013, the AMC's work has focussed on preparation for implementation of the standards, guidelines and processes.

This newsletter provides information about the national internship framework and processes to be implemented in 2014, with detailed information about assessment of interns' performance and review of intern training accreditation authorities (the postgraduate medical councils).

Workshop on the National Intern Training Accreditation Framework

On 2 November 2013, the AMC and the Medical Board of Australia held a Workshop on the National Intern Training Accreditation Framework. The Workshop provided information on the work completed, and sought stakeholder input to continuously improve the standards, guidelines and forms developed. It focused particularly on: the 2013 pilot of a process for AMC review of the intern training accreditation authorities, and the processes for assessment of intern training performance. A report of the workshop is on the AMC website.

National internship framework documents

Following stakeholder consultation, the 21 November 2013 meeting of AMC Directors approved the following intern training documents:

Intern training – Intern outcome statements: The Intern Outcome Statements are work-based, patient-centred outcome statements for the intern year that are vertically integrated with the medical school graduate outcomes, delivered by way of the Australian Curriculum Framework for Junior Doctors and used as criteria for the assessment of interns.

Intern training – Guidelines for terms: This document provides specific guidelines on the experience to be completed in the required intern terms.

Intern training programs – National standards for programs: The national standards for intern training programs outline the requirements for processes, systems and resources that contribute to good quality intern training. These are applicable to diverse prevocational settings.

Intern training – Assessing and certifying completion: This document provides guidelines on assessment of interns, progression and remediation, certification of interns' completion,

states the relevant national standards, gives good practice principles, and describes processes that would satisfy the requirements.

Intern training – Term assessment form: The term assessment form is a resource for mid-term and end-of-term performance assessments of interns in the context of the AMC's Intern Outcome Statements. A workshop chaired by Ms Debbie Paltridge, CPMEC Australian Curriculum Framework National Project Coordinator, during the 2013 Prevocational Medical Education Forum, provided valuable feedback on the draft form which has been included in the final document.

Intern training – Domains for assessing accreditation authorities: This document provides a national set of requirements for review of the performance of the organisations that assess and accredit intern training programs, the postgraduate medical councils.

The documents will be submitted to the Medical Board of Australia's December 2013 meeting.

National assessment process – requirements and areas for transition

Intern training - national standards for programs describes the expectations of intern training assessment. Standard 5.1.1 requires intern programs to have assessment that is consistent with the Registration standard – Australian and New Zealand graduates.

The national assessment process has two components.

The first is a national process for health services to certify interns' completion of the requirements of the internship. This process is mandatory from 2014.

The second component relates to the assessment of interns' performance during the internship and to remediation processes. Recognising that it takes time to change assessment processes, and the national standards introduce some new requirements, 2014 will be a year of transition to these requirements.

1. Certificate of completion of an accredited internship

The Medical Board's registration standard outlines the experience interns must complete and the evidence of completion the Board will require in order to make a decision to grant general registration.

The Medical Board of Australia will provide a form for health services, *Certificate of completion of an accredited internship for health services*, which will be available on the Board's website.

2. Assessment of interns' performance and a nationally available assessment form

Intern training – Assessing and certifying completion contains the national standards relating to assessment, good assessment practice principles, and outlines remediation processes that would satisfy the national requirements.

Among other things the *Intern training - national standards for programs* (section 5) require that assessment be based on interns achieving outcomes in *Intern training – Intern outcome statements*.

The AMC term assessment form is designed to facilitate assessment against these outcome statements.

2014 will be a transition year, with the expectation that by the end of the year all health services will meet the national standards. For term assessments, from the beginning of 2014 health services may:

- Use the new term assessment form. Health services can download a PDF, word or rich text version from the AMC website. The AMC is planning to evaluate the new form during the first six months of 2014 with the assistance of early adopters of the

form. Please contact the AMC at intertraining@amc.org.au to contribute to these processes, OR

- Use a local form that meets the national standards for programs. Health services are asked to contact the AMC, through their local postgraduate medical council, if they have any questions about the national standards for programs, OR
- Work towards using the new term assessment form or a form that meets the national standards for programs for 2015.

Communication and resources to support the framework

In 2014 the AMC is planning to continue general communications about the national process, standards and guidelines via its website, and through these joint newsletters.

The AMC is developing specific advice for interns on the changes occurring in 2014. With the assistance of junior doctors, it has developed a Guide for interns, which explains the national process and the framework documents from an intern's perspective. A copy of this guide is available on the website.

It will develop other resource material, and circulate it via the postgraduate medical councils and health jurisdictions.

The AMC recognises that term supervisors will also need advice on the new requirements. The AMC has invited CPMEC to work jointly to develop specific material for term supervisors, recognising that CPMEC's members have a better understanding of the supervisors' information needs.

Assessing accreditation authorities

In the new framework, the AMC reviews the bodies that accredit intern training programs on behalf of the Medical Board of Australia. These reviews will focus on their intern training accreditation role. They will assess the performance of intern training accreditation authorities against the requirements of *Intern training – Domains for assessing accreditation authorities*.

With the support of the Medical Board of Australia, the AMC conducted a pilot program to test its proposed process for review of intern training accreditation authorities. The accreditation reports from the two pilots are available on the AMC website. The AMC has granted accreditation to the two authorities as follows:

- That the South Australian Medical Education and Training Health Advisory Council be accredited as an intern training accreditation authority for the maximum possible period (five years), to 31 December 2018.
- That the Postgraduate Medical Education Council of Tasmania be accredited as an intern training accreditation authority for the maximum possible period (five years), to 31 December 2018

The accreditation of both organisations is subject to satisfactory annual progress reports to the AMC and a small number of conditions on the accreditation. The Medical Board has approved both bodies as authorities that accredit intern positions.

The AMC intends to conduct two accreditation assessments per year until all eight intern training accreditation authorities have been accredited.

The AMC has standard policies on the conduct of its accreditation processes. These describe how the AMC manages confidentiality, conflicts of interest, complaints and appeals, and the key steps in any accreditation process, such as appointment of a team to complete the assessment, the activities by the team, and the interactions between the team and the organisation being reviewed. The AMC applied these policies in the pilot reviews. Taking

account of the experience of the pilot, the AMC is finalising a set of procedures that draw together these policies, customised as necessary for AMC assessments of intern training accreditation authorities.

Enquiries

If you have any questions related to the new national framework please do not hesitate to contact the AMC or your local postgraduate medical council. If you are intending to use the AMC term assessment form please advise the AMC.

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