

The National Internship Framework - Newsletter 1

Following the introduction of the Health Practitioner Regulation National Law (the National Law), as in force in each state and territory, the Medical Board of Australia (the Board) is responsible for granting general registration to Australian and New Zealand medical graduates who have completed an intern year.

The Board has developed a standard for granting general registration to Australian and New Zealand medical graduates on completion of internship (www.medicalboard.gov.au/Registration-Standards.aspx). The standard outlines the requirements for general registration, including the terms which must be completed in the intern year and sign off by a Director of Training, Director of Medical Services or other authorised person. The standard has been approved by the Australian Health Workforce Ministerial Council and will be implemented from the beginning of 2014.

Over the last two years the Board has worked with the Australian Medical Council (AMC) to develop a national framework for the intern year. This includes:

- global outcome statements for the intern year
- national standards for intern training, and
- draft guidelines for rotations during the intern year.

In addition, a national process for regularly assessing the progress of each intern will be the basis of the sign off at the end of the year.

The standards and guidelines developed incorporate a number of existing documents, including the Confederation of Postgraduate Medical Council's (CPMEC) Australian Curriculum Framework for Junior Doctors. In line with current practice in each jurisdiction, all intern training programs and positions will undergo periodic accreditation against these national standards.

A new feature of the national framework is that the accrediting bodies will also undergo periodic review by the AMC. The AMC already accredits medical schools and medical specialist colleges. A draft Quality Framework for Review of Intern Training Accreditation Bodies has recently been completed.

This work on the intern year has been overseen by an AMC Working Party on Internship and there has been extensive consultation with a broad range of stakeholders, including doctors in training, medical students, postgraduate medical councils (PMCs), specialist colleges, medical educators, the Australian Medical Association, State and Commonwealth Health Departments, health services, Health Workforce Australia and Health Workforce New Zealand.

An Implementation Reference Group with broad stakeholder representation has now been established to provide advice on the next steps. The first meeting of the Implementation Reference Group was held in Melbourne on 10 April.

During 2013, a small Implementation Sub-group made up of members drawn from the AMC, CPMEC, PMCs, junior doctors and state health departments will oversee the implementation of the framework under the supervision of the Working Party on Internship and the guidance of the Implementation Reference Group.

The work of the Implementation Sub-group will include:

- ***refinement of the outcome statements, guidelines and standards***

Following wide consultation, the AMC Working Party on Internship anticipates only relatively minor further changes to these documents, and that the AMC will publish final versions in the near future.

- ***development of the intern assessment process for national implementation in 2014***

The assessment process will be based on regular assessments performed by the intern's clinical supervisors. National guidelines and an assessment form are under development, building on preliminary work completed by CPMEC. This assessment will be based on achievement of the Australian Curriculum Framework (ACF) learning objectives at the intern level, which reflect the global outcome statements for the intern year. The objectives will be grouped under the three domains of the ACF: clinical management, communication and professionalism.

Criteria for signing off on satisfactory completion of internship are under development.

Over the next few months there will be regular and continuing consultation with PMCs, Health Departments and health services to manage the transition from current local assessment programs to the national process. A national training program is under development and elements of this will be delivered in October and November 2013 to prepare clinical supervisors for the new process in 2014.

- ***pilot reviews of two PMCs***

An important feature of the new framework is periodic review by the AMC of the bodies that accredit intern training programs. These reviews will focus on intern accreditation and will not address other functions performed by PMCs such as education, accreditation of other medical training and positions (e.g. Postgraduate Year 2 training and positions), workforce development and planning, and supervisor training and support.

In view of potential workload and cost, the Working Party intends to develop a cost-effective process, based on a quality improvement approach. It has completed a draft Quality Framework for Review of Intern Training Accreditation Bodies, which takes account of the Australian Health Practitioner Regulation Agency (AHPRA) Quality Framework for Accreditation, CPMEC's Prevocational Medical Accreditation Framework (PMAF) and the World Health Organization / World Federation for Medical Education Guidelines for Accreditation of Basic Medical Education.

Under the draft Quality Framework, accrediting bodies will provide evidence of performance in five domains: governance, independence, operational management, intern training program accreditation and stakeholder collaboration. Evidence will be mainly based on existing documentation and online material. An accreditation team consisting of members with

experience of AMC accreditation processes, the processes of another PMC, a doctor in training and the health jurisdictions will perform each review. Review of the accrediting body's evidence will be the primary format, supplemented by dialogue and a brief site visit as required.

Pilot reviews of the South Australian Medical Education and Training, and the Postgraduate Medical Education Council of Tasmania will be conducted in 2013 to test the process. A schedule of reviews for the remaining PMCs will be developed for 2014 and 2015 and the AMC will advise the Medical Board on a process to provide initial recognition of these PMCs prior to their review.

- ***communication with stakeholders***

There will be continuing consultation with stakeholders during this process.

The AMC will report regularly to the Medical Board of Australia to ensure developments fit within the requirements of the National Law.

The AMC is planning a workshop to discuss the national framework at the time of the 18th Australasian Prevocational Forum in Adelaide in early November.

This is the first edition of a regular newsletter that will be distributed to stakeholders during the rest of 2013.

Processes from 2014

From 2014, an AMC Accreditation Committee will oversee the national framework, including periodic review of the intern training accreditation bodies. This committee will draw on existing expertise in the AMC in setting standards for work-based assessment for International Medical Graduates and in accreditation of medical programs. The AMC Working Party on Internship, the Implementation Reference Group and the Implementation Sub-group will be disbanded at the end of 2013.

The Medical Board has agreed to provide funding to all PMCs based on historical arrangements to **30 June 2014**. Into the future, the Board will use the AMC's proposed standards for intern accreditation to inform its approach to the ongoing governance and funding of intern accreditation. The Board will write to all PMCs as soon as this approach is finalised.

The Medical Board reviews its registration standards every three years. It is anticipated that the national framework for intern training will evolve over the next few years in response to issues arising during the implementation period, stakeholder feedback, any changes to the registration standard and changing medical workforce needs. The AMC will undertake careful ongoing evaluation in 2014 and 2015 so that the framework can ensure high quality, safe intern training, which meets both community and trainee needs.

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