

### **Linking the AMC strategy to its core business functions**

The AMC supports the National Registration and Accreditation Scheme, and its core business functions relate to the key objectives of the National Scheme. These functions, which are set out in the AMC's Constitution, include:

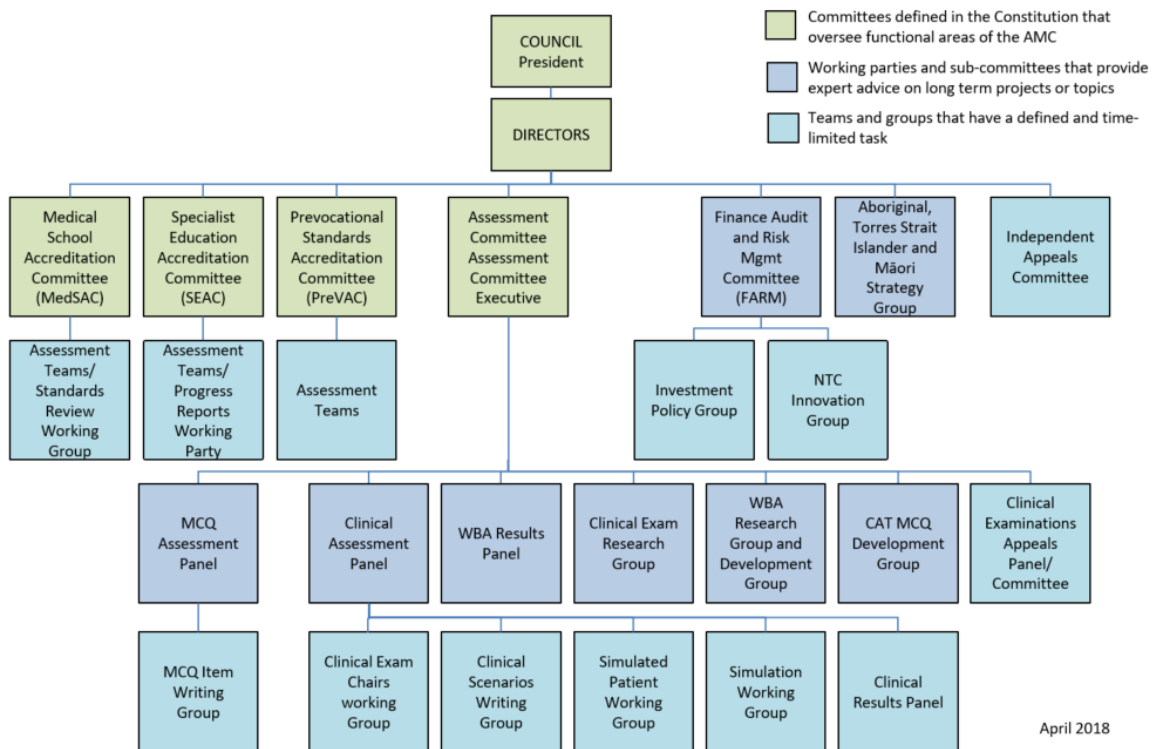
- to improve health through advancing the quality and delivery of medical education and training associated with the provision of health services in Australia and New Zealand
- to act as an external accreditation entity for the purposes of the Health Practitioner Regulation National Law
- to develop accreditation standards, policies and procedures for medical programs of study based predominantly in Australia and New Zealand and for assessment of international medical graduates for registration in Australia
- to assess programs of study based predominantly in Australia and New Zealand leading to general or specialist registration of the graduates of those programs to practise medicine in Australia to determine whether the programs meet approved accreditation standards, and to make recommendations for improvement of those programs
- to assess education providers based predominantly in Australia and New Zealand that provide programs leading to registration of the graduates to practise medicine in Australia, to determine whether the providers meet approved accreditation standards
- to assess other countries' examining and accrediting authorities to decide whether persons who successfully complete the examinations or programs of study conducted or accredited by those authorities have the knowledge, clinical skills and professional attributes necessary to practise medicine in Australia
- to assess or oversee the assessment of the knowledge, clinical skills and professional attributes of overseas qualified medical practitioners seeking registration to practise medicine in Australia
- to assess the case for recognition of medical specialties
- to advise and make recommendations to regulatory authorities and government
- to work with international health, accreditation and testing authorities and agencies to bring about improvement in the furtherance of these objects.

Part of the purpose of the AMC's strategy is to strengthen the linkage between its core business functions and its operating environment by taking into account community need, policy settings, and by promoting organisational responsiveness to change. For example, the strategy's emphasis on promoting indigenous health is a direct response to the gap in health outcomes between indigenous and non-indigenous people in Australia and New Zealand. The imperative of health equity has resulted in the AMC progressively introducing Indigenous health and cultural competence accreditation standards across the medical education continuum. The AMC has also added Aboriginal, Torres Strait Islander and Māori assessors to its accreditation assessment teams and committees, and contributed to changes to codes and professional standards. More recently, medical schools and colleges have started delivering Indigenous curriculum material and introducing mechanisms to recruit and support

Indigenous students and trainees, partly in response to these changes. It is by closing the circle from community need, through AMC standards and policies, to practitioner education and capability development, that the AMC aims to achieve a positive impact on health outcomes.

The AMC’s governance structure reflects its core business functions. However it is also designed to capture a range of views from inside and outside the profession, and to allow a flexible and responsive configuration of AMC resources in response to strategic priorities (see below).

**Figure 1: AMC Governance Structure**



April 2018



## STRATEGIC PLAN 2018 - 2028

Vision	Purpose	Values
<p><i>Excellence in healthcare through a highly trained medical workforce</i></p>	<p><i>The AMC's purpose is to ensure that standards of education, training and assessment of the medical profession protect and promote the health of the Australian community</i></p>	<p><i>Openness and accountability</i></p> <p><i>Collaboration</i></p> <p><i>Innovation</i></p> <p><i>Striving for excellence</i></p> <p><i>Integrity</i></p> <p><i>Cultural safety</i></p>

## STRATEGIC PRIORITIES

1	<p><b>OUR ACCOUNTABILITY</b></p> <p><i>Promoting and protecting the health of the Australian community through working with our partners and stakeholders</i></p>
	<p><b>Actions</b></p>
	<p><b>1.1</b> We will identify areas of common strategic intent with the MBA, AHPRA and other accreditation authorities and build partnerships to undertake joint initiatives in areas of shared interest.</p> <p><b>1.2</b> We will demonstrate our openness and accountability through seeking feedback and commissioning evaluation to improve what we do.</p>
2	<p><b>MEDICAL EDUCATION AND TRAINING RESPONSIVE TO COMMUNITY HEALTH NEEDS</b></p> <p><i>Promoting medical education and training that is responsive to the workforce needs of the Australian community</i></p>
	<p><b>Actions</b></p>
	<p><b>2.1</b> We will ensure that the changing health care needs of Australian communities and changes in health delivery are reflected in the requirements for medical professional practice and education.</p>
	<p><b>2.2</b> Using the accreditation standards and procedures, we will work with medical training providers to demonstrate how medical programs respond to the community needs for medical workforce.</p>
	<p><b>2.3</b> We will work with partners and stakeholders, to identify and implement strategies that improve the quality of training, with particular attention to transition points in career pathways.</p>
<p><b>2.4</b> We will work with the Medical Board of Australia and other partners to develop surveys and research, to implement improvements in the quality of training programs and doctors' transitions between different stages of training.</p>	

- 2.5 We will continue to promote team-based practice and patient-centred care.
- 2.6 We will work with partners to foster a shared understanding of the changes in medical education and training required to build a medical workforce capable of providing general care in broad specialties across urban and rural settings.
- 2.7 We will support the development of WBA (work based assessment) as a method for assessing the performance of IMGs against the standards required for practice in Australia.

### 3

#### **PROMOTING ABORIGINAL, TORRES STRAIT ISLANDER AND MĀORI HEALTH**

*Ensuring culturally safe practice to improve health outcomes*

##### **Actions**

- 3.1 We will develop a Reconciliation Action Plan.
- 3.2 We will work with key Aboriginal and Torres Strait Islander and Māori stakeholders and other partners to define cultural safety.
- 3.3 We will advocate for change to the National Law to incorporate cultural safety as a professional requirement.
- 3.4 We will review how culturally safe practice will be included in all AMC International Medical Graduate assessment models.
- 3.5 We will develop a reflective piece outlining the AMC's work with its Aboriginal, Torres Strait Islander and Māori partners in improving health outcomes.
- 3.6 We will review how accreditation standards affect health outcomes for Aboriginal, Torres Strait Islander and Māori people.
- 3.7 We will work with partners to develop a best practice resource for doctors in caring for Aboriginal, Torres Strait Islander and Māori patients and their families.

### 4

#### **PROFESSIONAL PRACTICE IN A CHANGING WORLD**

*Promoting professional and humanistic practice in a world of increasing technological change and artificial intelligence*

##### **Actions**

- 4.1 We will use accreditation standards and procedures to encourage medical education and training that is consistent with how technology and artificial intelligence could affect the future delivery of medical care.
- 4.2 We will collaborate with stakeholder groups to develop ethical standards for the use of technology and artificial intelligence in medical care.
- 4.3 We will promote the attributes of humanism, compassion and cultural safety, which are central to the delivery of good medical care, in medical education, training and professional performance curricula.
- 4.4 We will collaborate with stakeholders to encourage the use of technologies that drive higher standards of healthcare and reduce health inequity.

**BUSINESS WITH A PURPOSE***Managing our business in an ethical, efficient and sustainable way***Actions**

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|------------|---|
| <b>5.1</b> | We will strive to achieve international best practice by benchmarking ourselves with comparable organisations.  |
| <b>5.2</b> | We will host partner and stakeholder workshops to share knowledge, information and approaches as we work towards our strategic aims.  |
| <b>5.3</b> | We will increase our collaboration with other organisations to optimise use and potential of the National Test Centre.  |
| <b>5.4</b> | We will improve the quality of assessment and accreditation methods with the aim of protecting the health of the Australian community.  |
| <b>5.5</b> | We will update the delivery media for the AMC's publications and handbooks.   |
| <b>5.6</b> | We will review the feasibility of increasing the capacity of the NTC – either in collaboration with other accreditation authorities or by ourselves.  |
| <b>5.7</b> | We will engage and seek contribution from all AMC teams, staff, and business partners to enable an approach of continual improvement and effectiveness achieving the AMC's purpose, vision, and values. |