

3B

PREVOCATIONAL ASSESSMENT

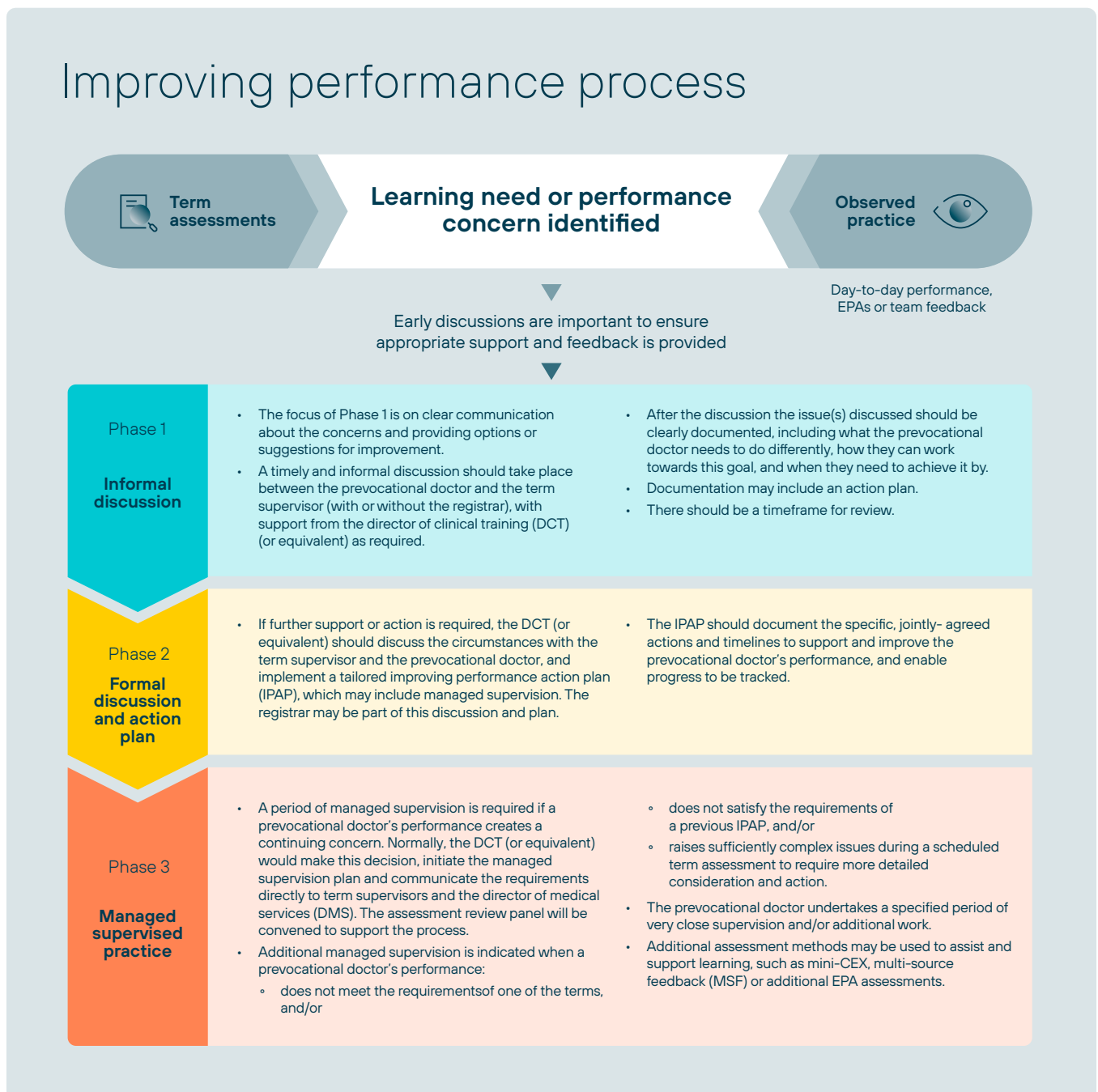
Improving performance

NATIONAL
FRAMEWORK FOR
PREVOCATIONAL
(PGY1 AND PGY2)
MEDICAL TRAINING

Improving performance

The National Framework includes a strong emphasis on assisting prevocational doctors who are experiencing difficulties to improve performance, with a focus on early identification, feedback and support. The *National standards and requirements for programs and terms* describe what must happen in the improving performance process (Standard 2.5).

Figure 7 – Improving performance process



Day-to-day performance, EPAs or team feedback

Multiple factors can impact performance, including individual skills, wellbeing and the work environment. All of these factors must be assessed and addressed to optimise performance. Longitudinal program and performance issues will be managed by the prevocational doctor, DCT and term supervisor(s) in a three-phase process outlined in Figure 7. All phases should be overseen by senior experienced practitioners (specialist or equivalent). There may be circumstances where the prevocational training provider considers it not appropriate to offer the prevocational doctor additional remediation within that employment period, or that remediation is unlikely to be successful. For PGY1 the training provider should report this to the Medical Board of Australia, using the same process as for certifying completion of internship described in Section 3C of this document.

All decisions regarding additional remediation or non-completion of a term must be clearly documented and communicated directly to the DMS. This will ensure that the employer is informed about these aspects of prevocational doctor performance.

Notifiable conduct

The *National standards and requirements for programs and terms* (Standard 1.3.7) require prevocational training providers to immediately address any concerns about patient safety, including possibly withdrawing a prevocational doctor from the clinical context. Sections 141 and 142 of the *Health Practitioner Regulation National Law* require employers and registered health practitioners to make notifications about registered medical practitioners who have engaged in 'notifiable conduct' as defined in Section 140 of the *National Law*. Notifiable conduct by prevocational doctors must be reported to the Medical Board of Australia immediately.

Assessment review and quality

An appropriately convened assessment review panel makes progression decisions in both PGY1 and PGY2. The panel will consider data gathered on each prevocational doctor, including term assessments, EPA assessments and other sources where appropriate. Based on that data, the panel will arrive at a majority consensus view regarding progression. In practice, the substantial majority of considerations are anticipated to be straightforward with no specific discussion because the documentation makes clear the requirements have been met.

Section 3C of this document describes the certifying completion process and procedure in detail.