

Postgraduate Medical Council  
of Western Australia

# STRATEGIC PLAN

2023 - 2025



Postgraduate Medical Council  
of Western Australia

## Foreword – Postgraduate Medical Council of WA



This plan has been the culmination of collaborative and consultative engagement with the Western Australian (WA) medical education community. It represents a composite viewpoint of this community. WA is fortunate to have active and engaged medical education stakeholders who have provided priorities that will form the strategic view and operational roadmap for the Postgraduate Medical Council of WA (PMCWA) over the period 2023-2025.

A broad stakeholder group, including university representatives, Directors of Clinical Training and Medical Education, Junior Medical Officer (JMO) representatives, PMCWA Council and Committee members and the PMCWA Secretariat participated in a workshop considering the direction set by the Council. This group revisited the Council's vision, principles, values and key priority areas, and explored strategies that will assist the Council to progress over the course of the next three years.

The strategic plan has been developed with junior doctor wellbeing at the forefront and is a strong theme throughout our objectives. An additional theme which has been taken into consideration across our work is the new National Framework for Prevocational Medical Training which includes strengthened Aboriginal and Torres Strait Islander cultural competencies.

On behalf of the Council, I wish to thank all who have contributed selflessly on multiple occasions to shape this plan. The strength of engagement is a healthy foundation for PMCWA to chart the planned course.

PMCWA is confident that we will look back on our plan at the end of 2025 and reflect that our actions have made a marked improvement to the journey and wellbeing of JMOs in WA.

Thank you for your continuing support to improve how we develop our future senior medical workforce in WA.

A handwritten signature in black ink, appearing to read 'Greg Sweetman', written in a cursive style.

Dr Greg Sweetman  
**Chair**  
**Postgraduate Medical Council of Western Australia**

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# Strategic Context

As the world emerges from the COVID-19 global pandemic, there is a unique opportunity to reflect on where we have been and use this to guide our focus over the next period through to 2025. A strategic plan with a three-year duration has been chosen as we anticipate that a degree of adaptation to many factors, requires a short lens. The awaited implementation in 2024 of the National Framework for Prevocational Medical Training will be a focus of our work during this period.

The adjustments this will bring to training and assessment, the training environment and quality assurance as an accrediting authority, will require careful preparation, implementation and monitoring. These changes will also require flexibility and leadership from PMCWA in its foremost role as a change leader during this implementation. All our stakeholders, who are engaged in the support of our junior medical workforce, will in some way be influenced by the new Prevocational Framework.

With the challenges of the pandemic, we have witnessed the ability to pivot from traditional face-to-face interaction, to online platforms to support not only clinical work but also education and training. Moving forward we hope to harness the strengths of many of these new innovations and integrate them meaningfully into the resumption of our face-to-face world. This will help PMCWA's role as we continue to work with the health sites to accommodate an increased cohort of interns, as Curtin Medical School increases its number of graduates.

The process for accrediting these additional intern training programs will need to adapt to the new Prevocational Framework, the strengthening of cultural competency within our health workforce and the increased opportunities for rural health and general practice. We also appreciate that the clinical world of the junior doctor is evolving, not only in the way healthcare is delivered but also the expectations of junior doctors regarding their own careers, health and wellbeing.

## Our Purpose

We support and advocate for doctors of today for quality healthcare tomorrow.

## Our Vision

Well supported doctors providing excellent healthcare meeting community needs in a dynamic environment.

## Scope

PMCWA supports the journey and wellbeing of JMOs in WA through leadership and governance, accreditation, education and career transition and support.

## Our Principles

The principles that underpin the way the Council works and makes decisions include:

- ❖ **Wellbeing:** The Council will ensure the wellbeing of JMOs remains central to all PMCWA decisions and activity.
- ❖ **Cultural Safety:** JMOs will contribute to a culturally safe workforce for Aboriginal<sup>1</sup> people by meeting PMCWA Accreditation Standards.
- ❖ **Independence:** The Council will act and advocate without fear or favour.
- ❖ **Education:** The Council acknowledges the tensions between education and workforce requirements.

## Our Values

The Council will demonstrate these values in achieving its business:

- ❖ **Transparency:** The Council will be transparent in its functions to ensure openness and equity.
- ❖ **Collaboration:** The Council will engage with key stakeholder groups to ensure policies and processes are both valuable and practical.
- ❖ **Excellence:** The Council will always strive for excellence providing quality outcomes.
- ❖ **Innovation:** The Council will work innovatively to effectively and efficiently meet its strategic goals.

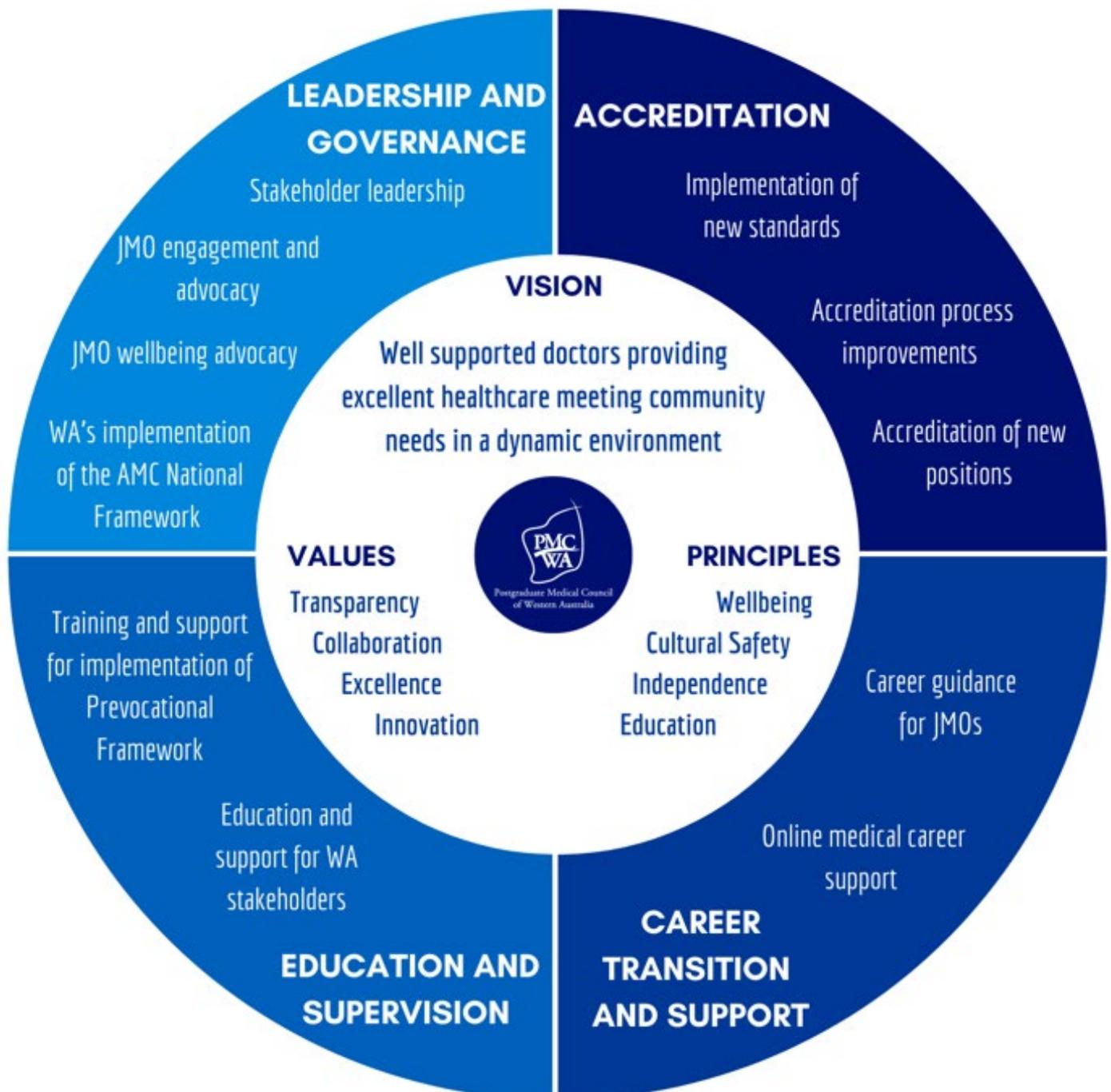
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<sup>1</sup> Within Western Australia, the term Aboriginal is used in preference to Aboriginal and Torres Strait Islander, in recognition that Aboriginal people are the original inhabitants of Western Australia. No disrespect is intended to our Torres Strait Islander colleagues and community.

# Strategic Focus Areas and Priorities

The Council has the following four areas of strategic focus in which priorities have been identified:

- **Leadership and governance**
- **Accreditation**
- **Education and supervision**
- **Career transition and support**



## Leadership and Governance

**Provide leadership to our stakeholders as the peak body for prevocational medical education.**

- Manage relationships with key external stakeholders.
- Develop and further grow existing relationships with internal WA stakeholders.
- Promote PMCWA as the peak body for prevocational medical education in WA and is represented in state and national forums.

**Be informed of JMO issues and advocate on their behalf.**

- Engage the prevocational doctors' workforce to provide opportunities for their feedback and insight.
- Include prevocational doctor representatives on each PMCWA committee and formalise the roles and responsibilities for each representative role.
- Promote the role of the JMO Forum, the JMO Forum Co-Chairs and the JMO Forum site representatives.
- Advocate for JMOs and share information about JMO issues.

**Advocate for JMO wellbeing in the workplace.**

- Monitor and understand wellbeing levels at health sites through stakeholder feedback.
- Convene the Doctors' Welfare Interest Group to facilitate the sharing of wellbeing information and initiatives between health sites and encourage collaboration with future initiatives.
- Promote wellbeing events via relevant communications channels.
- Ensure there is JMO representation for national wellbeing initiatives.

**Lead WA's implementation of the Australian Medical Council (AMC) National Framework for Prevocational Medical Training.**

- Develop and deliver strategies for WA's successful implementation of the Framework.

## Career Transition and Support

**Support and guide the career journey of JMOs.**

- Actively engage with JMOs to understand their career situation and future career planning needs.
- Provide JMOs with a range of support strategies to assist in their career journeys.

**Improve the PMCWA interactive platform for JMOs to find workforce and training information to inform their career choices.**

- Maintain the Careers Portal and continue to increase its scope and value.
- Promote the Careers Portal to increase its use by medical students and JMOs.

## Education and Supervision

**Support key stakeholders' delivery of quality education and supervision that prioritises the safety of patients, wellbeing of learners and cultural awareness.**

- Deliver education and support to JMOs.
- Deliver education, support and expertise to those who support JMOs.

**Implement the AMC's National Framework for Prevocational Medical Training to improve the education, supervision and assessment of JMOs.**

- Develop a project plan to support the implementation of the Prevocational Framework across WA.
- Deliver relevant training, information sessions and other communication strategies to all stakeholders impacted by the Prevocational Framework.

## Accreditation

**Implement the new accreditation standards of the National Framework for Prevocational Medical Training.**

- Ensure all WA health sites understand the new AMC accreditation standards and how they can be met.
- Continually monitor independence and transparency in accreditation decisions and implement new strategies as required.
- Ensure the Quality Assurance component of the Prevocational Framework is met, and improvements made as required.

**Review and modify accreditation process as required.**

- Refine and streamline the accreditation process to improve efficiencies for accreditation surveyors, committee and secretariat support.
- Identify and implement improved processes for selecting, appointing, training and reviewing performance of accreditation surveyors.

**Accredit sufficient junior doctor positions to meet contemporary community needs.**

- Understand the changing annual internship requirements across WA, in particular the increasing Curtin Medical School graduates; identify sufficient quality internships; and ensure distribution according to areas of most need.
- Communicate clear processes for health sites to request changing accreditation needs based on the needs of the communities they serve and respond efficiently and effectively to these requests.

## Implementation and Monitoring Performance

The strategies from this plan are directly transferred into the operational plan for implementation. Here, the initiatives and activities that will translate the Council's priorities and strategies into action will be outlined.

PMCWA will provide six monthly reporting of achievement of goals to the PMCWA Council. The operational plan will be reviewed and updated annually across the life of this strategic plan.

## Glossary

Term	Definition
<b>AMC</b>	Australian Medical Council
<b>Council</b>	Ministerial Council
<b>Department</b>	Western Australian Department of Health
<b>Health Sites</b>	Health sites in WA that either employ or place junior medical officers
<b>JMO</b>	Junior Medical Officer, as a prevocational medical trainee
<b>PMCWA</b>	Postgraduate Medical Council of Western Australia
<b>Prevocational Framework</b>	National Framework for Prevocational Medical Training
<b>WA</b>	Western Australia

## Acknowledgements

PMCWA would like to acknowledge our dedicated medical education community for investing their valuable time to help shape the PMCWA Strategic Plan 2023-2025, which include:

- Directors of Medical Education
- Directors of Clinical Training
- Doctors in Training
- Medical Education Officers
- Medical School Deans
- PMCWA Council Committee members

**“ PMCWA is confident that we will look back on our plan at the end of 2025 and reflect that our actions have made a marked improvement to the journey and wellbeing of prevocational doctors in WA. ”**



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