



**Hon Amber-Jade Sanderson MLA
Minister for Health; Mental Health**

Our Ref: 76-16626

Dr Greg Sweetman
Chair, Postgraduate Medical Council of WA
Clinical Excellence Division
Department of Health
Level 3, 3 Forrest Place
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By email: Greg.Sweetman@health.wa.gov.au

Dear Dr Sweetman

I am pleased to provide you with my Statement of Expectation. This Statement should be read in context with the functions outlined in your board's establishing legislation, and related Acts administered under my portfolio.

This Statement of Expectation is important to the discharge of my ministerial portfolio responsibilities and sets out my priorities for the Council. This Statement of Expectation recognises that the Council has its own legal responsibilities, and as such it is not a direction to the Council to act in a particular way. It shares with you my expectations.

The role of Council

On 4 May 2015 Cabinet noted the establishment of the Postgraduate Medical Council of WA (PMCWA) (the 'Council') under Section 11 of the *Health Legislation Administration Act 1984*. The Council's functions are outlined in the Council Charter (2021) and include (but are not be limited to):

- undertaking the accreditation and monitoring of prevocational and non-vocational training positions;
- providing expert advice to me and to the Department of Health;
- monitoring and advising on the supply, distribution and demand for pre-vocational medical officers and other non-vocational doctors in WA;
- advocating on behalf of prevocational and non-vocational doctors; and
- advising on the impact of prevocational and non-vocational doctors in relation to patient safety and quality of care.

I expect the Council to provide accurate and timely advice to the Government on significant issues in these areas.

Regulatory independence

The obligations and functions of Council are not outlined in legislation, thus enabling Council to carry out its functions with independence. The Council is responsible to report outcomes to me via the Director General on an annual basis. The Council is required to comply with the *Public Sector Management Act*, *Corruption and Crime Commission Act 2003*, *Financial Management Act 2006* and the *Public Interest Disclosure Act 2003*.

Compliance activities

PMCWA is accredited by the Australian Medical Council (AMC) to monitor and maintain comprehensive, effective and efficient accreditation standards and processes for intern positions in WA. This seeks to attain high, nationally consistent standards for Intern training in accordance with the requirements of the AMC and the Medical Board of Australia's *Intern Training - National Standards for Programs*, as well as to accredit and monitor intern training programs and positions to a high standard. I note that the AMC is undertaking a review of these Standards. I expect PMCWA will be involved in the review and revision of the Standards and will be compliant with the revised Standards.

Government objectives

The *Sustainable Health Review* identifies eight Enduring Strategies that are underpinned by 30 recommendations, which aim to ensure WA continues to deliver high quality health care whilst striving for a sustainable future. It is my expectation that Council support the Department of Health's progress towards these Enduring Strategies and recommendations and endeavor to incorporate these into PMCWA's strategic and operational planning processes where appropriate.

Sustainable and Identified Funding for the Council

Consistent with the expectation of the AMC, the Council will have a designated funding source consistent with maintenance of roles and responsibilities. I expect that the Department of Health will support the PMCWA in achieving this by the provision of funds.

Stakeholder engagement and management

I recognise PMCWA's on-going engagement with hospitals, health sites, universities, and junior doctors to achieve the Council's goals. I note that the Council has junior doctor representation as do all of Council's sub-committees - a key mechanism to ensure the voice of our junior doctors is heard and acted upon.

I recognise the high level of corporate governance that is in place, including a robust, transparent and accountable system of annual reporting to Parliament. Accordingly, I expect this statement will be incorporated into your planning process and key outcome performance indicators will be published in your annual report.

This Statement applies from the date of receipt until the end of this Parliamentary term, or until otherwise amended. I look forward to receiving your response confirming your understanding of this Statement of Expectation.

For transparency purposes, it is anticipated that both this Statement and your response will be placed on PMCWA's website.

I would like to take the opportunity to acknowledge and thank you for the considerable efforts of the Council. I look forward to working with you and continuing our cooperative working relationship.

Kind regards



HON AMBER JADE SANDERSON MLA
MINISTER FOR HEALTH; MENTAL HEALTH

01 AUG 2023

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Postgraduate Medical Council
of Western Australia

Hon Amber-Jade Sanderson MLA
Minister for Health; Mental Health
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WEST PERTH WA 6005

Dear Minister

I am pleased to provide this Statement of Intent, which outlines how the Postgraduate Medical Council of Western Australia (PMCWA) will implement your Statement of Expectation dated 1 August 2023.

I formally commit PMCWA to meeting your Statement of Expectation. I will work to ensure the community's confidence in PMCWA is preserved and strengthened, and that we operate in a way that promotes collaboration and demonstrates accountability and transparency in support of Government policies and priorities.

As outlined in the attached *PMCWA Strategic Plan 2023-25*, our Performance Management Framework will support the Department's Sustainable Health Review (SHR). PMCWA's Strategic Plan will be in place until 2025 and will be reviewed regularly to ensure we are delivering actions expected of the System Manager, the Health Service Providers (HSPs), junior doctors and the community.

Our plan includes the following strategic priorities:

Priority 1: Leadership and Governance

Through our relationships with the HSPs we ensure the elements of the accreditation programs are met. This includes promoting the role of education and supervision of junior doctors, and their participation in all PMCWA committees. It is recognised that Western Australia (WA) is leading the way in many important issues impacting upon our junior doctor wellbeing.

PMCWA works in collaboration with other Postgraduate Medical Councils to advocate for junior doctors. At a national level, as Chair of PMCWA, I am a member of the advisory panel for the Medical Board of Australia's (MBA) Medical Training Survey, which data provides important information on the experiences and wellbeing of junior doctors within our state. In addition, I represent WA on several committees related to junior doctor training.

Priority 2: Accreditation

PMCWA is the accreditation authority for the Medical Board of Western Australia and is in turn accredited by the Australian Medical Council. Our role in accrediting positions is to ensure that all internships in WA support recommendations for general registration with the MBA.

The establishment and monitoring of existing and new WA internships are aligned with the 2006 Council of Australian Governments (COAG) commitment to provide internships to all Western Australian Universities' Commonwealth supported medical students. This strategy supports the growing of WA's future medical workforce and a desire to decrease the WA reliance on international medical graduates.

The provision of high-quality internships in increasingly diverse settings supports the SHRs imperative to address the imbalance of access to services, and to ensure our community's health needs are met by appropriate numbers of sufficiently skilled doctors. Our work in subsequent postgraduate years has well prepared us for the forthcoming transition to a two-year capability framework for new medical graduates which is planned to be implemented in 2024 (National Framework for Prevocational Medical Training).

The formal accreditation of post graduate year 2 (PGY2) positions in alignment with the new framework standards will be undertaken. The understanding of training needs for doctors beyond PGY2 are not included in current formal professional college training programs and is an area of ongoing work for PMCWA.

Priority 3: Education, Supervision and Assessment

Appropriate educational activities and support for staff supervising junior doctors and delivering their education are key elements in the accreditation program. PMCWA acknowledges and supports the training needs for senior doctors who are taking on supervisory roles. To achieve this PMCWA facilitates network meetings for Medical Education Officers and Education Registrars, and the Junior Medical Officer Forum.

Priority 4: Career Transition and Support

PMCWA continues to work to ensure that junior doctors are prepared for future specialty training; including understanding and meeting the prerequisites for entry, the elements of the training programs, and opportunities for employment in various vocational streams. PMCWA coordinates an annual Medical Careers Expo, with broad representation from specialist colleges and potential employers. This strategic priority aligns with the SHR in ensuring our future workforce can meet the needs of the community and assists in addressing some of the growing imbalance between "generalism" and "sub specialism". Additionally, the PMCWA online 'Careers Portal' allows junior doctors to examine training pathways of interest.

PMCWA is actively engaged with the junior doctors and the Medical Workforce Division in the Office of the Chief Medical Officer. Working in collaboration with these teams assists PMCWA in identifying current and future junior doctor needs and concerns and allows us to develop strategies to address them.

PMCWA will continue to manage its financial affairs diligently and in accordance with legislative requirements and we will continue to comply with all relevant corporate governance requirements. We will ensure that:

- All new members of the Full Council and PMCWA secretariat will participate in an induction process and receive a comprehensive orientation pack, containing information pertaining to their role and responsibilities.
- All Full Council members and PMCWA staff will abide by the Code of Conduct and the Council Charter and will be offered ongoing support by myself as the Chair.

- The Full Council has a formal risk management strategy, which will be revised annually.
- The Full Council will be subject to regular performance reviews, which I will oversee as Chair.

PMCWA looks forward to continuing to work with you to support the wellbeing and education of junior medical doctors, and in developing our policies in line with the SHR.

Yours sincerely



Dr Greg Sweetman

CHAIR
POSTGRADUATE MEDICAL COUNCIL OF WESTERN AUSTRALIA

6 September 2023

Att: PMCWA Strategic Plan 2023-25