

Date Implemented:	August 2011
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Approved By:	M2M Management Committee
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Approval Authority (Sign & Date):	
References:	Australian Curriculum Framework for Junior Doctors (ACF); National Intern Training Framework Standards Health Services Standard 5 & GP Function 1 & 5; PMCV Performance Assessment and Feedback Guidelines; AMC and MBA "Intern Training – Intern outcome statements"; AMC document "Intern training – Assessing and certifying completion.

Context

Interns through the Murray to the Mountains (M2M) program will undertake ongoing assessments to gain accreditation under the guidelines of PMCV based on the National Intern Training Framework/Australian Curriculum Framework (ACF) for Junior Doctors. Interns that are deemed to be under performing in their clinical capacity will be supported by the program to meet their requirements.

Scope

This policy outlines how M2M Intern performance is monitored and assessed and the process in which under performance from a clinical perspective is managed. This Policy relates to all interns, supervisors and Program staff within the M2M program.

Policy Statements

1. It is the role of the M2M Director of Clinical Training (DCT) to monitor the progress of all Interns through their assessment results and consultations with Intern supervisors.
2. Interns that are underperforming from a clinical perspective will be required to undertake Clinical Supervision reviews with the DCT and their current supervisor.
3. From the review an agreed Improving Performance Action Plan (IPAP) to support the Intern is developed and signed by the Intern, the DCT and the current supervisor.
4. If the issues tabled in the IPAP have not been resolved within the timeframe of the current placement, the plan will be extended into an agreed rotation at a later date, where their new supervisor will be incorporated in the plan. The DCT is to manage the process with all documentation filed in the M2M system.
5. An Intern with ongoing clinical performance issues that have spanned over two ten week rotations will be required to sit before a review panel, which will include the M2M DCT, The M2M Fund Holder CEO, the Director of Medical Services and the Manager Murray to the Mountains Intern Program. The focus of the meeting is to determine the capacity of the intern to remain in the program.
6. Interns will have the right to appeal decisions from the Clinical review panel, their appeal will be heard by M2M Management Committee. The decision of the committee is final as per clause 17.1.3 of the Victorian Public Health Sector (AMA Victoria) – Doctors in Training – (Single Interest Employers) Enterprise agreement 2013.

Definitions

PMCV – Postgraduate Medical Council of Victoria actively seeks to improve the educational and training opportunities available to support the welfare and career development of doctors who have recently graduated or commenced work in the Victorian health system.

Policy No. 060 – Performance Monitoring Policy

Host Employer – Interns will work in a number of different Health Services, these include Numurkah, Cobram, Yarrawonga, Benalla and Alpine Health Services and GP Clinics within these locations. Interns will also undertake three out of their 5 rotations at Albury Wodonga Health and/or North East Health Wangaratta. Each intern will be required to follow the policies and procedures of their host employer, to be outlined at orientation.

Intern – A doctor registered by the PMCV and AHPRA Medical Board of Australia as a general registrant with Internship conditions.

Australian Curriculum Framework (ACF) – A structure developed in collaboration between Post Graduate Medical Councils and other stakeholders under the leadership of the Confederation of Post Graduate Medical Educational Council to support prevocational Doctors, their supervisors, educators, employers and managers with prevocational training and development.