

The long and winding road to embracing a Community of Practice

Planning

Background

This poster presentation outlines the challenges faced and the efforts implemented to establish a **Community of Practice** for Term Supervisors.

The nationwide changes outlined in the National Framework for Prevocational Medical Training recommend enhanced supervision of Junior Medical Officers (JMOs).

Our aim is to recognise Term Supervisors for the valuable role they already fulfill within the hospital and to provide them with the support and resources necessary to meet the increased requirements of the new Framework.

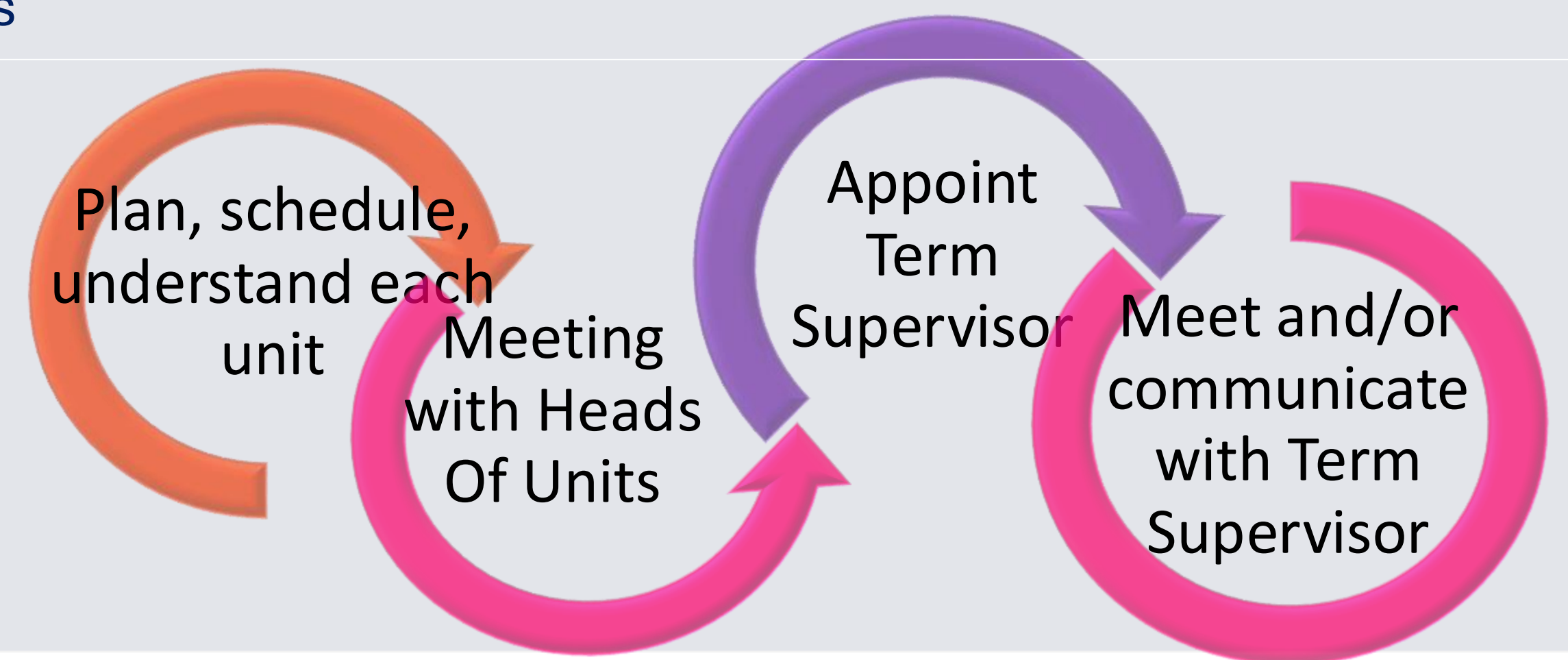
Planning

In order to implement Term Supervisors for the supervision of our Junior Doctors, a business case was developed using a calculator-based funding model for each medical unit. After appointing formal Term Supervisors, we then proceeded to develop a **Community of Practice** to facilitate collaboration and the sharing of knowledge in the prevocational space

Method

Roll out

Members of the Medical Education Unit (MEU) met with all Heads of Units within Austin Health to inform them about the National Framework being implemented. (33 meetings in total). The positive news shared in each meeting was regarding the approved funding for nominating their own Term Supervisor to implement the framework and support the junior medical staff. Subsequent meetings were scheduled once a Term Supervisor was appointed to explain the requirements, provide resources and to offer support during the implementation process



Results

Challenges

- Gathering information (units, Heads of Units, staffing, resources)
- Setting up meetings (before morning theatre, after ward rounds, during monthly unit meetings)
- Communicating the changes (teams, emails, SharePoint)

Many lessons have been learned along the way about how different units are resourced and how this impacts supervision.



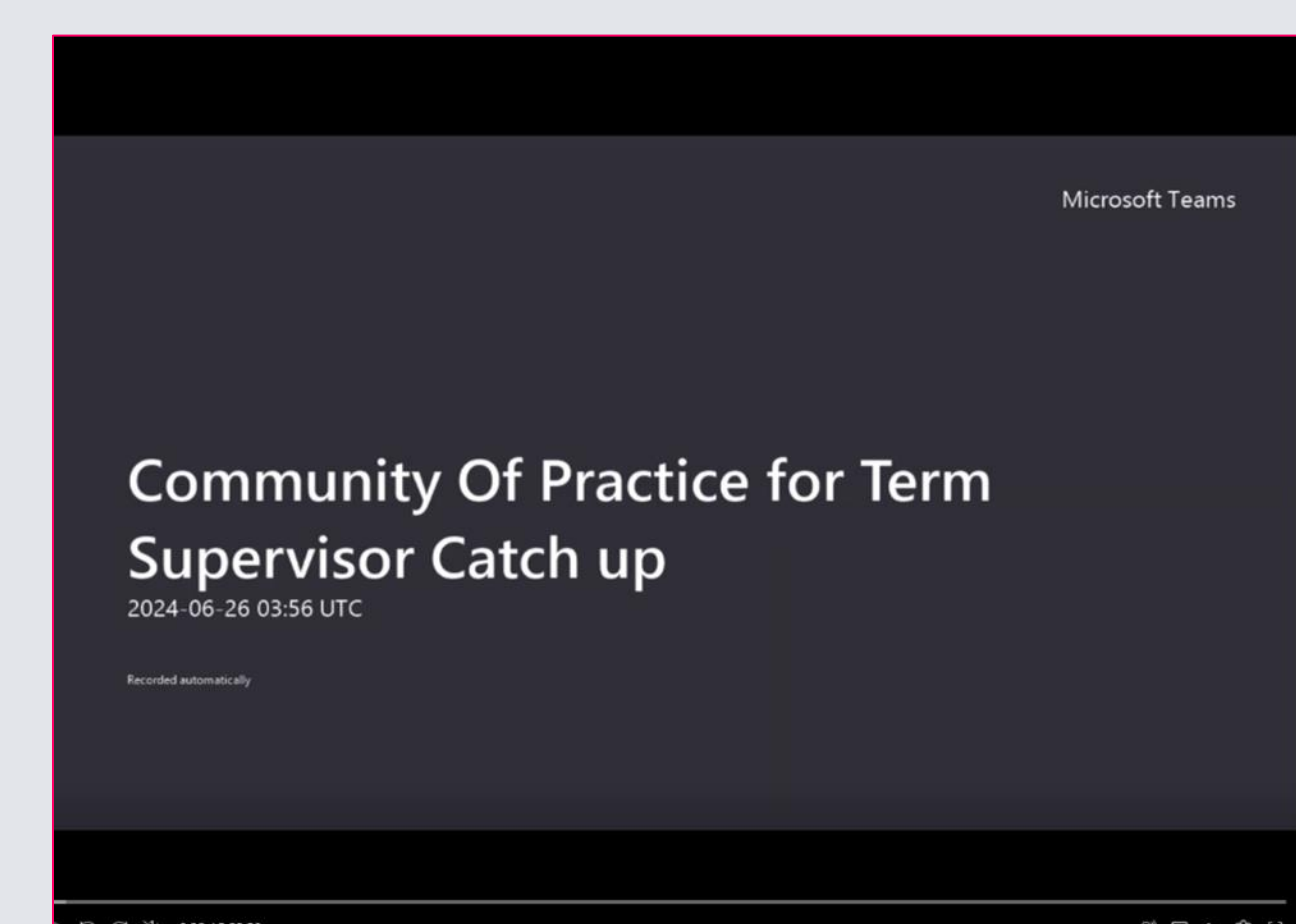
Buy-In – education / collaborating

A **Community of Practice** was formed inviting all Term Supervisors to collaborate and network with others in a common goal of support for the junior doctors. This community of practice, facilitated by the MEU, runs with regular hybrid meetings and newsletter provision to ensure ongoing engagement.

Supervisor training was rolled out and open communication and support from the MEU was the key to the success for these Term Supervisors in understanding the Framework.

Benefits -a Community of Practice for Term Supervisors

- ✓ 3 monthly forums with good attendance
- ✓ Positive outcomes for both junior doctors and Term Supervisors
- ✓ Now feeling resourced, valued, educated and well equipped to support and develop their skills and interest in Medical Education.
- ✓ All are supported by Heads of Unit, Executives, Divisional Managers, MWU and MEU.
- ✓ Increased exposure, understanding and collaboration with Senior Medical Staff (HOU's/ Term Supervisors) throughout the hospital
- ✓ Benefits of a dedicated Term Supervisor as a 'Go To' Supervisor for JMOs with Unit orientation, Term Assessments and supervision has enhanced their learning experience and provided them with valuable professional and emotional support and guidance.



Conclusion

Promoting open communication and ensuring active engagement from all stakeholders will continue to be key to the success of resourced Term Supervisors for each medical unit.

The **Community of Practice** has proven to be a critical element in keeping individuals engaged and informed about all changes. This initiative must be heavily promoted and evaluated after each gathering. (every 2-3 months).

The response to the **Term Supervisor module training** has been fantastic and well received.

- Module 1 completion: 71%
- Module 2 completion: 62%
- Module 3 completion: 44%
- Module 4 completion: 22%
- Module 5 completion: 13%
- Module 6 completion: 13%

Collaboration



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