

**RESPONSE TO RECOMMENDATIONS FROM THE PMCV REPORT**  
***AMC CANDIDATES IN THE VICTORIAN PUBLIC HOSPITAL SYSTEM***

**Recommendation One**

**That the PMCV establish a resource and information centre for OTDs seeking hospital based employment in Victoria.**

Supported in principle.

Further exploration is required to identify the most appropriate body to undertake this role. The PMCV charter is to support Australian trained doctors at the prevocational training level, not to act as employment agency for OTDs.

**Recommendation Two**

**That the existing PMCV Website be extended to provide OTDs with information on how they can gain employment in the Victorian hospital system and to develop an online employment register for OTDs seeking to gain employment in the Victorian hospital system.**

Supported in principle.

Further exploration is required to identify the most appropriate body to undertake this role. The PMCV charter is to support Australian trained doctors at the prevocational training level, not to act as employment agency for OTDs.

**Recommendation Three**

**That a clinical and communication skills assessment process be developed for OTDs prior to registration and employment in Victorian public hospitals.**

Supported.

Funding is being provided to develop an assessment tool for use by employers and the MPBV that sets standards of clinical skills for OTDs seeking work in the public hospital system and establishes eligibility for registration . Successful completion will be required for all OTDs seeking registration to work in the public sector. It will identify learning styles, gaps in clinical skills and medical knowledge and the need for communication and cross-cultural training.

As part of this assessment process, funding is also being provided so that cross-cultural and language skills can be assessed prior to employment, and access to training provided to ensure that medical practitioners have sufficient language skills to interact with patients, their peers and consultants and an understanding of the Australian culture.

A tender brief is being prepared to receive expressions of interest from suitable training organisations, to work with stakeholders to design and implement the assessment of language and cultural skills and provide appropriate remedial programs.

The Department plans to support making the programs available to all OTDs currently working in the public sector.

## **Recommendation Four**

### **That the PMCV develop and pilot a program for OTDs which provides orientation to the Australian Health system.**

Supported.

The Report identified OTDs about to commence work in the public sector in Victoria require a thorough understanding of the Australian health system. Further consultation by the Department on the Report has also identified orientation needs in the practice of medicine in Victoria and to the workplace.

A number of resources are already available that can be tailored to this end and existing and available programs will be drawn upon. The Rural Workforce Agency of Victoria (RWAV) has developed an orientation program and manual for OTDs entering the rural general practice workforce that includes suitable material on the health industry, processes and players. This will be drawn upon and the PMCV will be commissioned to prepare material relevant to hospital-based practice.

## **Recommendation Five**

### **That the PMCV develops of a pilot program to establish specific funded training positions for AMC candidates to provide education and training for the clinical component of the AMC examination.**

Not supported.

The growing use of OTDs in public hospitals is as a direct result of shortages of Australian medical graduates. The OTDs fill service positions in public hospitals with a level of supervision appropriate to the task and to the type of registration conferred on them by the Medical Practitioners Board of Victoria.

The Department has an interest in ensuring that the OTDs employed in the public hospital system are appropriately assessed prior to employment and adequately supervised whilst employed and participate in the structured supervision and training appropriate to the position they hold. It is expected that implementing the Report's Recommendations 3 and 4 should achieve this aim.

## **Recommendation Six**

### **That the Victorian Department of Human Services becomes the lead agency to approach the Commonwealth Government to address assessment, training and employment practices for OTDs.**

The growing use of OTDs in public hospitals is as a direct result of shortages of Australian medical graduates and the Victorian Government believes that the Commonwealth Government needs to consider providing support to these OTDs to enable them to pass their AMC examinations.

The Victorian Government has been active in working with the Commonwealth and other State and Territory Governments to address issues of medical workforce shortage.

The issue of the growing use of OTDs in the Australian health system is on the agenda for discussion at the next Australian Health Ministers Advisory Council in October to be led by the Chair of the Australian Medical Workforce Advisory Committee

Correspondence has also been sent to the Commonwealth Minister signed by all State and Territory Ministers seeking urgent action to address workforce issues affecting both the supply of general practitioners and the effect on public hospital emergency services This was discussed by all Health Ministers at their meeting on Friday 27/9/02.

## **Recommendation Seven**

**That within three months of receipt, the Department of Human Services provides a written response to the PMCV on the recommendations within the Report.**

The report was received in June 2002. The Minister responded to the PMCV on 21/6/02 advising that planning to implement a comprehensive response to this issue would require the involvement of key stakeholders and service providers.

The Department has been negotiating with the relevant stakeholders (hospitals, the MPBV and the PMCV) around appropriate implementation strategies with the aim to be implemented from the beginning of 2003. An amount of \$600,000 has been allocated to implement the Report's recommendations.