From the Medical Advisor

Since joining the Workplace Based Assessment (WBA) program as Medical Advisor in mid-2016, I have been impressed with the standard of the candidates and the commitment of the sites to ensure the success of the program.

2017 has seen another positive start to the program as we welcome 19 new candidates across the three accredited hospitals.

The WBA Program initially commenced in Bunbury in 2011 and following its success was soon implemented in Kalgoorlie in 2013 and Geraldton in 2015. This program has demonstrated proven outcomes in supporting international medical graduates (IMGs) to adapt to the practice of medicine in Australia and to achieve general registration as a result, as well as encouraging retention into regional rural centres.

I was recently fortunate to visit the three accredited hospitals alongside WBA Senior Program Officer, Ms Katrina Lynn. One of the highlights of the visits was attending a junior doctor education session in Geraldton and learning about bacterial quorum sensing - a new concept for me and an index of how education is a lifetime learning experience, no matter which branch of medicine you practice, or where you undertake that practice.

I would like to thank the hospital staff, including, program directors, administrators, assessors and candidates who took the time to meet with us, and for their ongoing dedication and commitment to the program. During our visits many valuable discussions were had that will greatly assist as we prepare for the WA Department of Health (the Department) to apply for re-accreditation with the AMC in late 2018.

I wish everyone involved in the program well and look forward to another successful year ahead.

Dr John Keenan, Medical Advisor
WA Department of Health
About the program

The Standard Pathway (WBA) was developed by the Australian Medical Council (AMC) in response to a 2006 Council of Australian Government’s directive to ensure nationally consistent assessment of IMGs.

WBA is an alternative to the clinical examination component of the AMC standard assessment pathway.

The WBA Program assesses competence in practice through measuring what a doctor (candidate) actually does in a clinical setting.

Candidates in the WBA Program undertake a variety of assessments across six clinical areas, receiving immediate feedback to reflect on and improve their practice.

In WA, the WBA program is undertaken over 12 months. The level of assessment of the WBA Program is at end-of-postgraduate year one.

Upon completion candidates are expected to possess an adequate and appropriate set of clinical skills and the essential professional qualities to practise safely within the Australian healthcare environment and cultural setting at the level of entry of a first year resident medical officer.

Online resources

The Department has developed resources to support hospitals implement the WBA Program. The links to the webpages have recently been updated and are available on the Department’s home webpage www.health.wa.gov.au.

- To access information for IMG orientation, select:
  - Careers ➔ International applicants ➔ International medical graduates

- To access information for WBA, select:
  - Go to ➔ International medical graduates ➔ Related links: Workplace based assessment

Learning resources have been developed for the six clinical areas in consultation with WBA candidates and clinicians. These are available on the WA Health intranet: http://intranet.health.wa.gov.au/medicalworkforce/resources/

Orientation

The hospital Medical Education Unit orientates junior doctors and IMGs. These sessions address orientation to the hospital and, for WBA candidates, orientation to the WBA program.

The WA Health IMG orientation manual and supporting power point are available for all hospitals from the IMG webpage.

WBA orientation resources are available on the WBA webpages and can be adapted by each hospital to meet local needs.

WBA candidates at the Bunbury Hospital orientation session in February 2017
Where are they now?

107 WBA candidates since 2011

85 WBA candidates completed since 2011

- GP within WA
- Hospital within WA
- GP outside of WA
- Hospital outside of WA
- Not specified

Notes:
1. 22 people are currently participating in the WBA program across Bunbury, Geraldton and Kalgoorlie and due for completion by the end of 2017.
2. General Practice (GP) includes registrars in training, FRACGP, and general registrants practicing in a GP setting.
Focus on
Kalgoorlie
Health Campus

Report from the Program Director

Dr Enasio Morris has extensive experience as an emergency physician and is the Head of Department in Emergency Medicine at Kalgoorlie Health Campus.

Among his other roles, he dedicates time to supervising the WBA candidates to ensure they are demonstrating competence to practice at an entry-level junior doctor in the Australian health care setting. He has seen eight candidates successfully complete the program.

“I moved to WA in 2014 from NSW, and was attracted to Kalgoorlie because of the broader scope of clinical practice that a rural environment can offer”.

Progressing through the AMC standard pathway to achieve the AMC certificate in 2004 has given Dr Morris insight into the challenges faced by IMGs and encouraged him to explore the changes to the standard pathway (WBA) further through attending the AMC National Workshop in Melbourne on 4 April 2016.

The key messages from this workshop were that the WBA allows for an exchange of expertise and has a high success level due to candidates being provided with clarity and consistency in assessment across the six clinical areas.

“Being a much smaller hospital than those in the metro area, Kalgoorlie Health Campus provides WBA candidates with exposure to all areas of clinical practice within the ED, allowing them to fulfill the AMC requirements of the program, as well as providing a steady junior doctor workforce in the ED”.

“We are also in the process of discussing how we can provide further employment opportunities to WBA participants once they finish the program, with a focus on retaining doctors in the Goldfields area”.

Dr Morris is supported by Dr Frances Werner, Director of Clinical Training, and administrative and educational assistance from the Medical Education Officer, Ms Leanne Blazely.

Dr Rasool – WBA 2016

Dr Rasool, moved from Pakistan to Perth in 2012. Perth offered both an opportunity to further his education and a better life for his family.

“When I first arrived, I was faced with many challenges. While living apart from my family was stressful, I developed new taste sensations and learnt to cook for myself”

Dr Rasool undertook the WBA Program at Kalgoorlie Health Campus in 2016. As part of the program Dr Rasool was provided with accommodation close by to the health campus within a friendly country environment.

“There were lots of educational opportunities making my time in the program really enjoyable. My mentors, Dr Werner and Dr Morris supported me throughout, ensuring I had the knowledge and skills to successfully complete all of the WBA assessment”.

Dr Rasool is working as a junior doctor at King Edward Memorial Hospital undertaking the DRANZCOG Diploma to further develop skills in obstetrics and prepare him for future roles in regional areas of Western Australia.

“The WBA program was well structured and rewarding, giving me the opportunity to consolidate my knowledge, learn new skills and techniques and preparing me to work more efficiently”
AMC accreditation update

In WA, the WBA program is managed from within the Department’s Office of the Chief Medical Officer.

As the accredited WBA Program Provider, the Department is responsible for ensuring the requirements of the AMC accreditation standards are met. The Department is currently accredited until 31 January 2019 to provide the WBA Program in WA.

In preparation for the re-accreditation process, Dr John Keenan and Ms Katrina Lynn visited Bunbury and Geraldton Hospitals, and Kalgoorlie Health Campus in March of this year.

Meetings were held with key staff involved in the delivery of WBA to discuss the changes to the accreditation standards and how this could be addressed by each hospital.

Discussions with current candidates were included in the meeting schedule to seek information on the educational component of the WBA Program.

A copy of the AMC Accreditation of Workplace Based Assessment Providers: Standards and Procedures is available from the AMC website at: http://www.amc.org.au/accreditation/prevoc-standards

CONGRATULATIONS

Congratulations to the 18 candidates who successfully achieved general registration

Bunbury Hospital
Dr Randa Abass
Dr Sreekumar Bhaskaran
Dr Ravindra Bhujbal
Dr Krishna Chekuri
Dr Fouzia Gul
Dr Lillian Mark-Johnson
Dr Ghulam Murtaza
Dr Amyn Pardhan
Dr Akshat Saranga

Kalgoorlie Health Campus
Dr Sadaf Rasool
Dr Navneet Jalani

Geraldton Hospital
Dr Rosanna Ramos
Dr Subhasis Talapatra
Dr Ronald Isaboke
Dr Ali Hassan

Have your say

A formal evaluation process is currently underway. The results from this evaluation will further support the Department’s application for re-accreditation.

This is an opportunity for those involved in the WBA program to share their experiences and assist in identifying opportunities for improvement.

You will receive an email inviting completion of a short survey. Your participation and feedback is greatly appreciated.