

## CONTENT

|                    |       |
|--------------------|-------|
| A welcome note     | 1     |
| Feature article    | 1     |
| JMO Forum          | 2     |
| Upcoming events    | 3     |
| Updates from AAF   | 3 - 4 |
| My Health Learning | 5     |
| Staffing update    | 6     |
| Contact Us         | 6     |

# AAF BULLETIN

Allocation, Accreditation and  
Faculty Unit - Newsletter

[www.heti.nsw.gov.au](http://www.heti.nsw.gov.au)



## MESSAGE FROM THE CHAIRS

## A welcome note

A/Prof. Ian Rewell and  
Dr James Edwards

We welcome you to the first edition of AAF Bulletin for 2021. We plan to resume quarterly publication of this newsletter this year following the disruptions of last year.

A warm welcome to all the JMO Managers, DPETs and DMS' who may have commenced in their roles this year.

Please reach out to us through email address listed at the end of this newsletter.

## FEATURE ARTICLE

## Emotional engagement in online learning and teaching

By Simone Van Es

**Globally, students and trainees expressed appreciation for the mammoth efforts of their teachers and supervisors during 2020. However, a recent review of the 2020 medical educational literature revealed a universal perception of isolation in their learning during the COVID-19 pandemic.**

This was reported to decrease learner engagement, motivation and knowledge retention. Interestingly, the extensive 2020 shift to, and accelerated development of, remote online educational platforms, programs and software, has brought us to a watershed educational moment; we are unlikely to return to pre-COVID traditional

styles of learning. So, even if we adopt a hybrid approach, how do we remove that perception of isolation, allowing our learners to feel better engaged and empowered? Surprisingly, there is little in the scientific literature to provide direction on developing a cognitive and social presence with our learners online. A wealth of anecdotal information can be gathered however from our own experiences and that of our colleagues globally.

Firstly, when considering your Zoom or Teams meeting background, ask yourself, what message do I want to convey? A customised photo or screenshot of your brand, office, building where you work or even lecture theatre where you would usually present, gives an authenticity to what you are about to say. There are options to incorporate your customized JPG files when you arrive early

Continue page 2

# Emotional engagement in online learning and teaching

in your Zoom or Teams meeting and these are saved automatically for when you next log on. Avoid bright windows in the background which may put your face in shadow and busy backgrounds may be distracting to the learner.

The earlier you engage your learners, the longer they are likely to stay engaged. If you do not grab the participant's attention in the first minute of an online interaction, you risk them (staying logged in but) leaving the class and not returning for future classes. Establish an immediate connection with your learners by adding a photo to your profile in your online communication or collaboration platform. A blank shape or even an avatar for your profile turns you into a visual enigma. Ask your learners to do the same and explain the reason.

..... “ .....  
Face to face communication relies on conscious and sub-conscious interpretation of non-verbal cues, which are often lost in the online environment.  
.....

Always use people's names when interacting with them online - you should be able to find these in the meeting participant list for the communication platform that you are using.

Face to face communication relies on conscious and sub-conscious interpretation of non-verbal cues, which are often lost in the online

environment. Online, it may help to adopt exaggerated facial expressions and gestures such as smiling and nodding to convey that you understand. Engage visually by providing movement such as using your hands a lot.

Foster interaction and keep your learners involved by getting them to physically do something every 5 minutes, for example, responding to questions, adding a comment or pressing buttons for your online Poll (apps which can be easily incorporated into your online Teams or Zoom meeting). Finally, be patient and accepting of the learning curve that is always present with technology and discuss this with your participants.

Best of luck!

## JMO FORUM

# An introduction to the Chair of the NSW JMO Forum for 2021



Dr Tamblyn Devoy

**HETI welcomes Dr Tamblyn Devoy, Post Graduate Year 2 JMO from Wollongong Hospital as the newly elected Chair of the NSW JMO Forum for 2021.**

The Forum brings together JMO representatives from across the 15 prevocational training networks and rural hospitals. It provides opportunity for JMO representatives to network and share innovations and concerns in relation to education and training, supervision and JMO welfare.

A very successful first Forum was held on Friday 19 March at 1 Reserve Road, St Leonards. Whilst face to face attendance was

encouraged it was also recognised that JMO Forum representatives from some LHDs may face travel challenges. For this reason, representatives had the option to either attend in person or join the Forum virtually. Most of the representatives attended in person with each Network and Rural Hospital being represented.

The next Forum for this year will be held on Friday 21 May. We thank you for supporting the appointment of your representatives and supporting them to attend the Forums and share information with yourselves and other JMOs at your Network.

→ **Contact:**  
**[HETI-JMOForum@health.nsw.gov.au](mailto:HETI-JMOForum@health.nsw.gov.au)**

## UPCOMING EVENTS

# Intern and RMO Education Webinars

Opportunity for JMOs to learn practical skills.

The HETI prevocational webinar series was initially conceptualised as a program to address the difficulties in access to teaching faced by some of the smaller hospitals in NSW and was commenced in mid-2020. With the advent of COVID-19, it then evolved to become a substitute for in person learning for all.

The series now continues into Term 2 of 2021 as a broad-based program open to all Junior Medical Officers, Interns and RMOs alike. It is now structured as an adjunct to the individual hospitals' mandatory teaching program that aims to teach practical skills to deal with everyday problems that JMOs face, as well as provide instruction on topics that are not usually covered.

Examples of past and future webinar topics include:

- Chest x-ray interpretation
- Overview of imaging modalities and common indications
- 10 commandments of hyponatremia
- The Mental Health Act and your duty of care
- Thinking about troponins and interpretation of LFTs
- Pathology for interns
- Managing acute pain
- Management of common post-operative complications
- JMO wellbeing and self compassion

- Communication skills
- Emotional intelligence
- Medicolegal principles for JMOs

Feedback for each lecture and for the series in general is constantly being sought from presenters and JMOs to improve the series and structure it into something that the JMOs find useful and relevant, without duplicating the hospital's existing teaching program.

Please write to us if you have any comments, feedback, or know someone who would be keen to give a talk.

→ **Contact:**  
**Dr Aaron Tan, Medical Administration Trainee,**  
[Aaron.Tan1@health.nsw.gov.au](mailto:Aaron.Tan1@health.nsw.gov.au)



## UPDATES FROM AAF

# Accreditation update

**An overview of prevocational accreditation surveys in 2020 and 2021.**

There were 12 prevocational accreditation surveys scheduled to occur in 2021, 5 of which have been conducted. These surveys will continue to be conducted as virtual surveys rather than the traditional face to face surveys that took place pre-COVID. The hospital (the prevocational training provider) undergoing an accreditation survey participates virtually from meeting rooms at their facility with the survey team being located together at the NSW Health building at St Leonard's.

### Evaluation of virtual surveys

Considering the added challenges of managing a virtual survey an evaluation report of the five surveys

conducted at the end of 2020 has revealed that the feedback has been generally positive.

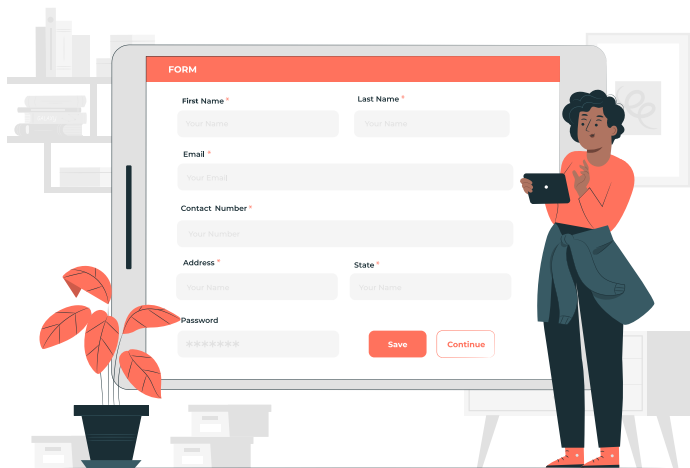
Identified benefits include:

- Participants from the hospitals who were not physically on site, had the ability to dial in and contribute to the survey.
- The need for travel/travel time and the associated fatigue was reduced, as the survey team had the ability to meet virtually to prepare prior to the survey.

- The collegiate aspect was maintained for the surveyor team, as they were able to gather in one room.

As a result of this review several recommendations have been introduced to improve the survey experience for both participants and surveyors in upcoming surveys.

→ **Contact:**  
**Mai Perrau, Senior Program Coordinator**  
[Mai.Perrau@health.nsw.gov.au](mailto:Mai.Perrau@health.nsw.gov.au)



# Allocation and Faculty Update

## Preparation for intern allocation for the 2022 clinical year

### Work on 2022 intern allocations has commenced.

The HETI team are currently preparing for intern recruitment for the 2022 clinical year. There will be an increase in the number of PGY1 positions, with 1062 positions available to be filled across NSW.

Applicants who want to be considered through the Rural

Preferential Recruitment Pathway will need to submit an application in JMO ROB using the JMO Career Portal for each rural facility that they are interested in, in addition to their application in PTAP.

HETI will commence making offers from the week starting 12 July 2021. The first new starter reports (non RPR) will be provided to networks from 13-15 September after the close of national offer period two.

→ **Contact:**  
[HETI-Internship@health.nsw.gov.au](mailto:HETI-Internship@health.nsw.gov.au)

..... “ .....  
Applications opened nationally on Tuesday 4 May and will close on Thursday 3 June 2021.  
.....

## AMC Review of National Framework for Medical Internship

### A note on the proposed changes being considered to commence in 2023

As many of you are aware the AMC is currently conducting a comprehensive review of all the elements of the National Framework for Medical Internship. The AMC is now formally consulting on the second phase of the review and development work. The original implementation dates have been pushed back by 12 months due to

the impacts of COVID-19 in 2020. The new framework will now be implemented in 2023 with 2022 being a 'preparation year'.

We encourage you all to become familiar with the proposed changes which are planned to commence in 2023. Some of the proposed changes include a new assessment

process and assessment form, greater focus on supervisors having contemporary training in supervision and giving feedback, abolition of the compulsory core terms in medicine, surgery and emergency, the introduction of an e-portfolio and the development and implementation of a national curriculum for PGY1s & PGY2s.

Further information will be provided in the coming months including what will be mandated to commence in 2023 and opportunities for participation in pilots in 2022.

→ **Contact:**  
**Kathryn Vaughan, Program Manager**  
[Kathryn.Vaughan@health.nsw.gov.au](mailto:Kathryn.Vaughan@health.nsw.gov.au)

## Support for Directors of Prevocational Education and Training

### Facilitating support for DPETS.

Monthly meetings have been held between HETI and DPETs since early 2020. Plans are underway for a half day DPET Forum in mid 2021. A Microsoft Teams group has also been established to support

ongoing communication and collaboration for all NSW DPETs.

→ **Contact:**  
**Dawn Webb, Program Coordinator**  
[Dawn.Webb@health.nsw.gov.au](mailto:Dawn.Webb@health.nsw.gov.au)

## Medical Intern Recruitment Application (MIRA)

HETI are working collaboratively with eHealth on the MIRA project which will transition intern recruitment activity from the current Prevocational Training Application Program (PTAP) into the MIRA application (built on the ROB platform). MIRA will be implemented in early

2022 in preparation for the 2023 clinical year intake.

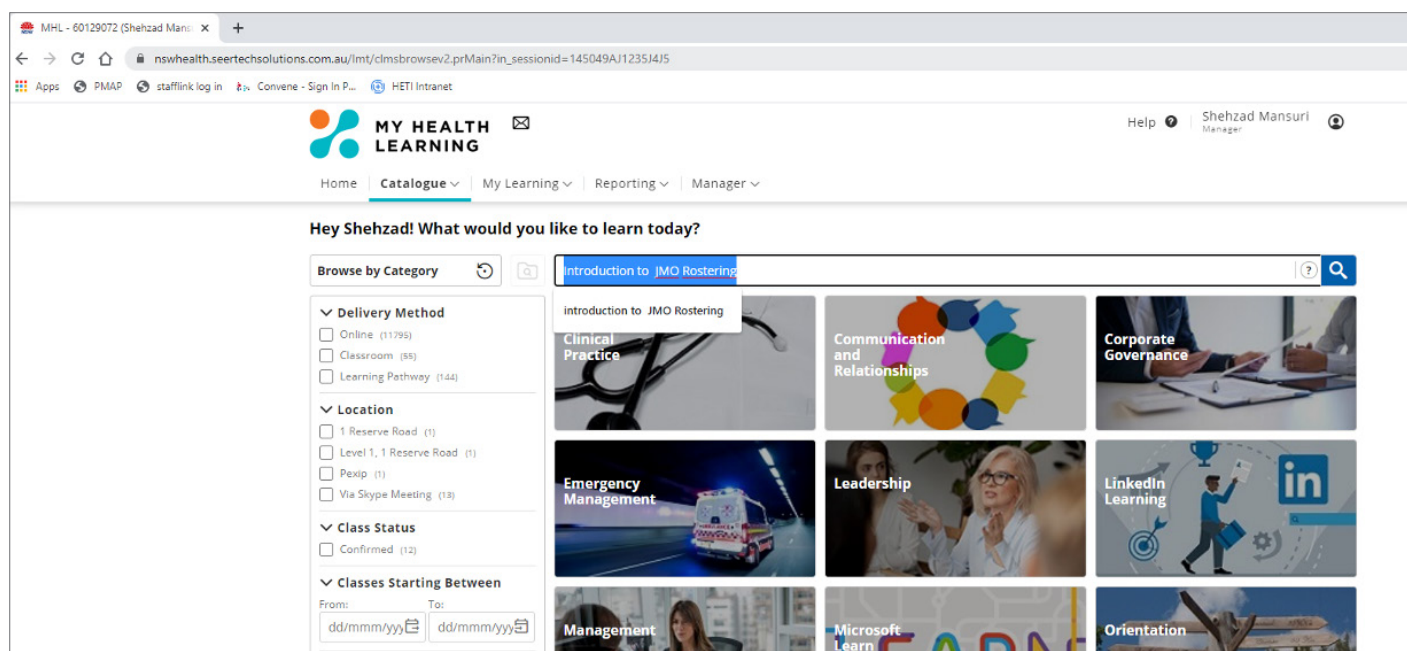
→ **Contact:**  
**Kathryn Vaughan, Program Manager**  
[Kathryn.Vaughan@health.nsw.gov.au](mailto:Kathryn.Vaughan@health.nsw.gov.au)



# My Health Learning Pathway for JMO Administration Staff

**Learning and development opportunities for JMO administration staff.**

The Prevocational Training Council (PvTC) has developed a learning pathway to support JMO Administration staff in NSW hospitals. The learning pathway is not mandatory but can be used to support learning and development in daily roles and responsibilities. The pathway can be accessed using your Stafflink log-in [here](#).



## MY HEALTH LEARNING

| MODULE NAME   | LENGTH OF MODULE | MODULE NUMBER |
|---|------------------|---------------|
| Making Meetings Work  | 20 minutes       | 40017585      |
| An Introduction to Mentoring  | 50 minutes       | 58519943      |
| Manage Grievance Early  | 30 minutes       | 169948822     |
| Effective Workplace Conversations   | 30 minutes       | 39832364      |
| Negotiation Skills  | 20 minutes       | 39985658      |
| NSW Prevocational Accreditation Program: Module 1 - Overview                          | 30 minutes       | 212407330     |
| NSW Prevocational Accreditation Program: Module 2 - Standards and Rating Scale        | 30 minutes       | 223995463     |
| NSW Prevocational Accreditation Program: Module 3 - Preparing for a HETI Survey Visit | 45 minutes       | 256856246     |
| HCM ROB Introduction to ROB: Recruitment & Onboarding                                 | 30 minutes       | 236127621     |
| Introduction to JMO Rostering   | 20 minutes       | 248919855     |
| Financial Management Essentials: Virtual Classroom                                    | Not specified    | 336276412     |
| RCF Cost Effective Rostering Part 1   | 20 minutes       | 209210546     |
| RCF Cost Effective Rostering Part 2   | 20 minutes       | 209210840     |
| RCF Cost Effective Rostering Part 3   | 20 minutes       | 209210863     |

→ **Contact: Dawn Webb, Program Coordinator** [Dawn.Webb@health.nsw.gov.au](mailto:Dawn.Webb@health.nsw.gov.au)

## We welcome our new staff to the team



### Dr Simone Van Es

Simone Van Es has recently stepped into the new role of manager of the Medical Program for the Medical Portfolio. Her background includes Fellowships with The Royal College of Pathologists of Australasia {FRCPA , FFSC(RCPA)}, as well as postgraduate research qualifications and experience in online medical education and the digitisation of medicine. She works Tuesday through Friday at HETI and on Mondays she works as an education-focused academic for the Faculty of Medicine at UNSW.



### Dr Aaron Tan

Dr Aaron Tan recently joined HETI as the Medical Administration Trainee for this year. He was previously a physician trainee, and has also really enjoyed working in the countryside. Aaron's interests include rural health, education, data analysis and health law. One of his current roles is in organising the Thursday afternoon Intern and RMO education webinars for which he is thankful for your support!

## Contact us

### Prevocational Education and Training

<https://www.heti.nsw.gov.au/education-and-training/courses-and-programs/prevocational-education/prevocational-training-council-pvtc>

→ **Contact:** [Dawn.Webb@health.nsw.gov.au](mailto:Dawn.Webb@health.nsw.gov.au)

### Prevocational Accreditation

<https://www.heti.nsw.gov.au/education-and-training/courses-and-programs/prevocational-accreditation-program>

→ **Contact:** [HETI-Accreditation@health.nsw.gov.au](mailto:HETI-Accreditation@health.nsw.gov.au)

### JMO Forum

<https://www.heti.nsw.gov.au/education-and-training/courses-and-programs/prevocational-education/jmo-forum>

→ **Contact:** [HETI-JMOForum@health.nsw.gov.au](mailto:HETI-JMOForum@health.nsw.gov.au)

### Kathryn Vaughan, Program Manager – Allocation, Accreditation & Faculty

→ **Contact:** [Kathryn.Vaughan@health.nsw.gov.au](mailto:Kathryn.Vaughan@health.nsw.gov.au)

### Health Education and Training Institute (HETI)

#### Postal address

HETI Locked Bag 2030  
St Leonards NSW 1590

#### Street address

Level 2, 1 Reserve Road  
St Leonards  
NSW 2065

T: 02 9844 6551

F: 02 9844 6544

E: [heti-info@health.nsw.gov.au](mailto:heti-info@health.nsw.gov.au)

W: [www.heti.nsw.gov.au](http://www.heti.nsw.gov.au)

