

# HMO - GENERAL (PGY2) CURRICULUM

## SUMMARY

### Overview of learning and assessment for 2023

#### The year at a glance

##### The HMO (General) year

The first HMO year (PGY2) starts the important transition towards more autonomous practice following internship. A general HMO year provides opportunities for junior doctors to consolidate their learning and practice across different specialties before commencing vocational training or research.

This curriculum is targeted to HMO (General) PGY2 doctors, however PGY3 doctors may also find it useful.

A medical career requires dedication to life-long learning. Therefore, HMOs are expected to be actively participate in their professional development throughout the year.

#### Broad Outcomes

The Australian Curriculum Framework outlines the core competencies expected of prevocational doctors. The framework assists a doctor to assess their own education and training needs, as the basis for planning their professional development activities. The five domains include<sup>1</sup>:

- Clinical Management
- Professionalism
- Communication
- Skills and Procedures
- Clinical Symptoms, problems and conditions

#### Context

- HMO streams have 5 rotations (apart from Paediatrics, Mental Health and O&G rotations which all have 4 terms)
- At least one of these terms will involve nights and another will be 'relieving' duties

#### Specific assessment requirements

All HMOs must submit a satisfactory assessment for *each* eligible rotation.

The assessment form and details of each assessment can be accessed via [www.monashdoctors.org/assessment/](http://www.monashdoctors.org/assessment/)

Refer to the [JMS Performance Assessment procedure](#) (including appeals/grievance process) for further details:

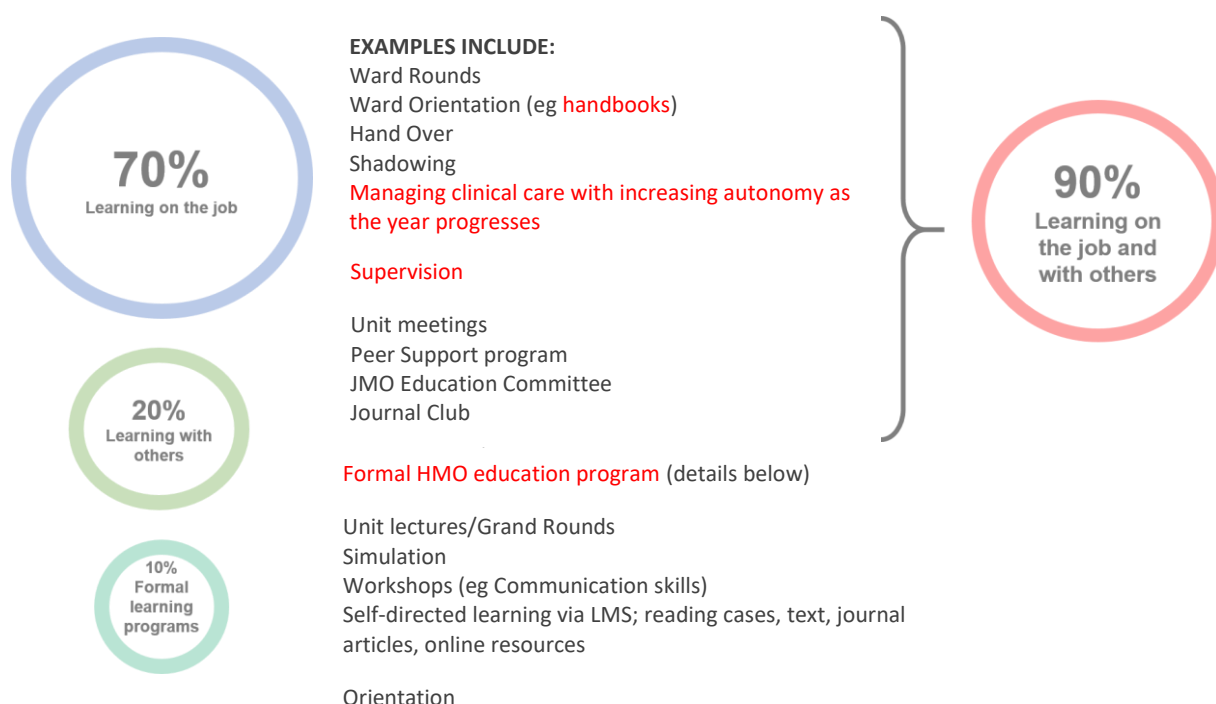
| Assessment                         | Details  | Due Date  | Comments  |
|------------------------------------|--|---|---|
| <b>National Standards training</b> | Required online courses can be accessed via the Latte Learning Management System: <a href="#">Latte link</a>           | Complete within 1 month of commencement   | Mandatory training required as part of your employment, as per National Standards Education and Training Plan                                 |
| <b>End of Term Assessment</b>      | The template can be located via: <a href="http://monashdoctors.org/assessment">http://monashdoctors.org/assessment</a> | Submit within 1 week of End of each rotation (excluding nights, cover or rotations less than 8 weeks) | These are summative assessments and form part of the JMS Performance Assessment. The PROMPT link above outlines the requirements. In summary: |

<sup>1</sup> <http://curriculum.cpmec.org.au/index.cfm>

|  |  |  |   |
|--|--|--|---|
|  |  |  | <i>All HMOs must undertake an end of term assessment and submit the forms for all rotations that are at least 8 weeks in duration and involve predominantly in-hours rostering. This means that nights, after-hour cover jobs and relief rotations (&lt; 8 weeks) do not require a formal assessment to be submitted.</i> |
|--|--|--|---|

## Where will learning occur

Learning within the HMO (General) year will happen in many ways. The 70:20:10 learning and development framework proposes a rough guide of the context in which junior doctors can expect to learn. Junior doctors should actively seek to maximise these opportunities and key areas are highlighted in red:



## Learning expectations

### On the Job Learning

Prior to commencing a new rotation, it is recommended that you contact the HMO currently working there, and read the unit Rover and Unit Handbook, to give you a good understanding of your new role. It is important to introduce yourself to all the ward team once you start, particularly the NUM, Allied Health, Pharmacist and Ward Clerk as they will be able to assist you in many ways. Unit handbooks can be accessed via the Monash Doctors website (password protected) [Link](#).

### Supervision

Make a time to see your supervisor in the first week of the term, so you can meet each other, discuss the job (especially any tasks you have not done before) and how to maximize your learning. Creating a brief learning plan can help to specify what you'd like to learn and identify activities you can undertake to help you do this across the term (e.g. for a new procedure, you might read about it, watch a video on YouTube and ask the registrar to teach you how to do it, then ask them to assist you with the next one). The learning plan is particularly helpful mid-term, so you and your supervisor can review your progress: to see what you have achieved by that point and what remains (often there have been less opportunities to learn these skills, so you need to be more strategic about finding ways to achieve them). Plus, there may be additional valuable things you have learnt, that you can add to the plan, and other topics that you have now realized that you also need to learn.

If you receive an assessment that you feel is unreasonable or you have concerns with your supervision, then contact Monash Doctors Education and we can assist you – there are both formal and informal pathways that we can advise you on.

### Formal Learning Programs

Further details about these programs and other education events can be located on the Monash Doctors website:

<http://monashdoctors.org/hmo-education>

<http://monashdoctors.org/events/>

| Program   | Details  | Objectives   | Requirements               |
|---|--|--|----------------------------|
| <b>Orientation</b>  | <p>Online Orientation program via Email and pre-recorded information</p> <ul style="list-style-type: none"> <li>Detail for the HMOs is sent to Feb and August intakes. We have designed 3 electronic newsletters, which provide a step-by-step guide to what you need to know and what supports are available.</li> </ul> <p>We recommend you either</p> <ol style="list-style-type: none"> <li>view these email attachments onsite at Monash Health (if you use the remote webmail, the formatting does not work well), or</li> <li>click on this website link <a href="https://monashdoctors.org/all-doctors-orientation/">https://monashdoctors.org/all-doctors-orientation/</a></li> </ol> <ul style="list-style-type: none"> <li>Detail for IMGs - same as HMO with added IMG information</li> </ul>  | <ul style="list-style-type: none"> <li>Provide practical support for JMOs in their first few weeks</li> <li>Curation of key learning links and opportunities</li> <li>Provide opportunity to ask questions anonymously</li> </ul>  | Required                   |
| <b>Teams EMR prescribing sessions</b>   | <p>Online via <a href="#">LATTE</a> (the Monash Health learning) In 2023 regular EMR Best Practice Sessions will be held. The first 15 minutes presents EMR key messages and demonstrates tips and tricks. The remainder of the webinar is open for doctors to ask their EMR-related questions and learn how to use the EMR efficiently and appropriately. - <a href="#">Link to register</a></p>  | Specifically targeted to provide extra tuition / support for new doctors, (including IMGs), who are having trouble using EMR to prescribe commonly used medications (e.g. insulin, warfarin, antibiotics)  | Required                   |
| <p><b>MDE Teams sessions</b></p> <p>22 sessions, fortnightly Tuesdays</p> <p><b>Sessions ALTERNATE</b> between 2 distinct series (11 in each):</p> <ol style="list-style-type: none"> <li>HMO Expert Series</li> <li>Deteriorating and Peri-operative Patient Series</li> </ol> <p><b>Sessions will be recorded</b> and available to HMOs via the Latte</p> | <p><b>HMO Expert Series topics:</b></p> <ul style="list-style-type: none"> <li>Rational use of antibiotics</li> <li>Job Application Success Stories – A Workforce Q&amp;A <a href="#">Golden Rules</a> session</li> <li>Speaking up – communication and teamwork for patient safety</li> <li>Anaemia</li> <li>Practical radiology: will the scan change the plan? <a href="#">Golden Rules</a></li> <li>The agitated patient</li> <li>Heart Matters – A Cardiology Q&amp;A Golden Rules and ECG interpretation session</li> <li>Diabetes – An Endocrine Q&amp;A <a href="#">Golden Rules</a> session</li> <li>Falls, ED and the Silver Trauma Tool</li> <li>What does Cognitive Bias do to Doctors?</li> <li>Death and Dying</li> </ul> <p><b>Deteriorating and Peri-operative Patient Series topics:</b></p> <ul style="list-style-type: none"> <li>Interpretation of common blood tests</li> <li>Work-up of the pre-operative patient</li> <li>The Stroke Code – What it means for HMOs</li> <li>The sick cancer patient/ Oncology emergencies</li> <li>Circulatory support – A Resuscitation Q&amp;A <a href="#">Golden Rules</a> session</li> <li>Care of the post-operative patient</li> <li>Running a MET call: how to step up when you want to freak out!</li> <li>Sepsis</li> <li>Analgesia</li> <li>Altered conscious state</li> <li>Respiratory Emergencies</li> </ul> | <p>The <b>Expert Series</b> places emphasis on practical aspects of the work that HMOs are expected to undertake in our health service. Sessions will be on selected topics that are relevant and of interest to all HMOs.</p> <p>The <b>Deteriorating and Peri-operative Patient Series</b> will cover topics from the critical care and peri-operative specialties. Emphasis on the structured approach to a deteriorating patient will be central to the series.</p> <p>Both series recognise that the broad areas of communication, patient interaction and clinical management are inseparable and aspects of care that relate to each of these will aim to be addressed within each topic.</p> | Optional. Highly relevant. |

Note on [Q&A Golden Rules sessions](#): MDE will run 4 - 6 sessions that have a less rigid structure.

- HMOs will be invited to submit questions for the speaker (via SurveyMonkey). These questions will be used as “conversation starters” and the DCT will provide a summary of these to the speaker prior to their session.
- Speakers will be asked to prepare and present up to 5 Golden Rules for their specialty (maximum 20-minute presentation)
- The remainder of the session will be used to address the submitted questions and invite further questions from the audience.

| Program                                     | Details  | Objectives   | Requirements |
|---|--|--|--------------|
| <b>Skills Workshops*</b>                    | <p>Online pre-learning (EasyLMS or EasyGenerator platform), followed by practical session.</p> <p>Current workshops:</p> <ul style="list-style-type: none"> <li>US guided peripheral IV cannulation (Not yet running)</li> <li>IV Cannulation (MEO)</li> <li>IDC insertion (MEO)</li> </ul> <p>Note: US guided iv cannulation is fast becoming viewed as an essential skill for JMOs. In 2023, a larger program to teach this skill may be introduced. MDE will work collaboratively with stakeholders to ensure the success of this initiative.</p> | Aim to provide procedural skill education and opportunity to practice these skills on realistic simulation models.   | Optional     |
| <b>Grand Rounds</b>                         | <ul style="list-style-type: none"> <li>Clayton</li> </ul>  | To provide up-to-date information for all doctors on selected topics throughout the hospital year. The Monash Doctors website calendar will list these available sessions.                         | Optional     |
| <b>Open Unit Tutorials</b>                  | <ul style="list-style-type: none"> <li>Various topics</li> </ul>   | To provide learning opportunities for JMOs who currently work outside of the hosting unit. The Monash Doctors website calendar will list these available sessions.                                 | Optional     |
| Program                                     | Details  | Objectives   | Requirements |
| <b>Schwartz Rounds</b>                      | <ul style="list-style-type: none"> <li>All sites</li> </ul>  | To provide clinical and non-clinical staff an opportunity to discuss the social and emotional issues that arise in caring for patients. More information can be found via the Monash Care webpage. | Optional     |
| <b>Communication Workshops*</b>             | <ul style="list-style-type: none"> <li>Discussing bad news</li> <li>Goals of Care</li> </ul>   | To provide JMOs with the opportunity to learn more about high level communication skills in a small group setting, including opportunity to practice with a simulated patient.                     | Optional     |
| <b>Monash Simulation*</b>                   | <ul style="list-style-type: none"> <li>Advanced Life Support</li> <li>Stabilisation of the Unwell patient</li> </ul>   | To provide JMOs to further develop their clinical skills in the management of deteriorating patients in the safe learning environment of simulation.   | Optional     |
| <b>Self-directed Learning and Resources</b> | <p>A Learning Support Resources document has been created for self-directed learning. The document is provided to HMOs that are referred to MDE for support. HMOs can also request a copy of the document by contacting <a href="mailto:mededucation@monashhealth.org">mededucation@monashhealth.org</a></p> <p>MDE hopes to move these resources online in 2023</p>   | Encourage HMOs to remain committed to ongoing learning and development. Subscribes to the concept of “drip feeding” information  |              |

\* Face-to-face sessions: Return to f-2-f sessions is expected to occur sometime in 2023. Resumption of skills and communication workshops will be considered at this stage

## Additional Learning Support

If a HMO needs additional support (this may be identified by the HMO or supervisor), Monash Doctors Education have expertise to assist. The MEO and/or the Director of Clinical Training (DCT) can meet with the HMO and supervisor to discuss the situation, in order to identify the specific issues, contributory factors and work out together the best way to help the HMO succeed.

If a HMO receives a '2' or 'borderline' for any component of their term assessment, this will automatically trigger a discussion so that any difficulties can be identified and a plan developed. The aim is to make it outline the current performance, the expected performance and constructive ways to support the HMO to achieve the desired outcomes.

## Learning / Reference Apps

We recommend setting up access to the most essential apps - eTG, BMJ, Read and ClinicalKey - by registering for an individual login with each of the below resources. For instructions on registering and installing the apps please go to: <https://monashhealth.libguides.com/apps>



### Read App by QxMD

Our journal subscriptions are fully integrated with **Read App** to bring you easy, mobile access to medical journals and the *latest* articles. The app uses your preferences to provide a personalised digital newsfeed based on the specialities, favourite journals and keyword searches you set up. **By connecting to Monash Health subscriptions under Settings > Institutional settings**, you will be automatically connected to articles in **full text**.



### ClinicalKey

Access to a large collection of resources including guidelines, abstracts, full text articles, books, clinical trials, patient information, images and videos. You need to create an individual account on its website for using the mobile app. The email required has to be your work email.

### BMJ Best Practice

Clinical decision support tool with advice on symptom evaluation, tests to order and treatment approach. You will need to create an individual account on its website using your Monash Health email address.



### eTG Complete

Provides access to the Therapeutic Guidelines and a browsable drug index. You will be able to sign in to eTG complete with your staff ID and current password. You need to create an individual account within the Monash Health network.

[The eTG mobile app - learn how to use a token to download eTG](#)

## Supports available

Monash Health recognises that the transition to a HMO can be intellectually, physically and emotionally challenging. We strongly believe that *No Monash Doctor will Struggle in Silence*, and have dedicated staff to assist with HMO wellbeing as well as clinical and professional development. The key contact people for any confidential queries are the Wellbeing Officer and the Medical Education Officer (MEO). Further information about supports and contacts are at <http://monashdoctors.org/monash-care/> or <http://intranet/monashcare/index.html>

## Curriculum Evaluation and Review

This curriculum has been designed to meet the requirements in accordance with PMCV accreditation standards and the Australian Curriculum Framework, and reflect the values Monash Health aims to develop in its medical staff. It will be reviewed annually.

**Junior Medical staff are encouraged to provide feedback on the curriculum.** Both informal and anonymous feedback is sought throughout the year. The JMO Education committee provides opportunities for JMOs to contribute more actively, with committee membership nominations opening early in February of each year.