

**GOOD WORK
SAFE WORKPLACES
HEALTHY WORKERS**



ANZSOM
The Australian and New Zealand
Society of Occupational Medicine Inc

AFOEM ATM 2022: Stage C

- **Introduction to the RACP Continuing Professional Development (CPD) program**
- **Career opportunities**

**Dominic Yong
Occupational physician
ANZSOM President**

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It is not long to go.....



Your CPD requirements for 2023

- Have a CPD home
- Develop a written annual professional development plan (PDP)
- Complete 50 hours per year comprising
 - Minimum 12.5 hours per year in educational activities (EA)
 - Minimum 25 hours per year in reviewing performance (RP) and measuring outcomes (MO), with a minimum of 5 hours in RP or MO
 - The remaining 12.5 hours per year in any other category
- Self evaluate your CPD activity

THE CATEGORIES OF CPD



Educational Activities

Traditionally the major component of CPD.
Contribute to a doctor's maintenance, updating and broadening of their medical knowledge.



MEDICAL

Reviewing Performance

Includes measures that focus on doctors' actual work processes with feedback.

Critical role in the process:

- Peers
- Co-workers
- Patients

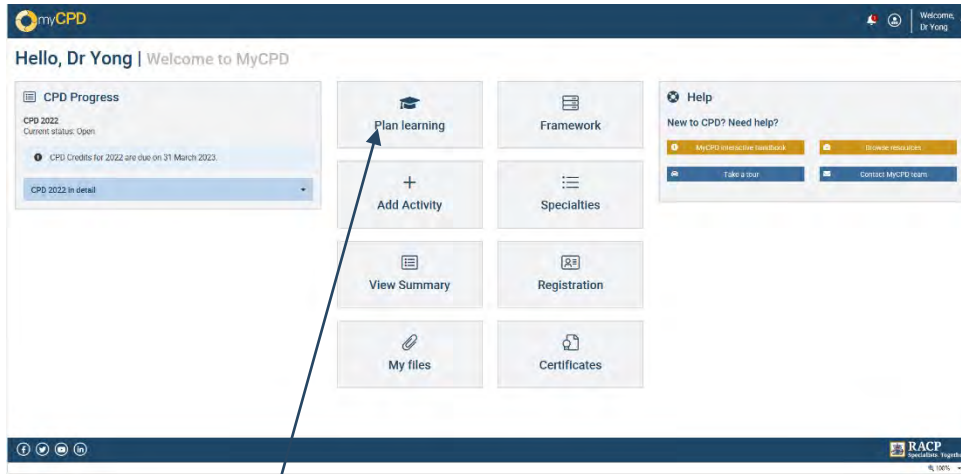


Measuring Outcomes

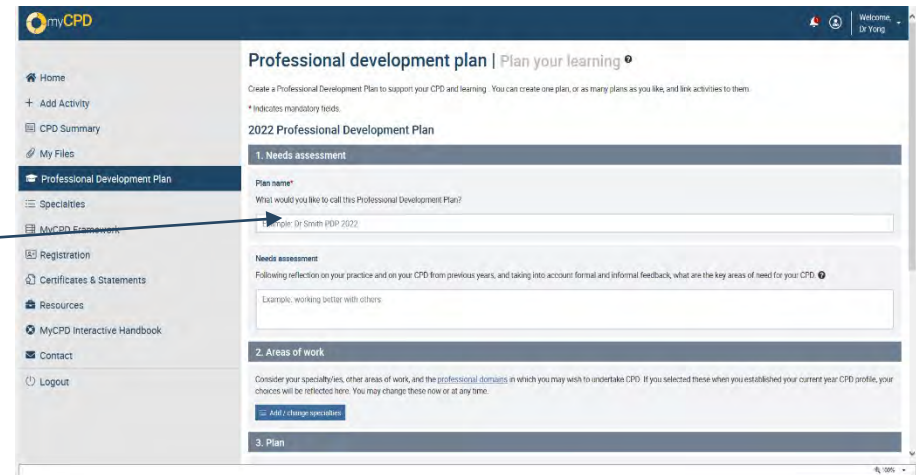
For most doctors measuring outcomes includes:

- Investigating the outcomes of doctors' everyday work
- Analysing and reflecting on data about health outcomes

EXAMPLE 1: CREATE A PDP



1. Click here
2. Fill in from here



EXAMPLE 2: PARTICIPATE IN A PEER REVIEW GROUP

The Coolaroo Clinic peer review group activities include:

- Review performance
- Discuss aspects of clinical cases
- Review medical reports



EXAMPLE 3: AUDITS AND REVIEWS

- Audit of mock exams (example from WA)
- Audit of medicolegal reports
- Review of medical records
- Patient satisfaction survey

RACP Audit Template (see attached notes)

This template is a guide only – other tools may better suit your purpose. Boxes will expand as needed

Name	5 names added				
Audit Title	Annual Mock Clinical Exams for OEM Trainees				
Start Date	8 Nov 2019	Finish Date	Click here to enter text	Total hours	Click here to enter text

Step 1: Identify the audit you want to complete

1.1. The area of practice that I have selected to audit is:

OEM Training program - Clinical examination, and clinical management taking into account workplace hazards (measurements, inspections), clinical tests, health surveillance.

1.2. The question I would like the audit to answer is:

1) - How useful are the mock exams to trainees – are they hitting the mark?
 2) - No one is responsible for the exams. How can the AFOEM community take on this responsibility, efficiently and effectively whilst continuing to improve the standard and the ease and efficiency of mounting future mock exams?
 3) - Are there changes we should make to improve the organisation and format?

EXAMPLE 4: BECOME A TRAINEE SUPERVISOR

- Teaching sessions including case based discussions (CbD), mini clinical examinations (mini CEX), direct observation of field skills (DOFS)
- Supervisor professional development program (SPDP)
- Supervisor self reflection and skills review tool

https://www.racp.edu.au/docs/default-source/default-document-library/the-supervisor-handbook-supervisor-self-reflection-and-skills-review-tool.pdf?sfvrsn=4f450c1a_2



EXAMPLE 5: MEDICAL PANELS

Opportunities of category 2 and 3 activities include:

- Peer review of clinical skills such as history taking, physical examination, patient communication
- Review of medical records
- Measuring outcomes of decisions

EXAMPLE 6: AFOEM EXAMS

For the practical exams there are two examiners at each station

The lead examiner can be reviewed by the other examiner:

- Engagement with trainee
- How well has the examiner complied with the examiner script
- Has the timing of the station been followed

EXAMPLE 7: RECEIVING A COMPLAINT

Audit: response to a complaint (an example from NSW)

Complaint letter response checklist¶

(a reminder that if this checklist is to be seen by any other person eg. for peer review purposes, that no identifying information can be included)¶

Item¶	Y/-/N¶	Comment¶
Is the purpose of the assessment clearly summarised?¶ □	○○○○○ □	○○○○○ □
Does the assessment identify the date, duration, and who attended the assessment?¶ □	○○○○○ □	○○○○○ □
Are the examinee's concerns summarised?¶ □	○○○○○ □	○○○○○ □
Does the letter provide a detailed response to each concern raised giving explanations for the perceived differences of opinion?¶ □	○○○○○ □	○○○○○ □
Are any additional comments made in the letter relevant?¶ □	○○○○○ □	○○○○○ □

¶

Reflection: □
Were there legitimate concerns that would lead to you changing your assessment process in the future?¶ □
Response ¶ ○○○○○ □

EXAMPLE 8: ANZSOM ASM

- Opportunities for MO and RP activities
- Site visits, workshops, peer review



Career opportunities

- There are opportunities
 - Do you continue doing the same job?
 - Do you do something different?
 - Do you change work location?



Career opportunities

Types of work:

- Treating workers
- Assessing workers
- Onsite doctor roles
- Medical advisory work
- Teaching
- Government work



Career opportunities

Tips:

- Be proactive
- Increase breadth of work
- Consider doing additional courses: MRO, rail medical, DAME
- Join our craft group committees: ANZSOM and AFOEM
- Attend the ANZSOM ASM

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**Good luck and see you at the next ANZSOM AFOEM
ASM in Canberra in 2023**