

Volume 4 Issue 9 - March/April 2007

NT General Practice Education Ltd

## Clinical Course for International Medical Graduates

SUPPORTING INTERNATIONAL MEDICAL GRADUATES IN THE NT

**A** key role of NT General Practice Education is to provide high quality contemporary education to medical students, junior doctors and GP registrars. Through these activities it is able to contribute to and comment on workforce issues and needs for the Northern Territory. From recent and ongoing discussions with various organisations involved with International Medical Graduates there is a dire need for a local program to support this significant and growing workforce.

NTGPE will work with other major stakeholders to develop an International Medical Graduate program and secure funding for this initiative. In the short term NTGPE is pleased to announce that it is in a position to conduct a clinical course for International Medical Graduates.

**What IMGs want and need** can be broken down to different levels. IMGs invariably want full registration to work either as a hospital non-specialist, general practitioner or specialist. This is the end result but how do they get there? They will need English proficiency. IMGs and interested people have commented that the Occupational English Test (OET) is inadequate in its function and courses in English that relate to medical consultation in the Australian context

are either not available or poorly rated. IMGs interestingly want cross-cultural training; nurses/registrars and HMO managers also agree.

Effective communication skills has its roots in cultural dimensions and associated values and attitudes that may be a challenge for some IMGs. Instructions on the Australian health system, including the medico-legal issues and ethics as applied to clinical practice, were also sought.

It is interesting to note that core knowledge and skills are not mentioned in the first instance. This observation should not be ignored as it indicates that clinical effectiveness is valued by IMGs and their colleagues in the workplace. This is opposed to the current focus on clinical competency.

**Cross-cultural practice in the medical context** involves the advancement of the patient-doctor relationship regarding sharing information, informed decision making and development of effective treatment plans. Hidden within these tasks lies cultural norms that the dominant Australian culture takes for granted. These cultural elements are embodied in notions of equality and equal opportunity, informed consent and individual autonomy, multidisciplinary teams and teamwork, privacy and

confidentiality, and tolerance of ambiguity or variety of opinion. These tasks can present difficulties to IMGs who are not fully acculturated to the Australian community making them less effective in their roles.

**The NTGPE CLINICAL COURSE** has been developed to:

- Provide Graduates in the NT with a structured, clinically relevant and exam focused clinical course;
- Support Graduates to be clinically effective;
- Enable Graduates to self-evaluate their clinical knowledge, skills and attitudes as they affect professional behaviours within the Australian health system .

The course will be conducted over three weekends at Royal Darwin Hospital and involve seminars, case based role playing, peer feedback, facilitator feedback and the provision of resources. There will be a presentation and discussion on cross-cultural issues relevant to the experience of IMGs. The first weekend is planned for the 28/29 April 2007.

For more information please contact Nicole Lamb at NTGPE on 08-8946 7079 or email [nicole.lamb@ntgpe.org](mailto:nicole.lamb@ntgpe.org)

# Postcard from

**A**s a single and desperate female NTGPE registrar, I decided that despite living in Darwin, Gove and Katherine (which have the highest ratio of males to females) I needed to expand my horizons and head to the Kimberly. I applied for a transfer to WAGPET for my subsequent term (which NTGPE made very easy) and found myself in Broome, heading out to the remote community of BALGO HILLS as their first ever permanent GP.

Balgo Hills (Wirrimanu) is a small Aboriginal community located on the boundary between the Great Sandy Desert and the Tanami Desert of central and Western Australia. It is about 280 kilometres south-southeast of Halls Creek along the Tanami Track, and 830 kilometres north-west of Alice Springs. The population varies from 200–500 people and the community boasts a dirt football field, church, store and clinic.



*My 30th birthday spent at Balgo chopping up the "Christmas Killer" for the Christmas BBQ the next day (yes I am vegan!)*

My employer the Kimberly Aboriginal Medical Service (KAMCS), took over the Balgo clinic from the Mercy Nuns early last year. Until then Balgo had a weekly visit from a doctor from Halls Creek.



*A beautiful Balgo sunset*

As a result very little chronic disease management had been done and no preventative health (eg. many women had never had a pap smear). It has been a huge challenge, but there is now a Chronic Disease Register and we are slowly writing plans for most residents and last week we had our inaugural "women's health week" where we did smears on almost 50 women!

I spend alternate weeks in Balgo and Broome. The week I am in Broome is spent helping to develop protocols, running on Cable beach and doing follow-up for Balgo and phone advice. If anyone is looking for adventure and a huge challenge-Balgo is the place. It is an endless running track with the most beautiful scenery. Each week something more crazy happens.

I have become an aerobics instructor in my spare time – taking daily aerobics for teachers and nurses and starting water aerobics (in the 6m pool Balgo also boasts) for local women next week. Not only have my medical skills improved but I have learnt how to butcher a bull, reticulate gardens and teach yoga! I plan to come back to Darwin in July to do 12/12 anaesthetics.

**Nicolette De Zoette  
GP Registrar  
Temporary transfer to WAGPET**

## Call for expressions of interest doctors sought for proposed TV series

A television production company is exploring the opportunity to develop a documentary on rural general practice. They are seeking young and enthusiastic doctors to take part; participation will involve some travel. A time commitment of a few weeks is required and participating doctors will be paid for their time. If you would like to take part in this documentary please contact Storm on Ph) 8514 5410 for further details.



# Teaching and Learning

**Getting the most out of a one to one teaching session**  
with Hung The Nguyen

Examples of one to one teaching include ECTVs, other direct observation, reviewing a video of a consultation (GPR and GPT or ME) together with the author of the video, role playing, simulation of a patient or situation and skills training.

These are all different techniques GPR/GPT may have experience with or may want to consider looking at discussing with their GPT/GPR. The different teaching and learning methods have a particular focus in the clinical environment eg, communication in direct observation or dealing with difficult patients in role playing sessions.

What the learners and teachers get out of the one to one teaching session is not only dependent on the type of technique used but also the process learners and teachers go through in such a session.

Before any session there should be a **needs assessment**. What does the learner already know? What do they want to learn today, now? These two fundamental questions need to be



adequately addressed by both players. This preliminary task would allow the teacher, and to some degree the learner, to pitch the feedback at the "right" level, focus on "weaknesses" and identify "triggers" that may stimulate relevant discussions in keeping with the learner/teacher agenda.

Keeping and reviewing a case **log book and learning plans** before and after the session may be a useful process for the learner and teacher. What is the learner doing to improve knowledge and skills? Personalising the log book is more informative, useful and relevant than trying to meet a standard curriculum. Remember the ECTV summary and feedback letter is a log of experiences, achievements and learning needs. Why not review what has already been discussed and build on it or follow up on issues previously discussed?

A one to one teaching session is not a "little chat". Applying the basic teaching and learning principles

of **set-body-closure** gives the session some structure. A sense of closure and reflection of the session at the end highlights some achievements of the session.

The focus of a session should not only be on experience or exposure of the learner. Use the **plan-experience-reflect** model. Think about the task to be performed; reflect on past experiences or explore possible difficulties. The teacher's role is to help the learner to connect past learning with today's/this consultation experience. Both teacher and learner at the end of the session could reflect on these consultation deficiencies and achievements then plan for the next experience. This completes the cycle of continual professional development.

We are all very busy people in clinical practice. Learning and teaching sessions should deliver what we want at the professional level that we are currently at.

## Professional Development

Teaching and learning is a field like other fields in medicine, perpetually changing. It is imperative for educators to be up to date with evidence based technologies and methods for effective teaching.

We have set in motion regular, planned and relevant professional development activities for all teaching staff at NTGPE. This will occur quarterly. Topics will be relevant to current educational activities but also include innovative ideas that are applicable in the NT context. We have engaged Monash University's Centre for Medical and Health Science Education (CMHSE) to assist in the delivery of contemporary teaching and learning professional development.

GP trainers can also expect to enjoy this initiative through their GP trainers' conferences held twice a year in 2007. The first will be held in Alice Springs in April.

## Indigenous Health Training

Indigenous Health Training (IHT) is undergoing review and packaged modules will be introduced this year at the GPR workshop

in June 2007. The modules will address the current RACGP and ACRRM Aboriginal and Torres Strait Islander Health curriculum statement. It will include content of relevance nationally but with a focus on the NT context. The content and process of delivery will take into consideration the needs of the Indigenous population in the NT and GPRs learning needs.

An extension from this idea is that cultural educators and medical educators will work together to deliver the modules. As GPET has made IHT compulsory, GPRs attendance to all the modules is necessary.

## Conference coordination

Drs Ameeta Patel and Nigel Gray jointly coordinate conferences for GP trainers and GP registrars. As you may notice we are starting to refer to these workshops as conferences. Conferences indicate a gathering of like-minded health professionals attending and participating in various educational and informative sessions to further their craft, gain new insights into their profession which allows collegial support and networking. We welcome Ameeta and Nigel to their role.

## ACRRM accreditation

NTGPE continues to deliver high quality training and supervision in rural and remote general practice through its educational activities and network of highly motivated GP trainers. We are pleased to be

in the process of continuing this endeavour in rural and remote general practice education by going through an accreditation process to deliver training to GPRs who want to gain FACRRM.

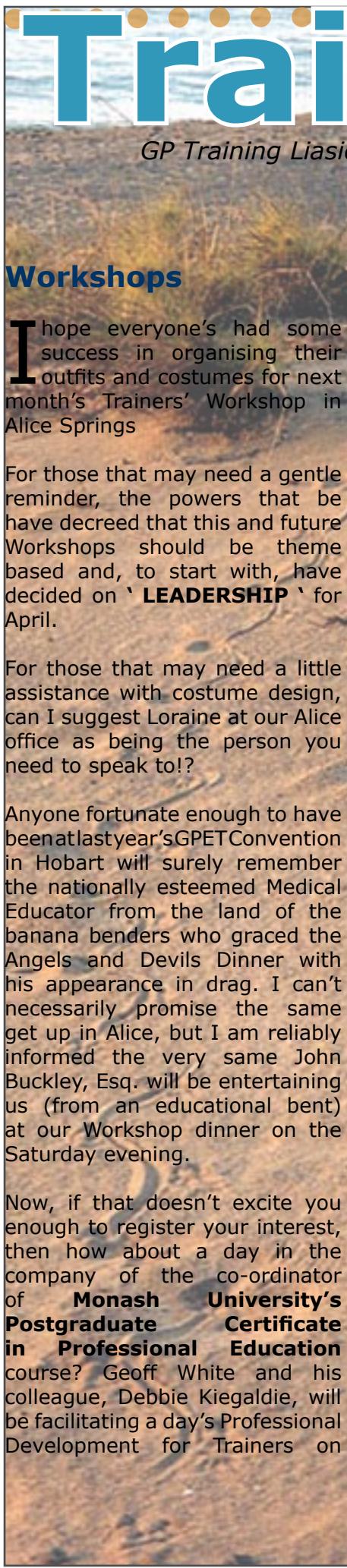
NTGPE is seeking teaching sites as ACRRM accredited posts for GPRs. We have started to look at the ACRRM curriculum and how the curriculum could be incorporated into current educational activities. We are actively looking for a college (medical) adviser (ACRRM) to join our team. Penny Ramsay is doing an amazing job to date in assisting practices to achieve accreditation for teaching purposes.

## Interns in general practice

Many are aware that the PGPPP continues to be very successful in attracting and placing junior doctors (PGY2-3) from territory and interstate hospitals in rural and remote clinics. Following the lead from other states, NTGPE started consultation in 2006 with key groups about the idea and issues of placing PGY1 (interns) in urban general practice clinics. We are progressing the project and aim to place a small number of interns from mid 2007. We are pleased that there is support from various groups for this initiative but are mindful of others, valid concerns as well. We will keep interested parties informed of this development.

**Hung The Nguyen**  
**Director Medical & Cultural Education**





## Workshops

I hope everyone's had some success in organising their outfits and costumes for next month's Trainers' Workshop in Alice Springs

For those that may need a gentle reminder, the powers that be have decreed that this and future Workshops should be theme based and, to start with, have decided on 'LEADERSHIP' for April.

For those that may need a little assistance with costume design, can I suggest Loraine at our Alice office as being the person you need to speak to!?

Anyone fortunate enough to have been at last year's GPET Convention in Hobart will surely remember the nationally esteemed Medical Educator from the land of the banana benders who graced the Angels and Devils Dinner with his appearance in drag. I can't necessarily promise the same get up in Alice, but I am reliably informed the very same John Buckley, Esq. will be entertaining us (from an educational bent) at our Workshop dinner on the Saturday evening.

Now, if that doesn't excite you enough to register your interest, then how about a day in the company of the co-ordinator of **Monash University's Postgraduate Certificate in Professional Education** course? Geoff White and his colleague, Debbie Kiegaldie, will be facilitating a day's Professional Development for Trainers on

Saturday April 21 focusing on planning and delivering one on one teaching sessions, mentoring principles and relationships and that old favourite, the delivery of feedback. I'm not going to reveal the detail of the Sunday programme as yet, not because we haven't decided on what it will be (true!), but because I don't want to dissuade anyone from attending! Suffice to say, all you will need to bring will be your years of experience and knowledge and some preparedness for a little "test"

Watch this space – and good luck! Just a little fun.... for some! Can't make the April Workshop? Not swayed by Loraine's persistence and powers of persuasion? Better things to do? Surely not??!!

OK, but if you're not there then, you'd better make sure you're available for the weekend of September 8 & 9 in Darwin, for Trainers' Workshop 2007 Edition II. There will be a completely different program, a different theme, plenty of different presenters and facilitators. In fact, the only thing that will stay the same will be Loraine's persistence. Heard of the expression "dog with a bone"? Well, I guess next time, for those who don't make either Workshop, the bite may actually be worse than the bark! Be warned!!

## Feedback

*Finally, can I also ask all Trainers to be "intray aware" over the next few weeks ?*

Expect a couple of separate NTGPE generated requests to come your way in the near future. You all should already have received the GP Trainer feedback forms which we discussed and agreed to trial at last year's Trainers' Workshop. Please set aside a few minutes to complete one for each GP Registrar in your charge. The aim of this process is to provide NTGPE with some preliminary insight into how you feel each Registrar is progressing during this early part of their term. As you will know only too well I'm sure, successful firefighting usually comes from early troubleshooting.

## GPT Survey

The other document to deserve special delivery status is the very first NTGPE GP Trainers' Survey.

This is your chance, anonymously as you prefer, to finally be able to sing the praises of your Regional Training Provider, loudly, officially and for posterity. There will be a place for specific comment on the role and performance of the TLO, who doesn't get to see the comments first hand. So, if I were you, go for your life! Alternatively you may need or choose to use the survey to finally get those whinges, gripes or full on complaints off your chest. Please do. As I say anonymity will be preserved.

See you around, but watch out for the Programs Administrative Assistant's bite !!

**Nigel Gray**  
**Trainer Liasion Officer**

# The John Murtagh Library Services for Registrars



All registrars can access the Library service free of charge. First time users of the Library can register at: <http://www.racgp.org.au/library/registration>. Additionally access to the Library's licensed resources in the secure areas of the website, including full text databases and the eBook collection, require users to be logged in to the RACGP website. The link for registration for a RACGP web account and log on to the RACGP website can be found on the left hand side of the website at: [www.racgp.org.au](http://www.racgp.org.au).



There is a special portal on the website for registrars Library Services for Registrars at: <http://www.racgp.org.au/library/registrars> which details the various services and resources on offer with links and contact details. Below is a summary of services:

- **A reference and enquiry service** to answer questions on a broad range of health and medical topics.
- **Access to a unique and specialised collection** of books and other materials covering areas such as general practice, medical education and Aboriginal Health. Loans are sent out and returned by pre-paid courier service. The online catalogue can be accessed at: <http://resource.racgp.org.au> or items can be requested by author and/or title (if known) or by subject by phone (03) 8699 0519; fax (03) 8699 0400; Email [library@racgp.org.au](mailto:library@racgp.org.au) or the online forms at [www.racgp.org.au/library/requestloan](http://www.racgp.org.au/library/requestloan).
- **Literature searches**, on request at: <http://racgp.org.au/library/literaturesearch>, using a range of databases including: Medline, Australasian Medical Index, APAIS Health, ATSIHealth, RURAL (The Rural and Remote Health Database), ERIC (for educational resources), the Cochrane Library, and Health & Society Database. Printouts are delivered by mail, fax or email.
- **A Current awareness service** providing regular Table of Contents printouts via email (e-TOC). Journal titles grouped together into subject packages and some single journal titles can be selected.

- **The Journal service** provides copies of articles of interest from the hundreds of journal titles held.
- **Access to its collection of eBooks** at <http://www.racgp.org.au/library/netlibrary>.
- **Library Inter Loans Service** to obtain books and articles not available in the RACGP John Murtagh Library.
- **One-on-one literature search training** is available over the telephone or in person – contact Jane Ryan (03) 8699 0516 or to arrange convenient time.
- **Access to Meditext**, a fully searchable full text database of over 100 Australasian Health & Medical journals.
- **Access to ProQuest Health and Medical Complete**, ProQuest NursingJournals, ProQuest Psychology Journals and ProQuest Newsstand (60 Australian and NZ Newspapers) and a customised version of PubMed.

*"The ProQuest databases give direct access to over 1000 of the world's leading medical, psychology, nursing and health journals and delivers full text and image directly to your desktop."*

- **Aboriginal and Torres Strait Islander Service** A service for General Practitioners working in Aboriginal Community Controlled Health Service; other current Staff Members of an Aboriginal Community Controlled Health Service; General Practitioners working in private practice in an area with a large Aboriginal and Torres Strait Islander population; General Practitioners employed in Government or Territory Health Services and servicing a significant number of Aboriginal and Torres Strait Islander Patients.

Requests can be made by phone/fax if preferred. For further information or to request copies of our brochure or resource lists contact the library - email: [library@racgp.org.au](mailto:library@racgp.org.au), fax: (03) 8699 0400 or tel: (03) 8699 0519. The RACGP John Murtagh Library at College House, 1 Palmerston Crescent, South Melbourne, is open between Monday and Friday 9.00 am to 5.00 pm. Visitors are welcome.



*special library portal for Registrars*  
<http://www.racgp.org.au/library/registrars>

# What's on April - June

When	What	Where
April 2nd- 3rd	National Disability Service Ageing & Disability Conference	Hilton Hotel Adelaide
April 13th	Registrar Scholarship & Research Fund - Applications Close	National
April 14th	RACGP Exam 2007.1 Written Component	NT/SA
April 15th-19th	18th World Association for Sexual Health Conference	Sydney
April 16th	GPET Awards nominations open	National
April 20th-21st	GP Trainers Workshop (NTGPE)	Alice Springs
May 1st-4th	Australian Health Promotion Workshop	Adelaide
May 4th-5th	TEDGP CPD Workshop	Skycity Casino Darwin
May 18th	GPET Awards nominations close	National
	Medical Educators face-face meeting (GPET)	Canberra
	Registrar Research prize applications close (GPET)	National
May 20th	RACGP Exam 2007.1 - Clinical Component	NT/SA
May 22nd-25th	National Indigenous Environmental Health Conference	Cairns
May 24th	Registrar Research Workshop (GPET)	Canberra
May 25th	AMA National Conference	Grand Hyatt Melbourne
June 6th - 8th	GPR Workshop (NTGPE)	Darwin
June 22nd	GPET - Applications Close GP Training 2008	National

For more information please contact ntgpe, email [admin@ntgpe.org](mailto:admin@ntgpe.org) or phone 08 8946 7077

## News and Updates

Introducing new staff and news

As we gear up for another great year of medical and cultural education in the NT, NTGPE staff are on the move. We have been busy with visits to communities, clinics, hospitals, workshops and supporting our regional staff in Alice Springs and Katherine. We have also been active in our pursuit of key medical education and administrative staff to join NTGPE.

### Staffing Update

Dr Kishan Pandithage joined NTGPE as a Medical Educator in February. Kishan is a Practitioner with many years experience in Sports Medicine at Malak Surgery. He is employed at NTGPE 3-days/week and takes on responsibility for Registrars' education, and is a facilitator for Small Group Learning activities in the Top End. Welcome

Kishan. Joining NTGPE in February is David Hofer. David brings a can do attitude to the key role in of front line reception duties and providing admin support to all program areas. David joins NTGPE from a deferred placement at University. Welcome David.

Long-time GP Training co-ordinator Kathy Jannis left NTGPE in February. Kathy was involved with NTGPE from its inception and made significant contributions to GP Registrars' training and the management of their education. She was instrumental in the development of workshop programs for the Trainers and Registrar cohort and managed the day-to-day contact with Registrars in the program. NTGPE would like to thank Kathy for her contributions to the company and wish her all the best for the future.

Thanks also to Sara Renwick-Lau and Latisha Petterson. Sara leaves her role as a Medical

Educator supporting the Junior Doctor Program and Latisha is transferring her training to Wurlilang in Katherine. NTGPE would like to thank Sara and Latisha for their contributions.

### NTGPE Key Sponsor of Top End Division's CDP Workshop

NTGPE joins the Top End Division of General Practice as a major sponsor of its CPD Workshop in May. We invite you to join us for the 3<sup>rd</sup> CPD workshop at SKYCITY Casino Darwin May 4-6. The overarching theme of the conference this year is *Professional Health*. Dr Hilton Koppe is the key note speaker and he will discuss how to better look after ourselves as well as our patients. There will be a Women's Health active learning module on Saturday and Chronic Pain Management will be covered on Sunday. Keep an eye out for NTGPE's exhibiton see you there.