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Dear Ms Ramsperger,

## **Re: Hospital Registrar & Career Medical Officer Framework Implementation Feedback**

The Royal Australasian College of Medical Administrators (RACMA) appreciates the opportunity to provide feedback on the Hospital Registrar & Career Medical Officer Framework. As RACMA Members are leaders within the Australian healthcare system, we recognise the critical importance of establishing a robust framework that supports hospital registrars and career medical officers (CMOs) in a structured and sustainable manner.

### **About RACMA**

RACMA is the only specialist medical college that trains doctors to become specialist Medical Leaders and managers. Our education programs, including our accredited flagship Fellowship Training Program, are aimed at equipping doctors with the leadership and management skills needed to influence and lead Australasian healthcare systems, with the clear aim of improving health outcomes for Australians and New Zealanders. RACMA Members fill diverse roles, including Chief Executives, Chief Medical Officers, Directors of Medical Services, Heads of Departments, as well as positions in the university, research and defence sectors.

### **Importance of Investing in Trial and Evaluation**

RACMA firmly believes that trialling and evaluating the proposed framework is essential to ensure its effectiveness and scalability. Conducting a well-structured trial will provide valuable insights into the framework's impact on retention rates, workforce satisfaction, and overall healthcare outcomes. Evaluating the trial outcomes will be crucial for making data-driven decisions, refining the framework, and gaining stakeholder buy-in for broader implementation. Without rigorous trialling and evaluation, it would be challenging to fully understand the framework's potential benefits and address any unforeseen challenges.

### **RACMA's Position on the Framework**

RACMA supports the implementation of this framework as a broad policy and program initiative, acknowledging its potential to enhance the medical workforce. We believe the success of this framework hinges on the design and execution of a well-structured trial that will yield scalable and meaningful data. Key to this is ensuring the trial is comprehensive enough to capture accurate retention rates and effectively manage the resultant data.

### **Design of the Trial**

For the trial to be impactful, it must extend beyond a single hospital setting. RACMA advocates for a networked approach involving a group of smaller health settings. This approach will provide a more representative sample and ensure that the data collected is robust and applicable on a larger scale. We suggest that the trial should be supported with adequate resources, potentially allocating 0.5 FTE of a role per 400-bed hospital.



### **Management and Oversight**

The management of the trial is paramount. A jurisdiction should take ownership of the trial to ensure it is conducted efficiently and with accountability. RACMA is willing to partner and offer expertise throughout this process. We propose the establishment of a steering committee, including RACMA, to serve as collaborating advisors. This will ensure diverse perspectives and expertise are incorporated into the trial's execution and evaluation.

### **Evaluation and Outcome Assessment**

Assessing the outcomes of the trial is crucial for validating good practices and securing stakeholder buy-in for any post-trial roll-out. An appropriate budget must be allocated for the evaluation phase to ensure it is thorough and effective. Collaboration with a research entity from the outset of the trial could enhance the evaluation's credibility and comprehensiveness.

### **Additional Considerations**

It is also essential to consider the role of locums in the current framework, an aspect that is presently missing. Addressing this will provide a more holistic view of the workforce dynamics and ensure that all segments are effectively integrated and supported.

RACMA Members, as leaders in the Australian health system, are uniquely positioned to drive the successful implementation of this framework. We lead health services across various scales and settings, bringing invaluable insights and experience to this initiative. RACMA is committed to supporting the framework's implementation and looks forward to collaborating closely with the Department of Health and other stakeholders.

If RACMA and/or its members can be of assistance in progressing this important work, please do not hesitate to contact me. Thank you once again for the opportunity to provide feedback.

Yours sincerely,

Dr. Helen Parsons CSC FRACMA  
RACMA President

