

# Standard in Focus

## Standard 3 - The Intern Training Program

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This requires the provider to demonstrate the Interns participation in formal orientation programs at the start of the program and each term.

- **3.1.3a** *Interns participate in formal orientation programs at the commencement of their employment with the health service (including campuses and sites), which are designed and evaluated to ensure comprehensive and relevant learning occurs*
- **3.1.3b** *Interns participate in formal orientation programs, at the commencement of each rotation, which are designed and evaluated to ensure relevant learning occurs*

The Australian Medical Council document *Intern training – National standards for programs* this requirement. Induction and orientation programs at the commencement of the program should cover employer policies and procedures, particularly in relation to rights and responsibilities, supervision, assessment and performance management, intern welfare and support and grievance handling procedures. In addition, the program should include processes to ensure the intern is adequately prepared to commence safe, supervised practice through the inclusion of clinical and professional skill sessions. The provider should be able to demonstrate the flexibility of the orientation program and its ability to respond to various circumstances, including the intern who commences later than the majority of the cohort.

In addition to orientation at the commencement of the program, structured processes should be in place to ensure the intern is adequately orientated to each term or site within the program. This is usually supported by a written term description or orientation manual to which the intern can refer. Specific skills and knowledge relevant to the intern's role within the term should be identified during this process, as should the expected learning outcomes relevant to the term. The term orientation should ensure the intern is ready to commence safe supervised practice in the context of the relevant term.

The provider should have comprehensive processes in place to evaluate and assure the adequacy of orientation processes, both at the site and term level. Where possible more than one data point should be used to confirm this and to inform future improvements to the program/s. Providers should be able to demonstrate the local processes for program evaluation, how improvements have been informed, that these have been implemented and the effectiveness of these.