



ACEM CURRICULUM FRAMEWORK: TOP LEVEL DESCRIPTORS



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OVERVIEW

This document is designed to provide a high level summary of each domain of the ACEM Curriculum Framework. The ACEM Curriculum Framework provides a structure for the successful attainment of the knowledge, skills and attributes required for the practice of Emergency Medicine in Australia and New Zealand. It is based on eight domains which together form a coordinated educational and training framework to develop a fully trained Emergency Physician.

HOW TO USE THIS DOCUMENT

Trainees can identify their learning needs for each stage of training (i.e. Provisional, Advanced Stage 1, 2 and 3) from the high level summaries found in this document. Trainees can develop a plan to meet their learning needs that is relevant to each placement, and can use this document to assist in developing their Learning Needs Analysis with their DENT/Supervisor.

DENT/Supervisors can use this document, in conjunction with the ACEM Curriculum Framework document, to advise trainees on their progression through the Training Programme.



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MEDICAL EXPERTISE

Medical expertise is the core of a FACEM's professional work, and provides the foundation for all of the other domains of practice.

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| <p>On completion of Provisional Training the trainee will be able to independently assess and manage patients presenting with single system problems, whilst seeking advice from seniors on the assessment and management of patients with unfamiliar, complex, and critical presentations. They will be able to recognise an unstable patient and a patient that deteriorates from a stable condition; they will be able to initiate resuscitation in these patients. This will be achieved through the integration of the basic sciences into their practice, and through the use of clinical knowledge and skills acquired to date.</p> | <p>On completion of Advanced Training Stage 1, the trainee will be able to independently assess and manage a single patient who presents with either a complex or multi-system problem. They will seek assistance in the management of a patient who presents with both complex and multi-system problems. They will have developed a systematic approach for the assessment and management of the stable patient with an unfamiliar presentation. They will be able to resuscitate and manage a critically ill or injured patient who responds to first-line therapy and will seek assistance for those patients who do not respond.</p> | <p>On completion of Advanced Training Stage 2, the trainee will be able to independently assess and manage a single patient who presents with complex multi-system problems and with unfamiliar problems, they will also seek advice and assistance while managing multiple patients. They will be able to resuscitate and safely manage a critically ill or injured patient, including those who are unresponsive to first-line therapy. In all these instances they will continually self-monitor to ensure they seek assistance when it is required.</p> | <p>On completion of Advanced Training Stage 3, a FACEM will use their medical knowledge and skills to deliver safe and effective care to any patient in the emergency medical setting.</p> |
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PRIORITISATION AND DECISION MAKING

In Emergency Medicine, safe patient care requires timely and medically appropriate decision making, often based on limited but evolving information.

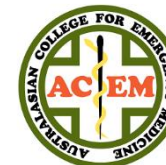
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| <p>On completion of Provisional Training, the trainee will be able to independently prioritise a set of decisions, tasks, and referrals for a single patient, and will seek assistance when prioritising for several patients, and also their general workload. The trainee will begin to implement strategies that influence their decision making, which will result in safe patient care and work practices.</p> | <p>On completion of Advanced Training Stage 1, the trainee will be able to independently make and prioritise timely decisions regarding the care of multiple patients with a single system problem. They will have begun to recognise the factors that impinge on safe and effective decision making. They will have developed basic situational awareness and can adapt their work practices in response.</p> | <p>On completion of Advanced Training Stage 2, the trainee will be able to seek assistance when appropriate in order to make and prioritise timely decisions regarding the care of multiple patients with complex or multi-system problems. They will be able to accommodate a range of factors that impact on their own performance. They will have heightened situational awareness relating to both department and patient management, and respond accordingly.</p> | <p>On completion of Advanced Training Stage 3, a FACEM will be able to independently prioritise and make decisions regarding the care of any patient with any level of case complexity, whilst working in dynamic circumstances.</p> |
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COMMUNICATION

Effective communication is particularly challenging in Emergency Medicine where multiple exchanges occur with different people in a busy environment.

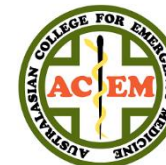
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| On completion of Provisional Training , the trainee will be proficient in communicating clearly and accurately with patients and colleagues in uncomplicated situations. The trainee will begin to learn strategies to communicate in difficult situations. The trainee will also demonstrate accurate and concise written communication skills. | On completion of Advanced Training Stage 1 , the trainee will be able to rapidly and effectively establish rapport and trust through their communication skills. They will be able to focus their communication to meet the needs of different people and circumstances. They will recognise, stabilise, and seek further advice in difficult communication situations including the delivery of bad news with empathy. | On completion of Advanced Training Stage 2 , the trainee will maintain effective professional and patient-centred communication in a complex environment. They will have an expanded skill repertoire to adapt their communication in most circumstances. The trainee will be able to use their communication skills to resolve difficult situations and to deliver bad news in most situations whilst recognising when to also involve others. | On completion of Advanced Training Stage 3 , a FACEM will establish optimal rapport and be able to communicate effectively in complex circumstances, with speed and accuracy. |
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TEAMWORK AND COLLABORATION

Teamwork and collaboration in Emergency Medicine is of pivotal importance both within and beyond the Emergency Department.

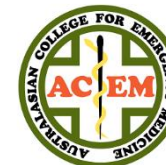
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| <p>On completion of Provisional Training, the trainee will be able to participate as an effective team member to treat all emergency patients. The trainee will be able to co-ordinate an initial team to resuscitate patients until senior clinicians arrive. The trainee will also be able to collaborate and consult with patients, family members, and other health professionals to enact patient management plans.</p> | <p>On completion of Advanced Training Stage 1, the trainee will have begun to develop a range of skills that enable them to assume different roles in a team context. They will be able to undertake an increasing number of appropriately designated roles. The trainee will be able to act as a team leader in a straightforward clinical scenario with support and in a complex clinical scenario under supervision. They will collaborate across interprofessional teams and in these exchanges predominantly rely on the contribution of team members to provide effective patient care.</p> | <p>On completion of Advanced Training Stage 2, the trainee will be able to demonstrate confidence and flexibility in adapting to any team member role as directed to treat any emergency patient. The trainee will be able to function as an effective team leader in most clinical scenarios. The trainee will be able to collaborate with patients, family members and other health professionals on issues beyond the immediate clinical scenario.</p> | <p>On completion of Advanced Training Stage 3, a FACEM will be effective at both managing and participating in an interprofessional team, particularly at times of high stress and medical emergency.</p> |
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LEADERSHIP AND MANAGEMENT

A FACEM is skilled in management of self, multidisciplinary teams and the operational requirements of their workplace.

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| On completion of Provisional Training , the trainee will be able to lead by being a positive role model to junior staff. They will be effective in obtaining assistance, as required, when managing their workload. They will also contribute to the operations of their working environment with the support of their DEM and DMT, including the participation in departmental quality improvement activities. | On completion of Advanced Training Stage 1 , the trainee will be able to effectively multitask to manage their individual workload. They will be able to manage a department when they are the most senior clinician on duty, and recognise when to devolve their responsibility to a more senior clinician. They will have begun to contribute to the broader functioning of the Emergency Department by engaging in the supervision of competent junior clinicians. | On completion of Advanced Training Stage 2 , the trainee will comfortably manage an emergency department with remote senior support, and will be able to clearly identify when and how to activate support systems. The trainee will be able to supervise the clinical work of all junior clinicians working on their shift. The trainee will understand the role of the Emergency Department within the whole hospital system, and the contribution of these systems to patient safety. | On completion of Advanced Training Stage 3 , a FACEM will be able to lead, supervise, and manage care within the emergency medical setting to ensure optimal patient safety and outcomes. |
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HEALTH ADVOCACY

In Emergency Medicine there are multiple opportunities to advocate for those who are vulnerable, and to address disparities.

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| On completion of Provisional Training , the trainee will advocate for the best immediate outcome for their patients in relation to accessing available health resources. The trainee will also have an awareness of factors, such as the social determinants of health, which affect their patients outside of their Emergency Department encounter. | On completion of Advanced Training Stage 1 , the trainee will regularly screen for factors that affect health outcomes in emergency patients. The trainee will be able to utilise local available resources and intervene to improve health outcomes. They will advocate for a patient's best interests from presentation to the safe discharge from the Emergency Department. | On completion of Advanced Training Stage 2 , the trainee will systematically screen and intervene to protect and advance the health and well-being of all patients within the Emergency Department. When managing a patient the trainee will integrate the broad range of factors which affect that patient beyond their Emergency Department encounter. The trainee will proactively engage in health promotion. | On completion of Advanced Training Stage 3 , a FACEM will be able to use their expertise and influence to protect and advance the health and well-being of any individual patients, communities and populations. |
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SCHOLARSHIP AND TEACHING

A FACEM maintains and enhances their professional activities through a lifelong commitment to education and research

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| <p>On completion of Provisional Training, the trainee will be able to direct their immediate and future learning with their DMT, informed with reflective practice and role model influences. They will take responsibility for self-directed learning and participating in departmental teaching to further their clinical knowledge and skills. They will have the ability to retrieve clinical references to guide both self-education and patient care. They will be able to actively teach junior staff the clinical skills expected of a novice clinician.</p> | <p>On completion of Advanced Training Stage 1, the trainee will be able to proactively identify their own learning needs and respond appropriately. Their daily patient care will incorporate established evidence-based practice. The trainee will acknowledge that they have a responsibility to contribute to clinical research, which advances emergency patient care. They will be involved in teaching both colleagues and patients in the clinical and other environments, and provide effective role modelling to junior staff.</p> | <p>On completion of Advanced Training Stage 2, the trainee will be independently driven to undertake learning focused on attaining consultant level mastery. They will use evidence-based practice as the foundation for their clinical care and systematically evaluate its relevance. They will create and address meaningful research questions. They will routinely seize the teachable moment and accept that providing education is an integral component of Emergency Medicine practice.</p> | <p>On completion of Advanced Training Stage 3, a FACEM will be able to make sound judgements regarding the creation, translation, application and dissemination of medical knowledge. They will be committed and able to independently advance and maintain their own professional skills and knowledge, as well as contributing to teaching others.</p> |
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PROFESSIONALISM

Professionalism means demonstrating ethical practice, high personal standards of behaviour and adhering to a profession's regulations and duties.

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| <p>On completion of Provisional Training, the trainee will strive to always demonstrate high standards of behaviour and ethical practice to their patients and colleagues, whilst continuing to learn how to improve them. The trainee will begin to appreciate mechanisms to protect themselves from the detrimental effects of work related stress. The trainee will also comply with their professional responsibilities and obligations.</p> | <p>On completion of Advanced Training Stage 1, the trainee will engage in reflective practice on an increasingly independent basis, focusing on self-improvement with regards to their professional ethics and standards of behaviour. In challenging circumstances the trainee will utilise basic strategies that enable continued professional behaviour that is in the best interests of their patients and colleagues.</p> | <p>On completion of Advanced Training Stage 2, the trainee will independently reflect on their professional ethics and standards of behaviour for the purpose of ongoing self-development. In times of clinical complexity and in the challenging Emergency Department environment, the trainee will routinely adapt their behaviour to perform professionally and in the best interests of their patients and colleagues. This will be aided by maintaining a healthy work-life balance.</p> | <p>On completion of Advanced Training Stage 3, a FACEM will express, through application of learned professional attributes, a responsibility to themselves, their patients, their colleagues, and to the community as a whole.</p> |
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