

## Clinical Educator of the Year 2019

### Dr Serne Kemp



Arriving in the Northern Territory in 2015 after completion of his PhD, Dr Kemp had already developed a longstanding interest in remote health care and working in less resourced settings. He was appointed the Director of Medical Services at TCH in March 2018. His commitment to the NT and the progress of the Central Australia region through developing sustainable and accessible health care systems for all is one of his own career priorities.

Tennant Creek Hospital is a 20 Bed hospital that covers a service area of approx. 283,000sq km and provides services to 4 NT Health centres (Elliot; Ali Curung; Epenarra; Canteen Creek and Barkly Region pastoral properties). The hospital provides its services under the watchful eye of their busy Director of Medical Services, Dr Kemp. There are many learning opportunities for junior doctors in both town and outreach services that are serviced out of this regional hospital.

Dr Kemp plays an integral role in ensuring prevocational doctors and medical students feel at home when arriving in Tennant Creek and advocates work-life integration and balance. He promotes exploring Tennant Creek and Barkly region during the term, and support periodic visits to back to the nearest large centre, Alice Springs. Dr Kemp is currently working on a project regarding developing part-time program/rotation opportunities for junior doctors considering pursuing future registrar positions in the region.

Dr Serne Kemp encourages and promotes a learning culture of independence from the outset of his contact with junior doctors. He works with and beside the junior doctors in developing their confidence in their own independent practice using a staged independence approach during their rotation at Tennant Creek Hospital in the remote centre of Australia. This is particularly important in the rural and remote setting that Dr Kemp delivers his clinical education. The hospital setting that Dr Kemp delivers his supervision, teaching, mentoring and support for the junior doctors is given through a General Rural Term for Interns which provides an outstanding opportunity for each junior doctor to experience a generalist remote medicine rotation which is primarily based at Tennant Creek Hospital with several occasions to provide supervised outreach visits as well. He encourages further learning experience whenever there is a unique case presented at the hospital and ensures any extra hours worked are adjusted accordingly in upcoming rosters.

In keeping with being a regional hospital and a large service area Dr Kemp encourages Junior Medical Officers (JMOs) to learn and practise the many skills they will need if they wish to work in the rural and remote environment in their future careers. Skills such as – professionalism, learning to delegate and to share the load across a smaller resourced environment, asking for assistance when needed (balancing your limitations and the challenge so that you can learn). Dr Kemp facilitates and delegates many learning opportunities to hone and practise critical thinking skills across our junior doctor rotations in this remote medicine environment as well. Promoting telehealth showing its advantages and value in remote medicine. Dr Kemp facilitates weekly simulation sessions to prepare and build the JMOs confidence for the types of challenges in working in and practicing remote medicine. Weekly tutorials occur to ensure junior doctors are achieving clinical, ethical and professional consolidation, as well as evolving understanding of transferring remote patients' logistics. Dr Kemp maintains strong links with FACEMs and other specialists in Alice Springs who periodically visit Tennant Creek or provide telehealth clinics and support the training programs. He provides support and encouragement to complete the ED certificate and ED Diploma, promoted as a key component of the training pathways into rural generalism in the region through ACCRM.

Participation in weekly Registrar teaching was always inclusive and supported by Dr Kemp and his staff and he met fortnightly with each JMO individually so that Intern/RMO could focus on how the JMO and Tennant Creek Hospital staff (including himself) could contribute to their learning goals, JMOs received a strength-based approach to feedback.

Dr Kemp leads a group of highly motivated Senior/Rural Generalists and Registrars at Tennant Creek Hospital who provide the junior doctors with a hands-on approach to learning, simulation and encourages learning through seeing patients which at Tennant Creek are predominantly aboriginal. He is approachable and available at all times to discuss cases and guide investigations and patient management, providing a rich learning environment for remote medicine. Dr Kemp role models to all of his staff particularly the JMOs the importance of immersion in a smaller community, communication skills and acquiring a strongly developed relationship with other community service providers, which allows so many further learning opportunities for junior doctors working in remote medicine. Dr Kemp from when he first welcomes you as an intern and later as a resident he includes you as one of the Tennant Creek Hospital family in all interactions. No one is left behind.

Unique bias free career advice is readily available and provided by Dr Kemp and he unceasingly encourages junior doctors to pursue careers of their choice. Dr Kemp delivers clear information and makes himself accessible not only during work hours but at all times in regards to ACRRM Rural Generalist Pathways, which is instrumental to the training pathway and can be achieved working with Dr Kemp a great clinical educator and role model for generalist and remote medicine. Remote medicine clinical education are in good hands at Tennant Creek and Central Australia region and I would promote all JMOs having the opportunity to learn under Dr Kemp in this environment. He plays a powerful role in setting the hospital's culture as a place where junior doctors feel supported, heard and safe to perform at their own level whilst learning and practising new skills in an environment where respect across all levels is actively promoted and demonstrated led by Dr Kemp.

By developing a junior doctor workforce and welcoming undergraduate and prevocational doctors to Tennant Creek Hospital, Dr Kemp has provided access to rural health immersion, therefore education opportunities for doctors. A goal of his is to provide a training centre at Tennant Creek Hospital for people in remote communities pursuing health careers. He is constantly advocating at a senior level for improved service provision for his remote region, and for the improved learning opportunities.

Dr Kemp in recent years has led the Rural Generalist pathways project in Central Australia for Tennant Creek Hospital. He conducted an extensive literature review asking '*What is rural medicine in other countries?*' that focused on incentives, scholarships and outcomes in earlier decades worldwide. He developed a 35,000 word submission to Government to pitch a vocational employment structure within pre-existing legislation and policy frameworks to complete the junior entry point through to Senior Rural Generalist fellowship. Dr Kemp is currently working on the development of a sister hospital relationship with a hospital in South Africa to enable Rural Generalist trainees in Central Australia to gain required skill development in a high-volume setting.

His commitment to the NT is demonstrated in no small way by the number of junior doctors whose own passion for remote practice has been kindled, reinforced or grown through his tutelage. Thank you Dr Kemp.