

THE ROYAL AUSTRALASIAN COLLEGE OF SURGEONS

STRATEGIC PLAN

2007-2009



Service and Professionalism / Integrity / Respect and Compassion
Commitment and Diligence / Collaboration and Teamwork

www.surgeons.org

RACS - The College of Surgeons in Australia and New Zealand



Leadership

Key Areas of Success

- Strongly support the practice / demonstration of College Values and the promotion of Clinical Excellence
- Develop the role of the College of Surgical Specialties particularly reflecting this in Surgical Leadership Forums
- Manage and enhance the increasing sub-specialty process by establishing formal Post Fellowship Education and Training governance
- Successful re-launch of the 'Foundation for Surgery'



Fellowship

Ian Dickinson

Chair, Professional Development and Standards Board

Strategic Focus

A clear direction to enhance Fellowship activities and support. This will maintain high surgical standards and advance surgical knowledge and care through research and development as well as define the importance of the surgeon as a professional.

Ian Dickinson

Chair, Professional Development and Standards Board

Guy Maddern

Chair, Research, Audit and External Affairs

Robert Atkinson

Chair, Professional Development

John Graham

Chair, Fellowship Services



Education

Ian Civil

Censor-in-Chief

Strategic Focus

Define the characteristics and skills of a professional surgeon, which will underpin our training initiatives and assessment, and instil the Fellowship and community with confidence in our standards and promote excellence in surgical education, training and professional standing.

Ian Civil

Censor-in-Chief

Robert Black

Chair, Court of Examiners

Jenepher Martin

Chair, Board of Basic Surgical Training

Mark Edwards

Chair, Board of Specialist Surgical Training



Relationships

Ian Gough

Vice President

Strategic Focus

Profile the activities of the College to maximise cohesion between the specialties and regions. Ensure a position on all relevant public health issues is promulgated through these channels and that the reputation of surgery in Australia and New Zealand is enhanced in the community and appreciated by key stakeholders.

Ian Gough

Vice President

Michael Grigg

Deputy Chair

Relationships Portfolio



Resources

Keith Mutimer

Honorary Treasurer

Strategic Focus

Ensure the resources of the College are effectively managed to fully support all activities of the Fellowship.

Keith Mutimer

Honorary Treasurer

Michael Hollands

Deputy Treasurer

Royal Australasian
College of Surgeons
Council

President

Andrew Sutherland

Vice President

Ian Gough

Censor-in-Chief

Ian Civil

Honorary Treasurer

Keith Mutimer

Chair, Professional Development and Standards Board

Ian Dickinson

Chair, Board of Basic Surgical Training

Jenepher Martin

Chair, Board of Specialist Surgical Training

Mark Edwards

Chair, Court of Examiners

Robert Black

Chair, Professional Development

Rob Atkinson

Chair, Fellowship Services

John Graham

Chair, Research, Audit and External Affairs

Guy Maddern

General Elected Councillors

Rob Atkinson

Spencer Beasley

Graeme Campbell

Ian Civil

Ian Dickinson

Ian Gough

John Graham

Michael Hollands

Guy Maddern

Jenepher Martin

James Powell

Julian Smith

Andrew Sutherland

Swee Tan

Ivan Thompson

Marianne Vonau

David Watters

Specialty Elected Councillors

Robert Black – Otolaryngology Head and Neck Surgery

Mark Edwards – Cardiothoracic Surgery

Michael Grigg – Vascular Surgery

Errol Maguire – General Surgery

Hugh Martin – Paediatric Surgery

Glenn McCulloch – Neurosurgery

Keith Mutimer – Plastic and Reconstructive Surgery

Helen O'Connell – Urology

Simon Williams – Orthopaedic Surgery

Co-opted Members

Geoffrey Davies – Expert Community Advisor

Anand Dixit – Tasmanian Fellows

Mike Sexton – Rural Surgeons

Co-opted Representative

Walter Thompson – President, Australian and New Zealand College of Anaesthetists

Invited Observers

Sonja Latzel

Younger Fellows Representative

Mary Langcake

Women in Surgery

Patrick Moore

Convenor, Younger Fellows Forum 2008

John Corboy

Chair, RACS Trainees Association

John Buntine

President, Australian Association of Surgeons

Principal Advisors to Council

John Collins

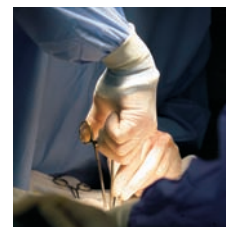
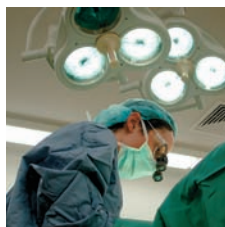
Dean of Education

John Quinn

Executive Director of Surgical Affairs, Australia

John Simpson

Executive Director of Surgical Affairs,
New Zealand



STRATEGIC PLAN 2007-2009



College Regional Committees and the New Zealand National Board 2008

Australian Capital Territory

Chair

Chandra Patel

Honorary Secretary/Treasurer

Ian Davis

Peter Barry

Jo-Anne Benson

Carolyn Cho

James Lim

Timothy McKenzie

Co-opted Members

David Hardman

Hodo Maxhimolla

New South Wales

Chair

Philip Truskett

Honorary Secretary

Anthony Evers

Honorary Treasurer

Peter Holman

Robert Costa

Maurice Day Jr

Gary Fermanis

Bruce French

Richard Hanney

Bruce Hodge

Gregory Keogh

Joseph Lizzio

Owen Ung

Co-opted Members

Daniel Cass

John P Harris

Thomas Havas

Henry Hicks

Paul Kovac

Mary Langcake

Steve Leibman

Hugh Lukins

Dimitri Papadimitriou

Andrew Parasyn

Joanna Sutherland

Timothy Steel

Kim Taylor

Leana Teston

Ex-Officio Members

John Graham

Hugh Martin

Michael Hollands

James Powell

New Zealand

Chair

Cathy Ferguson

Deputy Chair

Jean-Claude Theis

Honorary Treasurer

John Kyngdon

Anthony Hardy

Chris Holdaway

Rod Maxwell

Dilip Naik

Scott Stevenson

Bill Sugrue

Nigel Willis

Specialty Representatives

Peter Alison

Spencer Beasley (& NZ Censor)

Colin Calcinai

Peter Davidson

Nicholas Finnis

John Gilbert

Andrew A Hill

Russell Tregonning

Stephen Vallance

Co-opted Members

Michael Rosenfeldt

David Tompkins

Ex-Officio Members

Spencer Beasley

Ian Civil

Mike Sexton

Swee Tan

Northern Territory

Chair

Jonathan Wardill

Secretary

John Treacy

Treasurer

Ravi Mahajani

Queensland

Chair

Christopher Perry

Honorary Secretary

Adrian Nowitzke



Riza Adib
Chris Que Hee
Julian Lane
Andrew Lomas
Murray Ogg
Andrew Russell
Morrie Stevens
Peter Tesar
Bernie Whitfield
Glen Wood

Co-opted Members

Eric Donaldson
John Hansen
Richard Lewandowski
Julie Mundy
Mark Smithers
Harry Stalewski
Darryl Wall

Society Representatives

Hamish Foster
Dan Kennedy
Harry Stalewski
Richard Williams

Ex-Officio Members

Robert Black
Ian Dickinson
Ian Gough
Errol Maguire
John Quinn
Chris Pyke
Marianne Vonau

South Australia

Chair

David Walsh

Honorary Secretary

Guy Rees

Sam Ali

Adrian Anthony

James Edwards

Gregory Otto

Co-opted Members

Sonja Latzel

Linda Ferris
Lynne Rainey
Peter S Subramaniam
Hilary Boucaut
Timothy Proudman

Ex-Officio Members

Robert Atkinson
Guy Maddern
Glenn McCulloch
Andrew Sutherland

Tasmania

Chair

Hung Nguyen

Secretary / Treasurer

Greg Harvey

Rob Bohmer
Derek Brockwell
Fiona Lee
David Lloyd
Fadi Nuwayhid

Co-opted Members

Carl Castellino
Frank Kimble
Jacob McCormick
Tony Patiniotis
Peter Stanton
Pauline Waites

Ex-Officio Members

Anand Dixit

Victoria

Chair

Andrew Cochrane

Treasurer

Ian Faragher

Anthony Bonomo
Patrick Dewan
Michael Dobson
Brian Hodgkins
Akhtar Sayed-Hassen
Jason Winnett

Co-opted Members

Winifred Burnett

Michael Coote
Simon Donahoe
Mark Lovelock
David Marty
William Pianta
Catherine Sinclair
Peter Choong

Ex-Officio Members

Graeme Campbell
Michael Grigg
Jenepher Martin
Keith Mutimer
Julian Smith
Helen O'Connell
David Watters
Simon Williams

Western Australia

Chair

Robert Davies

James Aitken
Jon Armstrong
Stephen Baker
Nigel Barwood
Harsha Chandraratna
Jeffrey Hamdorf
Richard Lewis
Robert Love
Ian Mitchell
Jeffrey Thavaseelan
Richard Vaughan

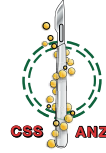
**Co-opted Specialty
Representatives**

Graham Cullingford
Mark Smith
Dieter Weber
Colin Whitewood
Jessica Yin

Ex-Officio Members

Mark Edwards
Ivan Thompson

STRATEGIC PLAN 2007-2009



Speciality Societies and Associations 2008

Australasian Association Of Paediatric Surgeons

President

Hugh Martin

Vice President

Tony Sparnon

Treasurer

Philip Morreau

Senior Manager

Rebecca Letson

Australasian Society of Cardiac and Thoracic Surgeons

President

Richard Chard

Vice President

Matthew Bayfield

Treasurer

Hugh Wolfenden

Honorary Secretary

Trevor Fayers

Administrator of Secretariat

Jan McIlroy

Australian and New Zealand Society for Vascular Surgery

President

Peter Woodruff

President Elect

Michael Grigg

Secretary / Treasurer

Noel Atkinson

Assistant Secretary

Glen Benveniste

Executive Officer

Shirley Arbuthnott

Australian Orthopaedic Association

President

John E Harris

Vice President

John North

2nd Vice President

John Batten

Treasurer

Graham Mercer

Director of Training

Gordon Morrison

Director of Orthopaedic Services

David Stabler

Scientific Secretary

Peter Choong

Chief Executive Officer

Ian Burgess

Australian Society of Otolaryngology Head & Neck Surgery

President

Robert Black

Vice President

Stuart Miller

Treasurer

Niell Boustred

Secretary

Michael Dobson

Executive Officer

Roslyn Blake

Australian Society of Plastic Surgeons

President

Howard Webster

Honorary Treasurer

Peter Callan

Honorary Secretary

Garry Buckland

Chief Executive Officer

Gaye Phillips

Colorectal Surgical Society of Australia and New Zealand

President

Philip Douglas

Vice President

K Chip Farmer

Honorary Secretary

Richard Perry

Honorary Treasurer

John Lumley

Executive Administrator

Liz Neilson

General Surgeons Australia

President

Philip Truskett

Vice President

Graeme Campbell

Secretary/Treasurer

Meron Pitcher

Senior Manager

Sarah Benson

Neurosurgical Society of Australasia

President

Eric Guazzo

Vice President

Michael Murphy

Treasurer

Adrian Nowitzke

Secretary

Teresa Withers

Executive Director

Stacie Gull

New Zealand Association of General Surgeons

President

Stephen Vallance

Vice President

Alan Shirley

Secretary/Treasurer

Phillip Godfrey

Chief Executive Officer

Kim Miles

New Zealand Association of Plastic Surgeons

President

Colin Calcinai

Treasurer

John de Waal

Secretary

Swee Tan

New Zealand Orthopaedic Association

President

Murray Fosbender

Vice President

John Matheson

Treasurer

Tim Love

Honorary Secretary

Mark Wright

Chief Executive Officer

Kim Miles

New Zealand Society of Otolaryngology Head and Neck Surgery

President

John Gilbert

President Elect

Bill Baber

Honorary Secretary (2007)

Patrick Dawes

Honorary Secretary (2008)

David Flint

Treasurer

Wilfred Wong-Toi

Urological Society of Australia and New Zealand

President

Z Stan Wisniewski

Vice President

Patrick Bary

Honorary Treasurer

Anthony James

Chief Executive

Alex Malley



College Organisational Structure - July 2007

LEADERSHIP

CHIEF EXECUTIVE OFFICER

David Hillis

RELATIONSHIPS

RELATIONSHIPS

James McAdam

ACT **Eve Edwards**
 NSW **Bev Lindley**
 NZ **Justine Peterson**
 QLD **David Watson**
 SA **Daniela Giordano**
 TAS **Dianne Cornish**
 VIC **Denice Spence**
 Skills
 Centre **Gary Kakos**
 WA **Penny Anderson**

Council Secretary
Margaret Rode
 Training &
 Systems Improvement
Monica Carrarini
 Workforce Assessment
TBA
 Media & Public Relations
Fiona Gillies
 Human Resources
TBA

RESOURCES

RESOURCES

Ian Burke

Finance
Paul Lambrick
 Information Technology
David Spargo
 Facility Management
John Sember
 College Collections/Archives
Geoff Down

EDUCATION

EDUCATION DEVELOPMENT
& ASSESSMENT

Kathleen Hickey

Basic Surgical Training
Greg Pain
 Skills Training
Ellen Webber
 Education Development
& Research
Wendy Crebbin
 Fellowship Examination
Carmen Davis

EDUCATION & TRAINING
ADMINISTRATION

Glenn Petrusch

Surgical Education & Training
TBA
 IMG Assessments
Toula Panagopoulos
 Post Fellowship Education
& Training
Glenn Petrusch

Dean of Education
John Collins

FELLOWSHIP

FELLOWSHIP &
STANDARDS

Pam Montgomery

Professional
Standards
Kylie Mahoney
 Professional
Development
Merrilyn Smith
 Library / Web
Anne Casey
 Fellowship
Services
Greg Wilson

RESEARCH,
AUDIT & ACADEMIC
SURGERY

Wendy Babidge

ASERNIP-S
Wendy Babidge
 Scholarships
Nicola Robinson
 Morbidity Audit
Maggi Boulton
 Mortality Audit
**Astrid Cuncins-
Hearn**

EXTERNAL
AFFAIRS

Daliah Moss

Conference &
Events
Lindy Moffat
 International
Projects
& International
Committee
Daliah Moss

Executive Director for Surgical Affairs Australia
John Quinn

Executive Director for Surgical Affairs New Zealand
John Simpson

ROYAL AUSTRALASIAN COLLEGE OF SURGEONS CONTACTS

COLLEGE

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SPECIALTY SOCIETIES & ASSOCIATIONS

Australasian Association Of Paediatric Surgeons

Royal Australasian College of Surgeons
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Web: www.paediatricsurgeons.org

Australasian Society Of Cardiac And Thoracic Surgeons
CJOB Cardiothoracic Unit
The Alfred Hospital
PO Box 315
PRAHRAN VIC 3181
T: +61 3 9276 3691 F: +61 3 9276 2317
E: ascts@alfred.org.au

Australian And New Zealand Society For Vascular Surgery
Royal Australasian College of Surgeons
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E: executiveofficer@anzsvs.org.au
Web: www.anzsvs.org.au

Australian Orthopaedic Association
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William Bland Centre
229 Macquarie Street
SYDNEY NSW 2000
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E: admin@aoa.org.au
Web: www.aoa.org.au

Australian Society Of Otolaryngology
Head And Neck Surgery
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68 Alfred Street
MILSONS POINT NSW 2061
T: +61 2 9954 5856 F: +61 2 9957 6863
E: info@asohns.org.au
Web: www.asohns.org.au

Australian Society Of Plastic Surgeons
Suite 503, Level 5
69 Christie Street
ST LEONARDS NSW 2065
T: +61 2 9437 9200 F: +61 2 9437 9210
E: info@plasticsurgery.org.au
Web: www.plasticsurgery.org.au

Colorectal Surgical Society Of Australia
And New Zealand
Level 2, 4 Cato Street

HAWTHORN VIC 3122
T: +61 3 9822 8522 F: +61 3 9822 8400
E: secretariat@cssanz.org.au
Web: www.cssanz.org

General Surgeons Australia
C/- Royal Australasian College of Surgeons
College of Surgeons Gardens
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T: +61 3 9249 1246 F: +61 3 9249 1257
E: gsa@surgeons.org

Neurosurgical Society Of Australasia
College of Surgeons' Gardens
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E: college.nsa@surgeons.org
Web: www.nsa.org.au

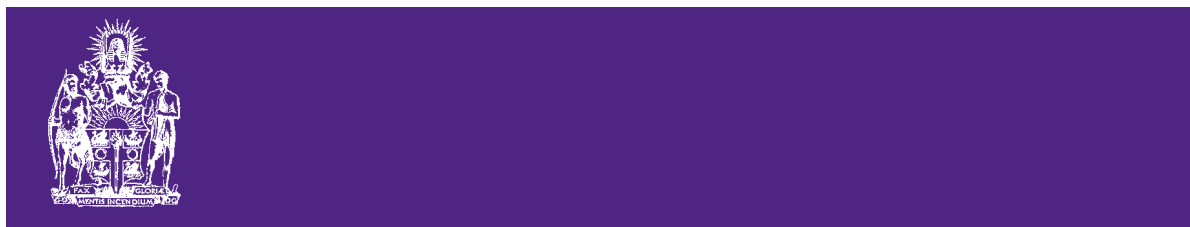
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New Zealand Association Of Plastic Surgeons
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Web: www.plasticsurgery.org.nz

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E: admin@nzoa.org.nz
Web: www.nzoa.org.nz

New Zealand Society Of Otolaryngology Head And Neck Surgery
Lakeside Specialist Centre
17 Shea Terrace
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NEW ZEALAND
E: secretary@orl.org.nz
Web: www.orl.org.nz

Urological Society Of Australia
And New Zealand
Suite 512, Eastpoint
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EDGECLIFF NSW 2027
T: +61 2 9362 8644 F: +61 2 9362 1433
E: secretary@usanz.org.au
Web: www.usanz.org.au



Message from the President

The College's direction is broadly established by the Strategic Plan. The College is now positioning itself as the 'College of Surgeons in Australia and New Zealand'. The College is an 'umbrella' Fellowship organisation with nine craft groups, represented by 14 independent specialty organisations across Australia and New Zealand. In addition to this it auspices the activities of inter-specialty groups (i.e. more than one craft group) which add substantive value to Trainees and Fellows. The College's focus needs to be on the 'generic' applicable to all craft groups. Feedback from the Fellows of the College highlights the importance of unity between all of the surgical groups and the growing requirements for effective advocacy.

The College provides its services through nine regional offices and a 'head office'. It is important that the focus of the College is achieved consistently and that all efforts are made to maximise the benefits of our critical mass. Issues relating to specific craft groups, particularly of a detailed or technical nature should be managed by that group. Accessing College facilities or College infrastructure by these groups is to be encouraged. This then enables the specialty group to deliver its own value without having to always duplicate infrastructure.

Accordingly the College must work hard to further inclusiveness and unity, guarantee professional competence, and develop a position of strong advocacy.

Andrew Sutherland

The College, which has existed for 80 years and is based on the proud tradition of an internationally focused profession, is guided by the following key direction statement:

Key Direction Statement

As a Fellowship based organisation, the College commits to ensuring the highest standards of safe and comprehensive surgical care for the community we serve through excellence in surgical education, training, professional development and support.

In undertaking our activities, and in managing the way we interact with our Fellows, Trainees, staff, stakeholders, the community and our patients, we will demonstrate the following values:

Values

- Service and Professionalism – performing to and upholding high standards
- Integrity – upholding professional values
- Respect and Compassion – being sympathetic and empathetic
- Commitment and Diligence – being dedicated, doing one's best to deliver
- Collaboration and Teamwork – working together to achieve the best outcome



Key Portfolios of Endeavour

Leadership

Relationships
Education

Resources
Fellowship

Key Areas of Success

These key success measures are the College's priorities over the next two years. They are based on the College's key direction statement, values and an ongoing commitment to provide support and value to all surgical specialties, their Fellows and Trainees in all regions.

Leadership

- Strongly support the practice / demonstration of College Values and the promotion of Clinical Excellence
- Develop the role of the College of Surgical Specialties particularly reflecting this in Surgical Leadership Forums
- Manage and enhance the increasing sub-specialty process by establishing formal Post Fellowship Education and Training governance
- Successful re-launch of the 'Foundation for Surgery'

Relationships

- Ensure all activities of the College are well reflected and delivered in each region
- Increase profile of Surgical News by more actively interfacing with Specialty Groups
- Review of College governance to better include Specialty Presidents and Regional Chairs
- Evaluate and enhance Council's and Councillor performance
- Implement identified improvements to College systems and processes to achieve International Organization for Standardization (ISO) accreditation by 2009
- Improved communication to all stakeholders with more profiled advocacy

Resources

- Ensure core operational activity is achieved by core operational budgets
- Progress profile of Information Technology (IT) in surgery and its use to minimise distance
- Implement document management program to ISO standard
- Resolve property approach to West Wing and other buildings
- Registering of Museum / Art Gallery

Education

- Ensure a fully skilled and fully supported Surgical Supervisor cohort
- Develop simulation environment and skills capacity in key areas
- Progress distance education and IT facilitated training
- Increase presence of Trainees in all College activities
- Surgical Education and Training (SET) program successfully established with new governance and management structure
- Develop Post Fellowship training oversight
- More clearly define criteria for selection and assessment
- Evaluate College as a University
- Improve disclosure and transparency in all our processes

Fellowship

- Progress key issues of standards, professional development and Fellowship services in a new structure
- Engage Universities in a 'Council of Academic Departments'
- Broadly promulgate and gain acceptance of remediation for underperformance
- Supervisor and Trainer courses established in all regions
- Profile the ongoing development of our International Outreach work
- Develop College statement on Emergency Surgery
- Hong Kong Annual Scientific Congress (ASC) fully planned regarding key risks
- Achieve long term sustainable funding for Australian Safety and Efficacy Register of New Interventional Procedures- Surgical (ASERNIP-S)
- Rollout of web based mortality audits in all regions
- Successful establishment of electronic logbook in three specialties
- Develop further quality assurance audits
- Expand research funding through further development of networks with individuals and groups that are influential with decision makers

**These measures will be quantified and reported regularly to Council.*



Fellowship

Strategic Focus

A clear direction to enhance Fellowship activities and support. This will maintain high surgical standards and advance surgical knowledge and care through research and development, as well as define the importance of the surgeon as a professional.

Key Success Measures

- Progress key issues of standards, professional development and Fellowship services in a new structure
- Engage Universities in a 'Council of Academic Departments'
- Broadly promulgate and gain acceptance of remediation for underperformance
- Supervisor and Trainer courses established in all regions
- Profile the ongoing development of our International Outreach work
- Develop College statement on Emergency Surgery
- Hong Kong ASC fully planned regarding key risks
- Achieve long term sustainable funding for ASERNIP-S
- Rollout of web based mortality audits in all regions
- Successful establishment of electronic logbook in three specialties
- Develop further quality assurance audits
- Expand research funding through further development of networks with individuals and groups that are influential with decision makers

Fellowship and Standards

Professional Standards

Recertification and Compliance

- Profile Continuing Professional Development (CPD) compliance link with requirements for medical registration and continue to advocate for this in all regions
- Increase CPD Online participation
- Consider specialty specific options for future CPD triennia

Surgical Competence and Performance

- Consult fully with Specialty Societies and Regional Committees regarding technical and non-technical competencies
- Identify and implement better protocols and processes for assessing competence and identifying underperformance with a view to remediation
- Final protocol for assessment of competence and performance of surgeons agreed February 2008

Surgical Standards and Guidelines

- Review / revise standards / guidelines relating to infection control, correct side and correct site surgery, radiation safety

Develop a College statement on Emergency Surgery

- Ensure working party fully considers all specialty and medical college perspectives
- Facilitate government / College interaction on this issue in 2008

Professional Development

Professional Development

- Increase profile and capacity of courses / workshops in line with College competencies and Fellowship survey
- Enhance distribution of courses around Australia and New Zealand, particularly at the ASC and Annual Scientific Meetings
- Embrace new technology to support the provision of professional development activities, including online options
- Establish Supervisor and Trainer courses in all regions with 500 trained supervisors by June 2008

Younger Fellows

- Support Younger Fellows particularly in addressing issues around work/life balance and self care
- Foster the involvement of Younger Fellows in College processes and programs



Fellowship Services

Library and Web Services

Maximise benefit of web/library services by:

- Utilise web streaming capacity for further educational initiatives
- Expanding Find-a-Surgeon to include CPD compliance

Fellowship Services

- Enhance services for Fellows to reflect the Fellowship survey outcomes
- Continue to profile and address workforce shortages (including Safe Hours initiatives)
- Achieve sustainable funding for trauma registries and trauma verification
- Assist in the development of a National Trauma Plan
- Align multi-disciplinary interest groups with the non-technical competencies
- Facilitate the establishment of external cross specialty societies where appropriate

Research, Audit and Academic Surgery

ASERNIP-S / Research

- Devise and support initiatives to expand and make sustainable research funding from private as well as government funders through increased community and media liaison
- Increase the profile of ASERNIP-S and surgical research by promotional activities targeting surgeons, other members of the medical profession, health service agencies and consumers
- Continue to monitor developments in new technology and guide the safe introduction of relevant new surgical techniques and procedures

Audits

- Promote the merit of surgical clinical audits by the dissemination of good quality, timely and useful data from the existing audits
- Expand audit programs to be a core element in re-certification issues and value adding to surgical care and standards
- Promote the use of appropriate web-based technology
- Produce aggregated data at regional, national and then bi-national levels through Audit of Surgical Mortality in Australia and New Zealand

Electronic Logbooks

- Rollout logbooks successfully initially by web access and then by Personal Digital Assistant
- Ensure reports satisfy training board and clinical standard requirements

Scholarship Program

- Continue to profile the Scholarship Program using both existing College infrastructure and new strategic partnerships

Surgical Research

- Support and encourage academic surgery in Australia and New Zealand through the development of a Federation of University Departments of Surgery
- Increase opportunities for Trainees and young Fellows to present and enhance their research presentation skills through involvement with the Surgical Research Society

External Affairs

International Projects

- Highlight to our stakeholders the College contributions to the community through international projects and aid programs
- Ensure all projects delivered within robust and auditable framework
- Provide education to surgical teams for International deployment
- Develop stronger relationships between Pacific Island Surgeons, local Ministers of Health and aid teams
- Re-fashion a new Pacific and Papua New Guinea Program
- A revitalised International Project Committee to work with the Foundation for Surgery to fund ongoing scoping and coordinating of projects
- Continue to develop team work across various aid providers

Conference and Events

- Continue to position the ASC as a 'wide spectrum' surgical meeting
- Profile event-organising capacity to surgical and medical related groups
- Profile and market the ASC in Hong Kong through South East Asia, India, Pakistan, Nepal, Bangladesh and Sri Lanka
- Raise the profile of ASC in United Kingdom to ensure appreciation of the Surgical Education opportunities



Education

Strategic Focus

Define the characteristics and skills of a professional surgeon which will underpin our training initiatives and assessment and instil the Fellowship and community with confidence in our standards. Promote excellence in surgical education, training and professional standards.

Key Success Measures

- Ensure a fully skilled and fully supported Surgical Supervisor cohort
- Develop simulation environment and skills capacity in key areas
- Progress distance education and IT facilitated training
- Increase presence of Trainees in all College activities
- SET successfully established with new governance and management structure
- Develop Post Fellowship training oversight
- More clearly define criteria for selection and assessment
- Evaluate College as a University
- Improve disclosure transparency in all our processes

Education Development and Assessment

Skills Education

- Develop an integrated approach to skills development in surgical education and training
- Increase skills course capacity, support, sustainable growth
- Recruit and retain additional trainers, particularly from groups like the Younger Fellows, Rural Surgeons and 'Senior Surgeons'
- Develop initiatives which support instructor sustainability, commitment and growth
- Develop research based initiatives that support sustainability
- Position College as a major stakeholder in 'simulation' environment
- Develop and support simulation learning environment which support the surgical training curricula
- Support research underpinning developments in skills training
- Develop credentialing / accreditation process for skills courses

Basic Surgical Training

- Seek opportunities to partner with other bodies particularly Universities and funders to provide modules applicable to the preparatory period for surgical training and early surgical training
- Enhance in-training assessment, performance appraisals and career counselling
- Maintain a fully supported learning environment for Basic Surgical Trainees (BSTs) during the transition phase from BST to SET

Trainee Representation

- Ensure Trainees are directly involved in planning and development of educational activities
- Consolidate the presence and impact of Trainees in relevant College activities
- Enhance surgery as a career option in developing communication and information strategies

Education Development

- Ensure all competencies and curricula development is relevant to surgical practice
- Develop and enhance participation of trainees in evaluation
- Develop online educational capacity in particular Support for Supervisor material, and use of videos as training tools
- Develop more effective partnerships with other bodies for delivery of educational material



Examinations and Assessment

- Ensure assessment is competency based and aligned to curriculum for all specialties
- Enhance in-training assessment processes
- Enhance robust assessment with high quality feedback
- Implement database processes for all examination material and enhance Intellectual Property

Education and Training Administration

Surgical Education and Training / Specialist Societies

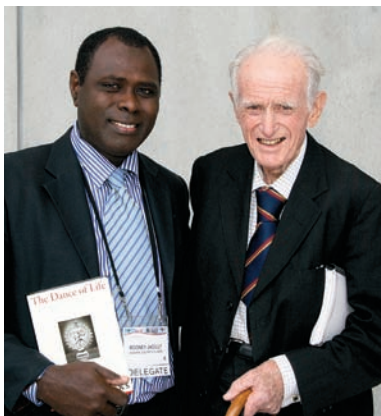
- Confirm Memorandum of Understanding and Service Agreements with their matrix of commitment that demonstrates the College / Society required contributions
- Implement SET with fully integrated competencies, curriculum, training and assessment
- Clearly defined evaluation processes for selection and assessment
- Redesign of iMIS database to support SET
- In collaboration with Fellowship and Standards Division, ensure all Surgical Supervisors are appropriately skilled and supported

International Medical Graduate Assessment

- Quantify assessment tool for International Medical Graduates (IMGs)
- Improve and document responsiveness for IMGs assessments
- Recreate all printed material to assist the applications by IMGs

Board of Post Fellowship Education and Training

- Development of governance model with supporting policies and procedures



1. Trainees learning at an Early Management of Severe Trauma Course 2. Rowan Nicks scholar recipient Rooney Jagilly with Rowan Nicks 3. A spinal lesson in Nusa Tenggara Timur 4. Andrew Sutherland at a press conference announcing Victoria's surgical audit 5. Practicing surgical simulation techniques at the College skills lab. 6. Estella Johns and Dave Moss dancing at the Younger Fellows and Trainees dinner at the Christchurch ASC



Relationships

Strategic Focus

Profile the activities of the College to maximise cohesion between the Specialties and Regions. Ensure a position on all relevant public health issues is promulgated through these channels and that the reputation of surgery in Australia and New Zealand is enhanced in the community and appreciated by key stakeholders.

Key Success Measures

- Ensure all activities of the College are well reflected and delivered in each region
- Increase profile of Surgical News by more actively interfacing with Specialty Groups
- Review of College governance to better include Specialty Presidents and Regional Chairs
- Enhance and evaluate Council's and Councillor performance
- Implement identified improvements to College systems and processes to achieve ISO accreditation by 2009
- Improved communication to all stakeholders with more profiled advocacy

Regional approaches and facilitation of regional issues

- Clearly identify College materials and activities for distribution through the regions
- Develop services and reporting regimes that reflect and reinforce the College as a College of all Surgical Specialties
- Enhance regions' political/communication capacity particularly in health advocacy
- Establish and maintain clear and consistent communication channels about all specialties for both regional managers and regional chairs
- Involve regions in health advocacy particularly in issues of surgical workforce shortages
- Ensure that larger regions and specialties in particular are more fully involved in College activities

Relations with Media, Community and Government

- Actively solicit opportunities to engage the media and government on aspects of 'All of Surgery' particularly via Regional Committees and Specialty Groups and do so proactively
- Identify and train key spokespeople for the College
- Profile Surgical News into issues for 'All of Surgery' particularly in safety, quality and innovation
- Assist ANZ Journal of Surgery to increase profile as peer-reviewed research journal
- Profile activities of the College to improve public perceptions

Workforce calculations and communication/ownership of this by Fellows

- Progress modelling for required number of surgeons and surgical Trainees in all specialties
- Advocate for optimal use of available workforce
- Involve key stakeholders in ongoing research process

College Staff

- Improve planning and reporting of training and development activities within the College as part of performance and quality management
- Support the continual development of assessment and management competencies through ongoing analysis and reporting of Human Resources trends and statistics
- Identify and develop further initiatives to improve inter-divisional interaction and team building

Foundation

- Establish Foundation for Surgery based in NSW with its emphasis on surgical research and international projects

Sponsorship

- Continue to develop relationships at strategic and organisational levels with potential and actual sponsors

Quality Improvement

- Develop and implement functional and operational aspects of the document management system
- Implement the identified improvements to system and processes to gain ISO accreditation



Resources

Strategic Focus

Ensure the resources of the College are effectively managed to fully support all activities of the Fellowship

Key Success Measures

- Ensure core operational activity is achieved by core operational budgets
- Progress profile of IT in surgery and its use to minimise distance
- Implement document management program to ISO standard
- Resolve property approach to West Wing and other buildings
- Registering of Museum / Art Gallery

Finance reporting at executive and management levels

- Executive reports streamlined with a seasonally adjusted approach that fully utilises project overheads and cost allocation methodologies
- Ensure all College support and subsidies for activities are clearly identified and delineated
- Provide managerial level reports and training that optimise capacity to deliver cost-efficient services
- Progress “E Commerce” and IT functionality to all users
- Successful implementation of financial reporting for SET

Implementation of the IT strategy

- Progress IT initiatives that enable the critical mass of College to add value to Trainee and Fellow activities, including distance learning, electronic logbooks and web-enabled audit
- Ensure cohesive and comprehensive use of iMIS by all areas of the College with ongoing education and orientation program
- Develop and implement Wide Area Network solution to resolve IT communications and infrastructure issues through College network
- Ensure document management IT infrastructure is consistent with College direction, capacity and quality standards

Maintenance, purchasing and contract management

- Use critical mass of College to advantage in purchasing with clear guidelines and capture of information
- Computerise approaches and optimise purchasing activities in all areas
- Maintenance of facilities planned and approved by all regional groups to optimise longevity of assets
- Maintain and monitor all contract details on a regular basis, with appropriate tendering and guidelines for supply contracts

Ensuring a ‘professional-level’ environment

- Master planning undertaken of all properties
- Document management systems implemented to improve short, medium and long term storage
- All facilities renovated and maintained at a ‘professional-office’ standard and access optimised for Fellows and Trainees
- ‘Stables’ renovations in NSW finalised
- Direction of Brisbane accommodation determined