

COUNCIL OF PRESIDENTS OF MEDICAL COLLEGES

UPDATED 2022 STRATEGIC PLAN

VISION

To influence the provision of high quality clinical care as the leading, trusted and unifying voice for specialist medical training in our region. This includes:

- being the trusted, leading voice for specialist medical colleges, training and CPD;
- leading the improvement in post-graduate medical training in our region; and
- strengthening the sector through collaboration with colleges, industry partners, institutions and government to respond to the needs of our communities.

VALUES

TRUSTED

A trusted body across the specialist medical sector, with the best interests of the community at its core.

UNITED

Unites all specialist medical colleges to collectively lead the future of medical trainees, fellows and their professions, tackling big issues and creating change, together.

CONNECTED

Creates safe and collaborative forums for members to share information and support, and provides the platforms for colleges to access to networks, partners and capability throughout the sector.

PRIORITIES & OBJECTIVES

1. Lead the advancement of specialist medical education

- Clearly establish the role, position and focus of CPMC's advocacy agenda.
- Establish the mechanisms and authority needed to allow CPMC to act on behalf of the college collective and influence change across the sector as the leading voice.
- Establish and facilitate working groups and forums to collaborate, set standards and influence the enhancement of training & CPD systems. Focus areas could include selection, training quality, bespoke training pathways, examination, assessment, supervision, volunteerism, CPD homes.
- Establish and facilitate working groups and forums to collaborate, set standards and influence the enhancement of trainee and Fellow experiences. Focus areas could include work-life balance, sexual harassment, bullying, unacceptable behaviour, workforce, disparities and inequities.
- Raise the public profile of the post-graduate specialist medical college sector. This includes positioning the sector as the first port of call for collaboration on relevant issues (i.e. for government, research bodies, organisations).

2. Develop a fit-for-purpose governance and operating model

- Appoint a permanent CEO.
- Shift to a contemporary operating structure with the resources and capabilities needed to operate effectively and respond to emerging conditions.
- Shift to a modern governance structure. This includes adopting a structure and constitution that aligns with CPMC's agenda, defines roles and responsibilities, enables timely decision-making, provides effective succession planning and diversifies board membership.
- Develop an equitable resourcing and cost model for colleges.
- Establish the ability to quickly activate working groups with clear terms of reference. This includes collaborating with colleges to adequately resource working groups and projects.
- Pursue alternative funding sources to support service delivery and working group initiatives.
- Rename the organisation to create greater unity and contemporary brand recognition.

3. Cultivate and maximise value from our collective networks

- Establish and facilitate platforms for colleges to access and build relationships with partners and Ministers throughout the sector. This includes creating networks for colleges to connect with each other and with key stakeholders.
- Embed mechanisms to involve and leverage the expertise of Fellows in working groups, research and advocacy efforts.
- Establish distributed capability networks for sharing value resources. This could include shared-service models to support colleges with limited resources (i.e. social media and other high-value resources).
- Look for ways to work more collaboratively with CMC in Aotearoa New Zealand to reflect the nature of our bi-national college collective. Connect with key partners to reposition the CPMC as an expert, share advocacy efforts, support colleges and influence sector outcomes.

4. Enhance member value through collaboration, managed messaging and value-adding services

- Enhance collaboration among colleges, including creating safe forums for raising shared issues, sharing insights and supporting each other.
- Enhance existing forums to help colleges access and discuss emerging developments and processes, with connections to key professionals.
- Establish mechanisms to allow colleges to work closely on developing, accessing and sharing resources to support their college initiatives.
- Coordinate messages from member colleges as a unified media liaison. This includes communicating to trainees, Fellows, Ministers, media, and the general public, and working to cut through *fake news* messaging.
- Support the translation of science/papers/recommendations for advocacy efforts to Ministers and government.
- Support colleges to respond and adapt to the changing needs and expectations of trainees and Fellows.
- Value-add the NRAS process by offering training, accreditation and other regulatory support.
- Co-create and maintain a central online hub/repository that enables colleges to easily access relevant information on an ongoing basis.

KEY PROJECTS & ACTIONS

1

Support new approaches to sustainable specialist medical examinations

OBJECTIVES:

Facilitate a review of sustainable and quality forms of examination.

CATALYTIC ACTIONS:

Issue a statement system-wide that this issue is being tackled collectively.

Establish current position internationally on the success and failures of examination.

Establish engagement with colleges and key stakeholders (AMC, AMACDT & CMC).

Encourage colleges to build new forms of examination by drawing on lessons of existing initiatives and international successes and failures.

Establish a test & learn partnership project within the network.

2

Influence the standards and approach to specialist medical supervision & assessment for improved workplace behaviour and trainee experience

OBJECTIVES:

Foster a unified approach to this issue across the college collective.

Influence training reform and systemic change to combat unacceptable workplace behaviour by providing collective leadership to government, colleges, employers and key partners to promote positive environments.

CATALYTIC ACTIONS:

Compile the work completed to date by colleges to gain a fast benchmark of supervision, assessment and workplace trainee issues.

Execute targeted messaging to hospital employer groups, trainees, Fellows and the medical regulator to create a shared understanding.

Continually design action plans based on outcomes of actions.

3

Improve organisational capability

OBJECTIVES

Improve continuity of strategic direction.

Improve accountability of management team.

Improve CPMC's advocacy capability.

CATALYTIC ACTIONS:

Recruit the replacement CEO

Reform the governance structure

Build 2022-23 budget, taking into account the agreed projects.