COUNCIL OF PRESIDENTS OF MEDICAL COLLEGES
STRATEGIC PLAN
2024 - 2027

CPMC Council of Presidents
of Medical Colleges

Introduction

Council of Presidents of Medical Colleges (CMPC) aspires to work with, support and facilitate effective, efficient, viable and sustainable Medical Colleges as a key driver of improved health outcomes for our communities.

Vision:

A strong, viable, sustainable and professional Medical College network and an agile, sustainable professional workforce with the resources they need, where they are needed and when - to deliver good health outcomes for all our communities.

Objectives:

To facilitate:

- Successful, viable, sustainable and professional Medical Colleges.
- Specialist Medical Colleges working collaboratively to build health outcome capacity for the future.
- Specialist Medical Colleges sharing information, systems, and processes to build viable sustainable value for Medical Colleges and across the health sector.
- Thought leadership on solutions to current and future health challenges in our communities.
- Engagement with government, educators, institutions, and providers to:
  - build openness, collegiality and understanding
  - enable and lead change and
  - ensure informed alignment and decision making focussed on improving health outcomes for our communities.

Values

Trusted
We act ethically, with integrity, and transparently, in our dealings with each other and with our stakeholders across the specialist medical sector, in the best interests of improved health outcomes for the community.

United
We are aligned on issues that matter. We work together, collectively, to align colleges, fellows, medical trainees, our professions, and key stakeholders to create positive health outcomes for the community now and into the future.
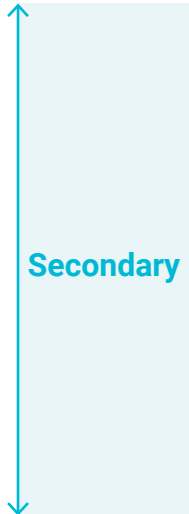
Connected
We recognise the value of shared information and insights as an enabler to build effectiveness, efficiency, and capacity within and across the specialist medical sector.

We encourage the sharing of information, the reduction of duplication and the enhancement of capacity by working together in a safe, collaborative, constructive and sharing environment.

Strategic intent

Short Term (Next 12 months)

Internal

Primary

- Resource CPMC to deliver strategy - EA / CE - Funding sustainability.
- Review Governance model to build sustainability into CPMC - use CMC Model as a guide.
- Map College systems and processes to identify commonality, strengths and opportunities for collaboration and improvement in key areas (CPD homes, technology platforms, purchasing power, training and examination platforms).
- Communicate role and strategy of CPMC to Colleges and Fellows - increase understanding and awareness.

Secondary

- Consider "Re-brand" of CPMC to align with strategy.
- Supervisor evaluation models - monitoring and evaluation framework.
- Quantify "Pro-Bono" component value provided by Fellows to sector.
- Consider areas for alignment and collaboration - to avoid duplication across specialities.

External

- Develop strategies to respond to current health sector challenges - align colleges on response to KRUK Report and / Ombudsman's Report and various health sector reforms - Collective statement of willingness to work with government - Advocate agreed position to Government.
- Develop common alignment areas eg:
  - RRR Workforce
  - Cultural Safety
  - Sustainable Practices - avoid duplication / work-life balance.
  - (Source government funding for research into these key areas).
- Profile awareness of College Specialty frontline successes and the roles and influences of Colleges to external community - PR Campaign - Good News.

- Facilitate information sharing across health sector stakeholders - through forums, networks, newsletters, fireside chats
- Develop a cross-College program to support IMGs into communities - integration / retention.
- Review "pathways" models and options and gather data on why people are exiting the industry / bottlenecks etc.
- Understand the "forgotten tribe" and develop models to engage and support.
- Develop data on sector waste. Work with MWAC, MBA and AMC to obtain accurate data.

Strategic intent

Longer Term (Next 3 years)

Internal

- Identify leadership (systems, process, thinking) within Colleges - Best of Breed and communicate to other Colleges.
- Consider tech solutions such as:
  - CPD App
  - AI thought leadership - use and application / risk
- Develop ways to reduce duplication and increase efficiency through sharing / centralisation - remove silos.
- Build capacity by increasing training numbers and protect work / life balance - invest in the future.

External

- Work with stakeholders (government, hospitals, health providers, Colleges) to map workforce needs for the future - regional / rural / urban / Metropolitan so a strategy can be developed.
- Create capacity locally though training and supervision at a local level through "competency" and "technology.
- Develop a model for increasing support for diversity in education and training - to build workforce capacity.

The Members have committed to support the organisation to achieve its strategy acknowledging that:

- each College is separate and independent,
- there is value for the Colleges individually and collectively in an aligned approach to certain activities,
- it is important for there to be a unified voice in advocating certain views to government and other stakeholders and,
- Medical Colleges need to be strong, viable and sustainable.

The Colleges agree that the overall focus should be ensuring good health outcomes for our communities, and whilst not all Colleges will agree on every matter, where an action or position (aligned to the Vision) is in the interests of the majority of colleges, it will be supported to the greatest extent possible by all Colleges.

Strategic Priority Actions

Short term (Internal and primary)

1. Resource CPMC to deliver strategy - EA / CE / Policy Staff - Funding sustainability.

Once the strategic plan has been approved, and subject to resources, CPMC requires:

a. Administrative support to assist with meetings, minutes, administration etc. (This is urgent and is currently being implemented).

   I. Executive Leadership - full time or part time Executive Officer will need to be implemented - this could be a part time or contract appointment

b. Proper resourcing of staffing as required under the implementation plans.

2. Review Governance model to build sustainability into CPMC - use CMC Model as a guide.

A review of the CMC governance structure and development of options for CMPC should be undertaken. This will include looking at:

a. Size

b. Skills / makeup

c. Tenure

d. Term

e. Reporting structure

f. Role of Board - Governance

g. Role of Council Presidents - Strategic

Once the above items have been decided, there will / may need to be:

a. Constitutional review - if change required (Constitution should be reviewed for currency in any event).

b. Board Charter

c. Council Terms of Reference

d. Committee structure - including Terms of Reference

e. Code of Conduct - refresh

f. Position Descriptions - Update

g. other

3. Map College systems and processes to identify commonality, strengths and opportunities for collaboration and improvement in key areas (CPD homes, technology platforms, purchasing power, training and examination platforms).

To assist in developing College efficiency, a mapping of systems and processes should be undertaken to enable:

a. Alignment of College processes - where appropriate

b. Leverage "purchasing" power - where appropriate

c. Remove duplication - where appropriate

d. Leverage "learnings" and "experience".

Consideration should be given to "clustering" Medical Colleges into "small" and "large" for this exercise so as not to assume a "one size fits all" approach.

4. Communicate role and strategy of CPMC to Colleges and Fellows - increase understanding and awareness.

It will be important to ensure the purpose and focus of CPMC is understood and supported by the Colleges. A program to communicate the role and value of CPMC to the Colleges and to Fellows should be developed. The program should include regular ongoing communication and reporting.