

## 1. Purpose

This document outlines the work plan for the Board of Practice and Partnerships and its constituent committees.

## 2. Board and committee structure

# Board of Practice and Partnerships Chair: A/Prof Geoff Smith

### The Practitioner and the Profession Portfolio

Deputy Chair: Prof Phillipa Hay

- Committee for Professional Practice  
Chair: Dr Lana Kossoff
  - Professional Practice Review Committee  
Chair: Dr Lana Kossoff
- Committee for Research  
Chair: A/Prof Jeffrey Looi
- Committee for Therapeutic  
Interventions and Evidence-Based  
Practice  
Chair: Dr Simon Hatcher

### Partnerships and External Relations Portfolio

Deputy Chair: Dr Margaret Aimer

- Community Collaboration Committee  
Chair: Dr Wayne Miles
- Aboriginal and Torres Strait Islander  
Mental Health Committee  
Chair: Dr Lawrence Dadd
- Te Kaunihera (Maori)  
Chair: Dr Cameron Lacey

## 3. Strategic priorities

At its first face-to-face meeting on 21 November 2009, the Board of Practice and Partnerships identified four key areas that it viewed as strategic priorities.

- Collaboration with the community
- Enhancing clinical practice and professional standards
- Leadership and partnerships
- Workforce and recruitment

In implementing its work plan the Board recognises the need to collaborate with groups both internal and external to the College at all levels to ensure the effective delivery of these objectives. The Board also recognises the importance of ensuring its work plan activities are in line with the RANZCP strategic plan. Accordingly all activities have been mapped to the relevant section of the RANZCP strategic plan.

#### **4. Work plan development and review**

The Board develops its work plan and activities in accordance with the above priorities. Individual work plans have been developed by each of the committees of the Board and are included in this document. These work plans are reviewed at each Board and committee face-to-face meeting to ensure that initiatives remain in line with RANZCP and Board strategic priorities. This work plan is an ongoing and dynamic document, and takes account of available resources. As deliverables are achieved, new key initiatives are added. If new priorities are identified, the ability to deliver existing identified priorities is reviewed.

#### **5. Resources and prioritisation**

It is noted that the Board and committees continue to respond to ad hoc requests for feedback from General Council, Executive Officers, government, and other external organisations (responses to consultation documents, inquiries etc.) on a regular basis. These requests take approximately 50-75 per cent of committee resources. Committee resources include staff time.

The Board is supported by staff from the Practice, Policy & Project Unit:

General Manager, Practice, Policy & Projects  
Manager, Policy (maternity leave February 2012 – January 2013)  
Policy Officer  
Project Officer – Guideline Portal  
Project Officer – Board and Committee Development  
Administration Officer  
Executive Assistant

These staff provide support to 14 committees in total, manage a range of externally and internally funded projects, and undertake project procurement activities. Support to the Board itself is therefore generally approximated as follows:

General Manager (0.5 FTE)  
Manager, Policy (0.6 FTE) (maternity leave February 2012 – January 2013)  
Policy Officer (0.8 FTE)  
Project Officer – Guideline Portal (1.0 FTE)  
Project Officer – Board and Committee Development (0.2 FTE)  
Administration Officer (0.8 FTE)  
Executive Assistant (0.5 FTE)

Staff support to the Board specifically includes administrative functions associated with running meetings (approx 14 face-to-face meetings and 20 teleconferences per year) and executive support in drafting briefing papers, discussion documents, statements and guidelines, as well as dealing with ad hoc items.

Taking the above into account, delivering proactive initiatives in line with work plans requires prioritisation to best utilise staff and committee member time.

## Board of Practice and Partnerships

### 1. Role/purpose

Reporting directly to General Council, the Board is a key working component of General Council. It is responsible for executing priorities in the College's Strategic Plan particularly as they relate to the practice, professional roles and the profession of psychiatry, and the mechanisms by which these connect, relate and partner with the environment both internal and external to the College and the profession. The Board provides responsive and timely advice to General Council in respect to these key areas.

### 2. Key work initiatives

#### 2.1 Define and promote the role of psychiatry

The Board will determine and define the role of psychiatrists in current and future circumstances, particularly in light of significant changes being proposed to mental health services, and in response to the current focus on primary mental health care. This will incorporate community expectations and liaison with other medical groups. A working group drawn from the broader College memberships will progress this. This will be a cross-committee initiative led primarily by the Committee for Professional Practice.

**Deliverable:** statement or document defining the role of psychiatry.

**Link to RANZCP strategic plan:** 2.2 support for workforce planning, recruitment growth, retention and the changing role of psychiatrists both in the public and private sectors and rural and disadvantaged areas; 4.2 promote the role of psychiatrists in mental health care and policy

#### 2.2 Mental health for the community – define principles to meet current and future mental health needs

The Policy Development Working Group and the Board of Practice and Partnerships hosted a Community Mental Health Forum in June 2011. This forum agreed broad principles that should underpin the effective delivery of mental health services to the community. These principles have been developed in response to the number of very substantial changes taking place in mental health policy and practice in Australia, New Zealand and internationally that have significant implications for the way that specialist mental health services are delivered and for the practice of mental health professionals, including psychiatrists. A final report will be developed to promote key strategies that must be implemented to meet the needs of the population affected by mental illness in Australia and New Zealand in a coordinated and integrated manner. The document will be shared broadly with the membership and external organisations to contribute to debate and help inform the future direction of mental health services and training in Australia and New Zealand

**Deliverable:** Report outlining principles to meet mental health needs of the community

**Link to RANZCP strategic plan:** 4. influence and leadership across the mental health sector; 4.5 advocate for improvement of mental health care through improvement and innovation within existing and new services

#### 2.3 Oversee and respond to health care reform

The recent trend in the development of primary mental health care may result in potentially significant changes in the delivery of mental health services. Coupled with the National Hospital and Health Care Reform Agreement in Australia and similar reviews in New Zealand, there is an opportunity for the College to position itself to lead debate and influence development in respect of these changes. The Board will oversee these changes through ongoing submissions to government, and determining principles for community mental health (in conjunction with the Policy Development Working Group)

**Deliverables:** ongoing submissions to government; principles developed on community mental health

**Link to RANZCP strategic plan:** 4. influence and leadership across the mental health sector (all sections)

#### 2.4 Determine RANZCP relationship and engagement with the pharmaceutical industry

The Board is overseeing the work of the Pharmaceutical Industry Engagement Working Group in determining the College's future engagement with the industry in respect of sponsorship funding, funding for events, advertising,

and influence in respect of all College activity. Principles for engagement have been developed and the implications of accepting these principles will be reviewed prior to implementation.

**Deliverable:** principles for RANZCP engagement with the pharmaceutical industry.

**Link to RANZCP strategic plan:** 6. Organisational effectiveness and performance; 6.6 continually improve transparency and accountability

## **2.5 Practice issues**

The Board is currently exploring issues for Fellows who work in public and private practice. This work involves analysis of Fellowship data, liaison with branch committees, networks and SIGs to develop a better understanding of how the College can assist individual Fellows in practice.

### **2.5.1 Practice issues for Fellows in private and public practice**

**Deliverable:** Report with recommendations for initiatives

**Link to RANZCP strategic plan:** 3.2 provide relevant resources to address the specific practice, professional and educational needs of members.

#### **2.5.1 Telehealth funding proposal**

The Board submitted a proposal for a Telehealth project to develop resources for Fellows on Telehealth. If successful, the project will run during 2012-2013 to develop resources and promote update of telehealth amongst the membership.

**Deliverable:** Resources to assist Fellows who wish to use Telehealth in psychiatric practice

**Link to RANZCP strategic plan:** 2.2 support for workforce planning, recruitment growth, retention and the changing role of psychiatrists both in the public and private sectors and rural and disadvantaged areas; 3.2 provide relevant resources to address the specific practice, professional and educational needs of members.

#### **2.5.2 Workforce Survey**

The last workforce survey was undertaken in 2008. The College is regularly receiving enquiries about workforce data such that there is a reasonable demand to undertake further data collection in this area.

**Deliverable:** Report and Business Plan for undertaking a workforce survey

**Link to RANZCP strategic plan:** 2.2 support for workforce planning, recruitment growth, retention and the changing role of psychiatrists both in the public and private sectors and rural and disadvantaged areas; 4.1 consolidate and expand RANZCP capacity in respect to informing demand and supply for psychiatry workforce

## Committee for Professional Practice

### 1. Role/purpose

The Committee for Professional Practice is responsible for:

- Ethical and professional matters associated with psychiatric practice and the profession
- Fellowship support requirements
- Provision of advice to the Professional Practice Review Committee as required, to assist in their review of applications from former Members for return to Fellowship or Affiliateship

### 2. Key work initiatives

#### 2.1 The Role of the Psychiatrist

The committee will lead the development of the Board of Practice and Partnerships project to define the role of psychiatry, as identified in the BoPP work plan.

**Deliverable:** Statement or document defining the role of psychiatry.

**Link to RANZCP strategic plan:** 2.2 support for workforce planning, recruitment growth, retention and the changing role of psychiatrists both in the public and private sectors and rural and disadvantaged areas; 4.2 promote the role of psychiatrists in mental health care and policy

#### 2.2 Promotion and implementation of Zero Tolerance on Proven Sexual Boundary Violations policy

Following approval of the new zero tolerance policy on zero boundary violations in May 2010, the committee will work to promote the existence of this policy to alert Fellows, trainees, and affiliates as to the seriousness of the consequences of committing a boundary violation. This will include articles in College publications, discussion at Congress, and promotion of policy during training.

**Deliverable:** Articles in College publications, Congress discussions

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice

#### 2.3 Implementation of the Code of Ethics

One of the key priorities for the committee is promote and implement the Code of Ethics (2010). The Code of Ethics clearly outlines the expected ethical and professional behaviour and conduct of Fellows, Affiliates and trainees. To ensure that members continue to work and behave in the highest ethical manner, the committee will develop tools to assess, reflect and discuss ethical and professional behaviour.

**Deliverable:** CPD online modules, articles in Australian Psychiatry and Congress sessions.

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice

#### 2.4 Support for Fellows, Affiliates and trainees

The RANZCP has a role in ensuring members are properly supported professionally and personally. Many ethical and unprofessional breaches could be prevented if members were helped early. The committee is exploring options and will develop programs and policies, in collaboration with Branches, to help support members in need.

**Deliverable:** Fellow support information and programs.

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice

**Note:** The Professional Practice Review Committee, a subcommittee of the CPP, is convened when required to review applications for reinstatement of Fellowship and other professional practice related matters.

## Committee for Research

### 1. Role/purpose

Responsible directly to the Board of Practice and Partnerships, the Committee will be an active working arm of the Board which executes priorities in the College's Strategic Plan and the Board's work plan particularly as they relate to the practice and the profession of psychiatry in relation to research

### 2. Key work initiatives

#### 2.1 Engage with the Competency Based Fellowship Program Scholarly project

Working with the Competency Based Fellowship Program (CBFP) team, the Committee for Research (CFR) will provide expert input to formulate the structure and resources that would assist the trainees in starting and completing the Scholarly Project

**Deliverable:** Participation of CFR representatives on appropriate CBFP Working Party and if appropriate, resources to assist trainees in conducting the scholarly project

**Link to RANZCP strategic plan:** 1.4 effectively progress all aspects of the Competency Based Fellowship Program; 2.3 promote and encourage research in psychiatry

#### 2.2 Development of a research portal

The committee will develop a research portal, hosted in the RANZCP website, primarily to support trainees and members new to research. The portal will provide a range of information on relevant topics including: different types of research projects; ethical approval; where to seek funding; funding a supervisor; statistical tool options; how to engage participants; working with the community etc. This will be built upon in a continual and dynamic manner. This resource will be particularly valuable to trainees wishing to seek advice on how to complete the scholarly project aspect of training.

**Deliverable:** Research portal containing advice on research for members.

**Link to RANZCP strategic plan:** 2.3 promote and encourage research in psychiatry; 3.4 support younger members via specific initiatives geared towards early career psychiatrists

#### 2.3 Better community collaboration

Identifying opportunities and principles in working more closely with the Community Collaboration Committee (CCC), Aboriginal and Torres Strait Islander Mental Health Committee (ATSIMHC) and Te Kaunihera (TK). To achieve this, the CFR will incorporate these principles into the existing CFR work items. As a priority the CFR will ensure that topics on the research portal reflect appropriate community engagement, and that grants already in existence (e.g. young investigator grants) awarded reflect the importance of community engagement.

**Deliverable:** Information provided on research portal in respect to how to engage the community in research

**Link to RANZCP strategic plan:** 4.6 advocate for appropriate levels of funding for research into clinical systems that deliver meaningful outcomes for consumers; 5 partnerships and collaboration

#### 2.4 Research and Education Foundation

The Research and Education Foundation (R&EF) requires directed oversight and development. This work initiative is to action General Council comments that directed that the R&EF should facilitate rather than fund research. This includes ensuring the R&EF has an appropriate work plan, identifying opportunities to refine the awards and grants currently included in the R&EF and future recommendations. This is a long term objective requiring dedicated staff support and can therefore not be achieved until such support is provided.

**Deliverables:** Comprehensive work plan for the Research and Education Foundation, including recommendations for future development, where appropriate (resources permitting)

**Link to RANZCP strategic plan:** 2.3 promote and encourage research in psychiatry

## Committee for Therapeutic Interventions and Evidence Based Practice

### 1. Role/purpose

Responsible directly to the Board of Practice and Partnerships, the Committee for Therapeutic Interventions and Evidence Based Practice (CTIEBP) will be an active working arm of the Board which executes priorities in the College's Strategic Plan and the Board's work plan particularly as they relate to the practice and the profession of psychiatry in relation to therapeutic interventions and evidence-based practice.

### 2. Key work initiatives

#### 2.1 RANZCP Guidelines portal

IN 2010 the CTIEBP noted that the current process of guideline and associated document development (e.g. policies, position statements, clinical memoranda) was resource intensive and required development to allow rapid response and a proactive approach to member services. The guideline portal project has been initiated to develop an intuitive tool to house clinical guideline information to inform good clinical practice. This has three core components to its work: the development of the technical functionality, development of a review process for clinical guidelines, development of actual reviews after guidelines are agreed. A project officer has been appointed to progress the portal and work in underway in respect of reviewing clinical guidelines and developing support material.

**Deliverable:** Guideline portal housed on the RANZCP website

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice; 3.2 provide relevant resources to address the specific practice, professional and educational needs of members

#### 2.2 Explore bi-national systems as they relate to suicide prevention

This work initiative will explore response channels in relation to suicide to identify appropriate risk management strategies that lead to suicide prevention. This notion follows a strong evidence base that outlines the limited ability to predict suicide, but reveals the opportunity in relation to preventive activities

**Deliverables:** RANZCP position statement on risk management in relation to suicide; strategy outline options to preventative activities in relation to suicide

**Link to RANZCP strategic plan:** 4.1 inform and influence government, mental health policy and administration

#### 2.3 Physical health care of those suffering mental illness

The issue of the physical health care of those suffering mental illness is viewed as an important topic on which the College could usefully provide comment, direction and/or guidance. The committee will form a working group to advance work in this area including development of a brief position statement; a statement that outlines the role of psychiatrists in providing or supporting the physical health of their patients and how their work will fit with other health care services; and a showcase of existing guidelines as part of the Guideline portal to promote evidence-based practice. The working group will also consider the perspectives of general practice and emergency medicine.

**Deliverables:** position statement and other resources to support management of physical health care of those suffering mental illness.

**Link to RANZCP strategic plan:** 4.4 promote activities to improve the physical health of people with mental illness

#### 2.4 Defining College statements and guidelines

The Board of Practice and Partnerships (BoPP) identified that there is need for greater clarification as to the purpose of the various College statements and guidelines. It was agreed that clear definitions should be developed to ensure that members and the public are clear as to the purpose of the statements, and how these interact with other College activities. A working group has been set up to progress this.

**Deliverable:** Document outlining clearly different types of College statements and their purpose.

**Link to RANZCP strategic plan:** 3.1 ensure effective communication and engagement with members; 4.1 consolidate and expand RANZCP capacity in respect to informing and influencing government, mental health policy and administration; 6.1 review and strengthen governance systems and processes;

#### **2.4 Development of ECT /rTMS position statements**

A working group will review existing College ECT and rTMS guidelines with view to developing position statements on these issues following clear definitions being developed (see 2.4)

**Deliverable:** ECT and rTMS position statements

**Link to RANZCP strategic plan:** 3.1 ensure effective communication and engagement with members; 4.1 consolidate and expand RANZCP capacity in respect to informing and influencing government, mental health policy and administration; 6.1 review and strengthen governance systems and processes

## Community Collaboration Committee

### 1. Role/purpose

The purpose of the Community Collaboration Committee (CCC) is to develop policy and provide advice regarding the practice of psychiatry and the College and particularly relating to the relationship with consumers and carers, community groups and other mental health professionals.

Responsible directly to the Board of Practice and Partnerships, the Committee is an active working arm of the Board.

### 2. Key work initiatives

#### 2.1 Community involvement in College committees

Community members sitting on College committees have now been formally awarded voting rights. Community members currently sit on the Board of Practice and Partnerships and all associated committees as well as some committees of the Board of Education. A community member also sits on General Council as an observer. The CCC will develop a comprehensive policy for the appointment of community members onto committees.

**Deliverable:** Policy outlining community member engagement in all College boards and activities.

**Link to RANZCP strategic plan:** 5.1 take an active role in collaborating and working with people with mental illness, their families and carers

#### 2.2 Position statement on support for carers in the mental health system

The committee will develop a statement to outline the importance of inclusion of carers within the mental health system, and to define the role of such carers in respect of responsibilities and the role and interaction with psychiatrists. This will also highlight particular issues in multicultural and Indigenous communities.

**Deliverable:** Position statement outlining the need for support for carers in the mental health system.

**Link to RANZCP strategic plan:** 4.5 advocate for improvement of mental health care through improvement and innovation within existing and new services; 5.1 take an active role in collaborating and working with people with mental illness, their families and carers

#### 2.3 Enhancing community involvement at Congress

The committee will enhance its presence at the annual RANZCP Congress through hosting a community representative booth, and also through seeking involvement across the Congress program in respect to participating in session both as participants and panel members. The committee will also develop a long term (5 year) strategy for the involvement of community representatives at Congress.

**Deliverables:** Involvement of community representatives in a broad range of Congress activities and development of a long-term (5 year) involvement strategy.

**Link to RANZCP strategic plan:** 5.1 take an active role in collaborating and working with people with mental illness, their families and carers

#### 2.4 Supporting the Board of Practice and Partnerships in all its activities

Committee members will ensure that they actively participate in delivering all Board of Practice and Partnerships activities outlined in this work plan.

**Link to RANZCP strategic plan:** 2.5 strengthen and enhance outcomes related to functions of the current Board of Practice and Partnerships

## Aboriginal and Torres Strait Islander Mental Health Committee

### 1. Role/purpose

The purpose of the Aboriginal and Torres Strait Islander Mental Health Committee (ATSIMHC) is to provide advice and support on practice and educational issues as they relate to Aboriginal and Torres Strait Islander groups and promote and advocate for the optimal health of Aboriginal and Torres Strait Islander peoples. Responsible directly to the Board of Practice and Partnerships, the Committee is an active working arm of the Board.

### 2. Key work initiatives

#### 2.1 Forge formal partnership with National Aboriginal Community Controlled Health Organisation (NACCHO)

The committee will investigate becoming partners with NACCHO to position itself better in advocating for improved Indigenous mental health services and outcomes. A key priority of this partnership would be to contribute to delivering more trained and supported Indigenous mental health workers. Initial work will be reviewing outcomes from other medical Colleges who have taken this step.

**Deliverable:** Formal partnerships with NACCHO formed after appropriate consideration of benefits.

**Link to RANZCP strategic plan:** 5.1 take an active role in collaborating and working with Aboriginal peoples and Torres Strait Islanders

#### 2.2 Advise on Indigenous competency for Competency Based Fellowship Program (CBFP)

The committee will consider and advise the CBFP on what is appropriate to be included in the training program to ensure Indigenous competency. This will be undertaken jointly with Te Kaunihera. The committee is keen to ensure that competencies are developed in a way that is not harmful to Indigenous communities.

**Deliverable:** Learning outcomes and methods of assessment developed for the CBFP to ensure Indigenous competencies.

**Link to RANZCP strategic plan:** 1.4 effectively progress all aspects of the Competency Based Fellowship Program

#### 2.3 Upskilling the profession in working in Indigenous communities

The committee will host two sessions at Congress 2012. This will include a pre-congress workshop on assessment in Aboriginal and Torres Strait Islander context (including in urban and rural settings), and a further discussion symposium on how to engage with Indigenous communities and provide culturally appropriate services.

**Deliverable:** Two sessions hosted at Congress 2012.

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice; 3.2 provide relevant resources to address the specific practice, professional and educational needs of members; 5.1 take an active role in collaborating and working with Aboriginal peoples and Torres Strait Islanders

#### 2.4 Developing a long-term strategy and action plan to improve outcomes for Indigenous people

The committee has noted the need for the College to develop a long-term strategy and action plan to improve outcomes for Indigenous people, and promote reconciliation from the perspective of the College. Initiatives to address in such a plan include training, recruitment, engagement and awareness of members in respect of Indigenous issues, and making the College more inclusive of Indigenous culture.

**Deliverable:** Development of long-term strategy and action plan

**Link to RANZCP strategic plan:** 1.2 increase the number of graduates and Indigenous graduates successfully completing psychiatry training and entering practice; 5.1 take an active role in collaborating and working with Aboriginal peoples and Torres Strait Islanders

## **2.5 Engage with other medical colleges to develop the Indigenous cultural and health education portal**

The College is a partner in a cross-Medical College project to develop a web portal to promote and support cultural and health education in Indigenous settings. The committee will continue to work with the Royal Australasian College of Surgeons (the lead College) to develop appropriate resources to show case on the portal in respect to mental health, and to promote the portal.

**Deliverable:** Launched portal with RANZCP information included.

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice; 3.2 provide relevant resources to address the specific practice, professional and educational needs of members

## **2.5 Update of RANZCP Indigenous website**

Ongoing review of the RANZCP Indigenous website to ensure it remains current and relevant.

**Deliverable:** Revised and relaunched website.

**Link to RANZCP strategic plan:** 2 support and enhancement of clinical practice; 3.2 provide relevant resources to address the specific practice, professional and educational needs of members

## Te Kaunihera mo te Hauora Hinengaro Maori

### 1. Purpose/role

The purpose of the Te Kaunihera mo te Hauora Hinengaro Maori (Te Kaunihera) is to provide advice and support on practice and educational issues as they relate to Maori groups and promote and advocate for the optimal health of Maori people. Responsible directly to the Board of Practice and Partnerships, the Committee is an active working arm of the Board.

### 2. Key work initiatives

#### 2.1 Advise on Indigenous competency for Competency Based Fellowship Program (CBFP)

The committee will consider and advise the CBFP on what is appropriate to be included in the training program to ensure Indigenous competency. This will be undertaken jointly with the Aboriginal and Torres Strait Islander Mental Health Committee.

**Deliverable:** Advice sent to CBFP on Indigenous competencies.

**Link to RANZCP strategic plan:** 1.4 effectively progress all aspects of the Competency Based Fellowship Program

#### 2.2 Develop Continuing Professional Development material relating to Maori competency

Te Kaunihera will review options for cultural competencies pertaining to Maori and publish a resource list of possible options for continuing professional development.

**Deliverable:** Resource list of options for cultural competency activities for use in CPD.

**Link to RANZCP strategic plan:** 2.1 ongoing enhancement of the CPD program; 5.1 take an active role in collaborating and working with Maori people