

# 2022 Annual General Meeting

## Minutes



The Annual General Meeting (**AGM**) of the Royal Australian and New Zealand College of Psychiatrists (**RANZCP**) (ABN 68 000 439 047), held in the Pyrmont Theatre, International Convention Centre Sydney, 14 Darling Drive, Sydney, New South Wales, 2000, Australia on Wednesday, 18 May 2022 at 3.30 pm (AEST).

### **RANZCP Board Directors and RANZCP Members Present**

- Associate Professor Vinay Lakra (President, Chair)
- Associate Professor Dr Elizabeth Moore (President-Elect)
- Professor Neeraj Gill (Elected Director)
- Associate Professor Beth Kotze (Elected Director)
- Dr Mark Lawrence (Elected Director)
- Dr Sue Mackersey (Elected Director)
- Dr Nick O'Connor (Elected Director)
- More than 20 Members present in person and entitled to vote (list of all attendees is appended)

### **In Attendance**

- Mr Andrew Peters (CEO and Company Secretary)

### **1. ACKNOWLEDGEMENT OF COUNTRY**

The President welcomed all Members to the Annual General Meeting.

The President acknowledged Aboriginal and Torres Strait Islander Peoples as the First Nations and the traditional custodians of the lands and waters now known as Australia, and Māori as tangata whenua in Aotearoa, also known as New Zealand.

We recognise and value the traditional knowledge held by Aboriginal and Torres Strait Islander Peoples and Māori.

We honour and respect the Elders past and present, who weave their wisdom into all realms of life - spiritual, cultural, social, emotional, and physical.

### **2. APOLOGIES AND QUORUM**

The President confirmed that a quorum was present and declared the meeting open at 3.30 pm.

The following apologies were received and noted:

- Dr Tony McCallum (NZ)
- Dr Rene Pols (SA)
- Dr Norman Shum (SA)
- Emeritus Professor Bruce Tonge (VIC)

### **3. MEMORIAL MINUTE**

The President commemorated the following Members who had died since the 2021 Annual General Meeting. Those in attendance paused for a minute's silence:

- A/Prof. David Ash
- Dr Andrew Bennett
- Dr Barbara Burkitt
- Dr John Chick
- Dr Mark Davis
- Dr Eleanor Dawson
- Dr Leon Fail
- Dr Rod Farnbach
- Dr Edgar Freed
- Dr Peter Morse
- Dr Michael Mulcahy
- Dr John Quaife
- Dr Fiona Simsion
- Dr Michael Spelman
- Dr Nicky Stephens
- Dr Peter Wells
- Dr Warwick Williams
- Dr Alice Wong

#### 4. RESOLUTION 1: CONFIRMATION OF PREVIOUS MINUTES

**It was resolved on a show of hands that the minutes of the 2021 Annual General Meeting of the RANZCP be accepted.**

#### 5. 2021 ANNUAL REPORT OF THE RANZCP BOARD

The President confirmed the composition of the RANZCP Board for the May 2021 to May 2022 period:

<b>Associate Professor Vinay Lakra</b>	President
<b>Dr Elizabeth Moore</b>	President-Elect Chair, Members' Advisory Council Chair, Audit Committee
<b>Dr Nick O'Connor</b>	Chair, Education Committee
<b>Associate Professor Beth Kotzé</b>	Chair, Corporate Governance and Risk Committee
<b>Dr Mark Lawrence</b>	Chair, Membership Engagement Committee
<b>Dr Sue Mackersey</b>	Chair, Practice, Policy and Partnerships Committee
<b>Professor Neeraj Gill</b>	Chair, Finance Committee

#### Report of the President

President, Associate Professor Vinay Lakra, highlighted the following key matters undertaken in 2021, including:

- The strengthening of collaborative partnerships with international psychiatry organisations by participating virtually, and as President, in a number of events to represent the RANZCP.
- The strengthening of domestic collaborative partnerships via Board participation, both virtually and in person, in a number of events.
- Board priorities for 2021 included:
  - Continuing to support the membership through the pandemic.
  - Supporting trainees and members impacted by the November AV OSCE cancellation and developing and implementing an Alternate Assessment Pathway (AAP) to ensure impacted candidates can progress through their training pathways.
  - Providing education/CPD activities through e-sessions.
  - Advocating for change and continuation of Medicare-subsidised telehealth consultations.
  - Advocating for more innovative models of care and improved mental health systems via Commissions and Inquiries.
  - Commencing the process of identifying strategies to inform the development of the RANZCP 2022-2025 Strategic Plan.
  - Progressing the external review of the Faculty, Section and Network structures, which was delayed due to the pandemic.
  - Continuing to invest in new technology enhancements including the College website redesign and a new online consultation hub for policy contribution.
  - Establishing the Raising the Profile of Clinical Academic Psychiatry Steering Group
  - Commencing a project via the Corporate Governance and Risk Committee (CGRC) to enhance the diversity of the Board.
  - Developing six strategic non-negotiable priorities.
  - Increasing media presence, responding to media queries and hot topics and increasing the College's social media following.

### ***Fellows Honoured***

The President congratulated Members who were publicly honoured in Australia and New Zealand for their achievements and contributions to psychiatry and mental health:

- Professor Emeritus Sir Mason Durie (ONZ)
- Dr Denise Guy (ONZM)
- Dr Peter Gilchrist (AM)
- Professor Nicholas Keks (AM)
- Professor Dan Lubman (AM)
- Dr Julie Stone (AM)
- Dr Robert Llewellyn-Jones (OAM)

The President also congratulated Fellows who reached the milestone of 50 years of College membership in 2021:

- |  |                         |
|--|-------------------------|
| • Dr David Baron                           | • Dr James Mawdsley OAM |
| • Prof. The Hon. Dame Marie Bashir AD, CVO | • Dr Anthony McCallum   |
| • Dr Peter Black                           | • Dr Robin McMurdo      |
| • Dr Warwick Blakemore                     | • Dr J. Craig Powell    |

- Dr Timothy Blashki
- Dr Paula Cameron
- Dr Judith Cominos
- Dr Kenneth Henson
- Dr Bernard Hughson
- A/Prof. Norman James OAM
- Prof. Ross Kalucy AM
- Dr John Slaughter
- Dr Oscar Stanley
- Dr Jennifer Thompson
- Dr Harvey Williams
- Dr Noel Wilton
- Dr James Wood

### **Report of the Members' Advisory Council**

The Chair of the Members' Advisory Council (**MAC**), Dr Elizabeth Moore, presented the Report of the MAC and highlighted the following key topics discussed by the MAC at its two virtually held meetings in 2021, including:

- November 2021 AV OSCE.
- Assessments and Training Program.
- Faculty, Section and Network Review.
- Clinical Practice Guidelines Review.
- Gender Equity Project.
- Member Wellbeing Survey.
- Consideration of the word "Royal" in RANZCP.
- Rural Psychiatry Training Pathway.

### **Report of the Education Committee**

The Chair of the Education Committee (**EC**), Dr Nick O'Connor, presented the Report of the EC and highlighted its key achievements and initiatives in 2021 in the following areas:

#### ***Continuing Professional Development (CPD), Accreditation and Reporting***

- Adaptation of accreditation processes to a virtual format to maintain accreditation of training, with five Programs accredited during the year.
- Reaccreditation of 15 Formal Education Courses (FEC) with a revised and more robust methodology.
- Publication of the first Exit Survey – with a response rate of over 50%.
- Development of the Cohort Progression Monitor – demonstrating progress in each cohort of the 2012 Fellowship Program.
- Successful pilot of the Practice Peer Review, now incorporated as a CPD activity.

#### ***Training and Development***

- 2021 marked the highest intake of 369 Trainees, with 228 Trainees and Specialist International Medical Graduate (SIMG) candidates admitted to Fellowship and 91 Certificates of Advanced Training awarded.
- Minimised the impact of COVID-19 on candidates via specific flexibilities in training.
- Online Assessment of SIMGs successfully continued with the Panel Assessors.

- Commencement of the Supervisor Resources project.
- Commencement of the Entrustable Professional Activities (EPA) Working Group's review of the Fellowship Program EPAs.

### ***Digital Education Services***

- Continued development and support of the InTrain platform.
- Migration of eLearning content from the Royal College of Psychiatry (RCPsych) into the new Litmos LMS.
- Commenced e-Learning catalogue audit under the E-Learning Advisory Group (ELAG).
- Psych Matters podcast –24 episodes published with 32,000 downloads by end 2021.
- The Thought Broadcast podcast – provided advice and production support.

### ***Assessments and Examinations***

- The launch of the Alternate Assessment Pathway (AAP) following the failure of the November AV OCE, comprising work-based assessments of the Portfolio Review and a Case-based Discussion.
  - A submission was made to the Australian Medical Council (AMC) in December 2021, and with the AMC's endorsement, a Board Taskforce was established to oversee governance, implementation and assessment integrity for the AAP.
  - Two Panels were set up to oversee the separate elements of the AAP – Portfolio Review Oversight Panel (PROP) and Case-based Discussion Oversight Panel (CbDOP) comprising Board members, Committee Chairs, Directors of Training and other Fellows.
- Improvements to the delivery of the Critical Essay Question (CEQ), Modified Essay Question (MEQ) and Multiple Choice Question (MCQ) and implementing reserve papers for those impacted by COVID and natural disasters.
- Decoupling of the Essay-style (MEQ and CEQ) exam with the evaluation of these underway, and a further review of the CEQ as a fit for purpose examination.
- Establishment of the Australian Council of Education and Research (ACER) Implementation Plan to address ACER recommendations, and the Assessment Framework Working Group.

### **Report of the Corporate Governance and Risk Committee**

The Chair of the Corporate Governance and Risk Committee (**CGRC**), Associate Professor Beth Kotzé, presented the Report of the CGRC and highlighted its key initiatives in 2021, including:

#### ***Continual focus on evaluation and enhancement of governance processes***

- Reviewed election documentation ahead of the 2022 Elected Director election.
- Considered and recommended options for diversity enhancement on the RANZCP Board, particularly with respect to representation of trainees as a result of the November AV OSCE failure.
- Implemented a Co-Chair model for the Trainee Representative Committee (TRC).
- Considered a query arising from the 2021 AGM regarding the transition to 2 x 3 year committee terms for some committees and whether the streamlined committee reappointment processes provided fewer opportunities for early career psychiatrists.
- Proposed amendments to the Australian Charities and Not-for-profits Commission (ACNC) governance standards and reporting requirements.

### ***College elections***

- Completion of the College's President-Elect election.
- Completion of election processes for 143 of the 250 College committees.

### ***Risk Management***

- A thematic review of all College Risk Registers was considered and reported to the Board.

### ***Review Processes***

- The CGRC received documents from a variety of committees for its review prior to submission to the Board. These documents primarily relating to the areas of Practice, Policy and Partnerships, and Education and Training.

The Chair also confirmed the CGRC's key work items for 2022:

- Oversight of the Elected Director Election.
- Progression of the work pertaining to the Faculty, Section and Network Review.
- Communications concerning the Board election vote and count methodologies.
- Oversight of committee elections.
- Review of Regulations and Terms of Reference.
- Review of conflict of interest and risk management frameworks.
- Further Board diversity enhancement.

### **Report of the Membership Engagement Committee**

The Chair of the Membership Engagement Committee (**MEC**), Dr Mark Lawrence, presented the Report of the MEC and highlighted its key initiatives in 2021, including:

- Published the results and analysis of its large-scale member wellbeing survey and commenced member consultation to design an effective College wellbeing plan.
- Formed a new working group to investigate ways to better support members approaching retirement.
- Supported the planning and delivery of member webinars and online events.
- Oversaw the College's bi-national RANZP Mentoring Program.
- Produced a new discussion paper and data snapshot examining gender equity in psychiatry, to inform ongoing work across the College.
- Hosted virtual open forums for Australian and New Zealand Members.
- Maintained a focus on promoting member wellbeing as a core priority – including reviewing and updating the College's Member Wellbeing Support Hub, delivering targeted communications to members, and developing a new safety and wellbeing position statement.
- Provided membership subscription fee relief, expanded access and eligibility and increased payment flexibility to those in need of support.
- Congratulated new Fellows and award winners through local events and virtual recognition.

## **Report of the Practice, Policy and Partnerships Committee**

The Chair of the Practice, Policy and Partnerships Committee (**PPPC**), Dr Sue Mackersey, presented the Report of the PPPC and highlighted its key initiatives in 2021 in the following areas:

### ***Practice***

- Commenced external review of the Clinical Practice Guideline (CPG) development process.
- Established a new steering group for Advancing the Profile of Clinical Academic Psychiatry.
- Continued the work and advocacy of the Medicare Benefit Schedule (MBS) Review Taskforce Working Group.
- Completed the work of the Telehealth Resources Working Group and publication of guidelines.
- Awarded \$30,649 in research grants to Trainees and Fellows.
- Ongoing development and review of resources.
- Publication of 23 new and updated bi-national College policies and practice guidance.

### ***Policy***

- Coordinated 135 submissions to consultations at national and state and territory levels.

### ***Partnerships***

- Awarded \$31,583 to 11 trainees who identify as Aboriginal and Torres Strait Islander and 6 trainees who identify as Māori to support their training pathway.
- Partnered with community members to develop policy, guidelines and advocacy; prepare submissions; and participate in other College activities

The Chair also noted the PPPC's priorities for 2022:

- Implementing a contemporary process for the development of policy/clinical guidance that has effective consultation and engagement.
- Producing high-quality relevant and timely policy to support advocacy and meet our members' expectations.

## **6. RESOLUTION 2: ACCEPTANCE OF THE 2021 ANNUAL REPORT OF THE RANZCP BOARD**

**It was resolved on a show of hands that the 2021 Annual Report of the RANZCP Board be accepted.**

## **7. FINANCIAL REPORT AND AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021**

### **Report of the Finance Committee**

The Chair of the Finance Committee (FC), Professor Neeraj Gill, presented the Report of the FC and highlighted its key activities for 2021, as follows:

- Oversight of the College financial management.

- Ensured a strong fiscal and financially viable position.
- Monitored cash flows, operating results and financial position including the financial impact of COVID-19.
- Reviewed mid-year operating results.
- Reviewed the 2022 budget.
- Reviewed and considered College business cases.
- Oversight of the RANZCP Investment Subcommittee.
- Reviewed investments and the RANZCP Investment Policy with external advisor. In 2021, the RANZCP completed divestment from companies exposed to fossil fuels.

### **Financial Report and Auditor's Report for the year ended 31 December 2021**

#### ***Financial Results Summary for the 2021 Financial Year:***

<b>Operating Surplus</b>	\$1.21m
<b>Working Capital Ratio</b>	1.77
<b>Net assets</b>	\$45.69m

- Operating results were better than budgeted.
- Operating revenue and operating expenditure were both higher this year due to increased number of events and activities in comparison to the previous financial year
- Took proactive fiscal measures response to the COVID-19 pandemic.

#### ***Sources of income and expenditure***

- 2021 Income: Specialist Training Program (STP) (59%), subscriptions (20%), training and exam fees (16%), investments (1%) and others (4%)
- 2021 Expenditure: STP (61%), salaries and related oncosts (24%), contractors and other employment expenses (1%), professional services (5%), travel and meeting expenses (2%), and others (7%)
- The STP was cost-neutral.

#### ***Major Projects with external funding – STP***

- A total of \$27.7M in funding was provided for the STP Projects.
- Specialist Training Placements
  - Total contract value: \$209.3m
  - funds managed during 2021: \$22.5m
- Training More Specialist Doctors in Tasmania (Tasmania Project)
  - total contract value: \$9.4m



- funds managed during 2021: \$0.8m
- Integrated Rural Training Pipeline (IRTP) – STP
  - total contract value: \$22.5m
  - funds managed during 2021: \$4.4m

### ***Investments***

- Investment Portfolio with JBWere:
  - Investment portfolio value: \$11.8m
  - Movement in the fair value an unrealised gain of \$0.7m
  - Dividends and distributions: \$389k
- Interest from other accounts at 31 December 2021
  - Operating bank account interest: \$35k

### ***College Properties***

- The College owns the Head Office in Melbourne and various State Branch Offices.
  - College land and buildings desktop revaluation conducted in 2021 by independent valuer
  - Value as at 31 December 2021: \$23.17m (31 December 2014: \$8.78m)
- The College leases the ACT Branch Office and the Tasmania Branch Office

### ***Comparison of Annual Training Fees by Medical College***

- The RANZCP is among the lower half of the other Medical Colleges with respect to Training Fees.

### ***Comparison of Annual Fellowship Fees by Medical College***

- The RANZCP sits in the middle of the other Colleges with respect to the Subscription Fees.

### ***RANZCP Fellowship Fees 2017 to 2022***

- For the last two years, the RANZCP decided not to increase Fellowship Fees despite increase to the Wage Price Index.

### **Report of the Audit Committee**

The Chair of the Audit Committee (AC), Dr Elizabeth Moore, presented the Report of the AC and highlighted the following key activities for 2021, including:

- Ensured compliance with relevant statutory financial reporting requirements.
- Oversaw the audit process and reviewed the Auditor's Closing Report on the audit of the RANZCP 2021 financial accounts.
- Reviewed the College information technology security and controls.

- Ensured that the College is endorsed by the Australian Taxation Office (ATO) for charity tax concessions, including income tax exemption.
- Adopted the ATO's recommendation that a yearly self-review of status be undertaken by organisations endorsed for charity tax concessions.
- Ensured the College undertook a self-review of the College's structure and operations during 2021.

#### **8. RESOLUTION 3: RECEPTION OF FINANCIAL AND AUDITOR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021**

**It was resolved on a show of hands that the Financial Report and Auditor's Report for the year ended 31 December 2021 of the RANZCP be received.**

#### **9. TO DECLARE THE APPOINTMENT OF ELECTED DIRECTORS**

- In accordance with the RANZCP Constitution, a remote ballot was conducted to elect Elected Directors where there are more nominations received than positions available.
- The ballot was conducted in accordance with the Board Election Regulations and has been audited, signed off and approved by CorpVote (the independent election company), the Corporate Governance and Risk Committee (non-conflicted), the Board (non-conflicted) and the Company Secretary.

**The President declared the result of the remote ballot for the election of five Elected Directors for a term of two years from the conclusion of the AGM:**

- Professor Neeraj Gill
- Dr Mark Lawrence
- Dr Sue Mackersey
- Dr Nick O'Connor
- Dr Melanie Turner

#### **10. TO DECLARE THE APPOINTMENT OF APPOINTED DIRECTOR, TRAINEE POSITION**

- To further enhance its diversity, the RANZCP Board determined to utilise the Appointed Director Article of the RANZCP's Constitution and a process for filling the appointment was developed and undertaken.
- The Appointed Director, Trainee was elected via secret ballot, the outcome of which was signed-off by the Company Secretary.

**The President declared that in accordance with the RANZCP Constitution, Dr Pramudie Gunaratne was appointed for a term of one year as Appointed Director – Trainee.**

#### **11. BOARD MEMBERS FROM 18 MAY 2022**

The President noted that the Board is both culturally diverse and achieves gender parity.

- Associate Professor Vinay Lakra – President (2021-2023)
- Dr Elizabeth Moore – President-Elect (2021-2023)
- Professor Neeraj Gill – Elected Director (2022-2024)
- Dr Mark Lawrence – Elected Director (2022-2024)
- Dr Sue Mackersey – Elected Director (2022-2024)
- Dr Nick O'Connor – Elected Director (2022-2024)
- Dr Melanie Turner – Elected Director (2022-2024)
- Dr Pramudie Gunaratne – Appointed Director, Trainee (2022-2023)

## 12. OTHER BUSINESS

The President opened the floor to questions from the Membership.

1. Q: Associate Professor Robert Parker, NT, commented that it would be appropriate for the Board to acknowledge the service of the outgoing CEO.

A: The Board confirmed that they intended to acknowledge the outgoing CEO at the conclusion of question time.
2. Q: Associate Professor Robert Parker, NT queried whether the Board would consider communicating with the World Psychiatry Association (**WPA**) to request they issue an apology with respect to Founding President, Donald Ewen Cameron. The Member noted the increasing awareness in the psychiatric community that Mr Cameron, during his term as President, had abused patients in the process of developing brainwashing techniques for the CIA. This is particularly relevant in light of similar circumstances of patient abuse perpetrated by deceased RANZCP Member, Harry Bailey, which played a critical role in the history and ethics of the College

A: The Board emphasised the RANZCP's strong relationship with the WPA and its previous Presidents as well as the College's contributions WPA's policy agenda over the past few years. The Board confirmed that it would take the Member's comments on notice and consider how to pursue an apology from the WPA.
3. Q: Dr Fatma Lowden, ACT queried whether the Board Appointed Director, Trainee has voting rights on the Board. The Member also queried why the term of office of the Board Appointed Director, Trainee is only one year.

A: The President confirmed that the Board Appointed Director, Trainee has full voting rights on the Board. Elected Director Beth Kotzé also confirmed that the one-year term is linked to a mechanism in the Constitution that permits the Board to appoint up to two appointed directors for terms of up to two years. However, the Board considered that a one-year term was sensible given the Board Appointed Director, Trainee position is relatively new and may be subject to change over the coming years considering the range of options available to diversify the Board. In addition, the Board Appointed Director, Trainee role is not a representative position and it carries all the duties and obligations of a Board Director.
4. Q: Associate Professor Salam Hussain, WA applauded the College's contributions to the addition of Repetitive Transcranial Magnetic Stimulation (**rTMS**) on the MBS and queried the Board's agenda for future advocacy and communications with the Department of Health (**DoH**) with respect to the MBS and Brain Stimulation Therapies.

A: The President advised that he had been involved in discussions with relevant Government Ministers with respect to the MBS. The College is pleased with the Government's decision to include rTMS but is also disappointed that, at this stage, the MBS is only accessible for one course of treatment and a subsequent follow up appointment. In addition, patients who have previously undertaken rTMS are excluded under the current scheme. The President advised that discussions with the DoH with respect to these issues are ongoing but that they are willing to continue to work with the College. The work and support of the Section of Electroconvulsive Therapy and Neurostimulation has been a key part of this process. The President confirmed the College's commitment to advocacy for new and emerging treatments but noted that occasionally these things will need to be prioritised in accordance with College resources.

5. Q: Dr Anthony Korner, NSW requested the Board clarify their follow up plans following the passed Resolutions at the Members Requisition General Meeting (**MRGM**) on 3 May 2022 and comments made about Psychodynamic Therapy in the Mood Disorders Guidelines.

A: The President confirmed that the Resolutions made at the MRGM were not binding but acknowledged that addressing this issue was important to the Membership. The President confirmed that the Board discussed the MRGM Resolutions at its most recent meeting on 15 May 2022 and will deliberate further at upcoming meetings. The Board will also engage in further discussions with the Chair of the Faculty of Psychotherapy with respect to the Mood Disorders Clinical Practice Guidelines. The Board remains committed to working to find a solution.

6. Q: Professor Ian Hickie, NSW requested that the Board provide insight into how the following issues are being prioritised policy-wise by the College:

- (a) Flexibility in training arrangements to produce workforces fit for 21<sup>st</sup> century practice in order to meet the demand and needs of the population. The Member felt that responsiveness to trainees was an issue for the College and emphasised that the experience and process of training may be creating barriers to workforce expansion.
- (b) The ways in which rural workforces, provision of services to disadvantaged populations, the cost of care and availability/access can benefit from:
  - i. Increased access to specialist assessment and ongoing care; and
  - ii. Technology to coordinate care in multidisciplinary fashions.

The Member highlighted that, whilst there seems to be internal conversation with respect to these issues, the College's external position is unclear.

A: The President acknowledged the number of trainees who get into psychiatry has been on an upward incline over the last 7 to 8 years and that the Psychiatry Interest Forum (**PIF**) has played a critical role in the recruitment process. With respect to workforce, the issue is the number of trainee positions available as opposed to lack of interest and the College continues to be in dialogue with both State and Territory and Commonwealth Government to increase this. As a result of advocacy in Victoria and NSW, those State Governments recently announced further training positions in psychiatry, namely 100 additional training positions in Victoria and additional positions for training in Child and Adolescent psychiatry in NSW. The Commonwealth currently supports 228 training positions in a number of areas and recently the Board engaged in very productive discussions with Government with respect to rural training as well. In addition, training programs must be appropriately supervised. The College has successfully advocated not only for extra training positions, but also additional funding for training supervisors (which was not previously available).

Further, the President confirmed that the College was aware of the issues with respect to the flexibility of the training programs offered by the College. At present, work is being undertaken to ensure that training can be completed in rural locations in its entirety. The College recently developed a Rural Psychiatry Training Pathway (RPTP) Roadmap Project which the Government is keen to implement. In addition, the College recently undertook a review, following the cancellation of the November AV OSCE, which will assist in the future

development of a more contemporary training program that matches needs of the community. The President confirmed that there was significant work happening in this space and welcomed ideas and contributions from the Membership.

Elected Director, Dr Nick O'Connor added that the College has undertaken several reviews of its assessment strategy, following the failure of the November AV OSCE, which have contributed to new ideas about flexibility in training and assessments. In particular, the College is currently working through the recommendations of the ACER report. However, the November AV OSCE failure also highlighted the need to review the College's assessment strategy more broadly for rest of this year and beyond. The competency-based training program with work-based assessments introduced in 2012 has created a significant burden with respect to assessment and supervision. The College is focussed on how this can be reduced as well as how best to facilitate the trajectory of trainees through the system. The RPTP may be well partnered to assist in the development of assessment and training strategies.

With respect to workforce issues, the College has established a group to review the possibility of academic psychiatry pathways in the interest of growing the next generation of psychiatry researchers. There is also work being done on a grassroots level which highlighted that the efforts of the College Membership is just as important as those of the College itself.

Elected Director, A/Prof Beth Kotzé highlighted the importance of the Faculty, Section and Network Review to the psychiatry workforce of the future. The Faculty, Section and Network Review has been heavily influenced by the AMC's views about the future of medical education as well as the Commonwealth's push towards a generalist psychiatrist workforce.

The Member further responded to the above comments made by the Board and added that the prolonged nature of medical education and nature of STP is an issue for many prospective trainees. The time and length of College assessment and training processes is far too long, particularly in light of the fact that psychiatrists are now mandated to engage in continuing professional development for the rest of their careers. The Member queried whether the current assessment and training framework was competency-based or merely time indentured. The pandemic created a huge amount of both opportunity for change and responsibility for organisations like the College to respond. The Member queried whether the Board had a sufficient sense of urgency with respect to these issues.

Elected Director, Dr Nick O'Connor largely agreed with the Member but noted that it is important that the College brings everybody with it.

The President suggested that more work could be with respect to virtual access to care in terms of catering to demand. However, a growing workforce remains a College priority.

Elected Director, A/Prof Beth Kotzé noted that, as a result of the pandemic, there was massive disruption to clinical governance, training and workforce systems. The pandemic also highlighted the impossibility of mobilising a specialist workforce in the blink of an eye. As the health sector reorganises in the aftermath, the College does not want to return to pre-pandemic structures and it is important that the College participate and shape what the future might look like. The sense of urgency can be seen in the actions taken by the Board in this regard.

Elected Director, Dr Nick O'Connor also noted that even if urgent action is taken with respect to the assessment and training program and significant change is implemented, there will still be a gap. For this reason, the College is, amongst other things, advocating for Commonwealth funding for a Diploma of Psychiatry. Although it is important to build the psychiatry workforce, it is also critical to develop and build the capacity of the non-psychiatry medical workforce in both rural and metropolitan locations.

7. Q: Dr Roderick McKay, NSW commented that the length of College training should be a prominent metric of success.

A: The President confirmed that the Member's comment would be taken on notice.

8. Q: Dr Dianne Grocott, VIC had a number of comments and queries for the Board:
- (a) The Member suggested that the College consider including provider numbers for telehealth as part of their future policy priorities.
  - (b) The Member felt that there was a lack of communication with Members from some parts of the College, in particular the Faculties of Addiction Psychiatry and Adult Psychiatry and the ADHD Network. Greater communication will allow the College and Membership to stay informed and collaborate more effectively.
  - (c) The Member also had concerns with respect to the lack of information about ADHD in the training curriculum. Lack of information and understanding has triggered unfair Australian Health Practitioner Agency (AHPRA) notifications against health practitioners. In addition, the Member queried whether the College would consider changing aspects of its curriculum to accommodate for ADHD. This is particularly relevant to addiction psychiatry, noting that 40% of substance users seeking treatment also have ADHD. According to the International Collaboration on ADHD and Substance Use, every substance user should be screened for ADHD and every person with ADHD should be screened for substance use. In addition, child and adolescent psychiatrists are derelict in their lack of dealing with ADHD. Following the release of the guidelines in July 2022, it will no longer be possible for a health practitioner to refuse to deal with ADHD, as has been the case to date. The Member also asked the Board to consider providing further support with respect to ADHD-related issues.

A: The President noted the Member's comments and confirmed that he had given evidence with respect to the issue of AHPRA notifications at the Senate Inquiry. The President also confirmed that the relevant Faculties and Groups would be contacted with respect to communication issues.

9. Q: An unidentified Member queried how the Board voting process will be approached in the event of disagreement now that there are an even number of Members.

A: The President confirmed that, generally speaking, where there is an even number of Board members and the vote is equally split, the Chair will have an extra vote. However, this will be confirmed to the Membership.

10. Q: Dr Daud Saeed, NSW queried whether the Board had also considered implementing diversity measures in the curriculum. The pandemic shed light on the political realities of inequity in health policy. Psychiatrists in particular play an important role in safeguarding diversity and equality by virtue of mutual commitment to caring for vulnerable people. Rather than relying upon politicians, the College should see diversity as an ethical issue to be incorporated into the curriculum.

A: The President confirmed that inequity has been at the top of his agenda in conversations with the Board and external stakeholders. The President welcomed further thoughts from the Member.

11. Q: Dr Nitin Dharwadkar, VIC acknowledged the efforts of the College and thanked the Board for guiding the College through the challenges of the last few years.

A: Nil

12. Q: Associate Professor Sathya Rao, VIC queried whether the Board would consider fast-tracking the Faculty, Section and Network Review.

A: The President took the Member's comments on notice.

13. Q: Dr Fatma Lowden, ACT queried whether the Board would consider more frequent MAC meetings, particularly in light of the upcoming challenges raised earlier in question time by Professor Ian Hickie. These meetings currently occur only twice a year. The Member also asked the Board if they would consider giving trainees and SIMGs voting rights.

A: President-Elect, Dr Elizabeth Moore confirmed that this issue was discussed at the last MAC meeting. MAC Members will shortly receive a poll regarding engagement and frequency of MAC meetings.

The President also confirmed that the introduction of trainee voting rights would be a process of Constitutional change. The Board is currently deliberating this issue and further information will be provided in due course.

14. Q: Dr John Baker, NSW commented that for the last 20 years, there has been no academic capacity for intellectual disabilities and comorbid mental illness and felt that this was a matter of urgency given the growing population.

A: The President noted the comment.

There was no other business brought before the meeting in accordance with the RANZCP Constitution or the law.

### **13. CLOSE OF MEETING**

The President apologised on behalf of the College for the failure of the 2021 AV OSCE and acknowledged the distress it caused to trainees. The President also thanked the trainees and all Members who provided support throughout the process.

The President acknowledged the contributions and achievements of outgoing CEO, Mr Andrew Peters.

The meeting closed at 4.26 pm.

## Appendix: RANZCP Members attending the 2022 Annual General Meeting

First Name	Last Name	State or New Zealand	Member Type (Fellow, Affiliate or Associate)
Margaret	Doherty	WA	Fellow
Paul	Skerritt	WA	Fellow
Rowan	Keighran	NSW	Fellow
Brett	Emmerson	QLD	Fellow
Rob	Parker	NT	Fellow
Ann	Potter	NSW	Fellow
Paul	Friand	NSW	Fellow
Tony	Sheehan	VIC	Fellow
Russ	Scott	QLD	Fellow
Yvonne	White	NSW	Fellow
Martin	Beckmann	QLD	Fellow
Angelo	Virgona	NSW	Fellow
Kevin	Myhill	SA	Fellow
Michael	Prior	NSW	Fellow
Andrew	Frukacz	NSW	Fellow
John	Allan	QLD	Fellow
Zelko	Mustac	NSW	Fellow
Srirekha	Vadasseri	VIC	Fellow
David	Mitchell	NT	Fellow
Daniel	Pellen	NSW	Fellow
Melanie	Turner	SA	Fellow
Marie	Bismark	NZ	Associate
Mark	Lawrence	NZ	Fellow
Anthony	Korner	NSW	Fellow
Malcolm	Hopwood	VIC	Fellow
Roderick	McKay	NSW	Fellow
Killian	Ashe	VIC	Fellow
Neeraj	Gill	QLD	Fellow
Sarun	Sharma	WA	Fellow
Ramprasad	Attur	NSW	Fellow
Gregory	Spencer	NZ	Fellow
Victor	Storm	NSW	Fellow
Ian	Hickie	NSW	Fellow
Ritesh	Bhandarkar	VIC	Fellow
Peter	Jenkins	VIC	Fellow
Fatma	Lowden	ACT	Fellow
Skye	Kinder	VIC	Associate
Marcia	Fogarty	SA	Fellow
Bronwyn	Moss	NSW	Associate
Roger	Gurr	NSW	Fellow
Nick	O'Connor	NSW	Fellow
Beth	Kotzé	NSW	Fellow
Elizabeth	Moore	ACT	Fellow
Sue	Mackersey	NZ	Fellow



First Name	Last Name	State or New Zealand	Member Type (Fellow, Affiliate or Associate)
Vinay	Lakra	VIC	Fellow
Pramudie	Kunaratne	NSW	Associate
Lewis	Walker	WA	Fellow
Prue	McEvoy	SA	Fellow
Ajay	Vijayakrishnan	VIC	Fellow
Martin	Reading	NSW	Fellow
John	Baker	NSW	Fellow
Rajiv	Singh	NSW	Fellow
Nicholas	Di Ciaccio	NSW	Fellow
Lee	Allen	VIC	Fellow
Jeffery	Thompson	QLD	Fellow
Mark	Shillito	NSW	Fellow
Sidney	Bloch	VIC	Retired Fellow
Anna	Cunningham	VIC	Associate
Evelyn	Bian	VIC	Associate
Sam	Morley	VIC	Fellow
Laura	McCartney	QLD	Fellow
Lisa	Lampe	NSW	Fellow
Saretta	Lee	NSW	Fellow
Gary	Galambos	NSW	Fellow
Rahul	Gupta	NSW	Fellow
Nitin	Dharwadkar	VIC	Fellow
Kay	Wilhelm	NSW	Fellow
Gabriella	Unsen	NSW	Fellow
Nicholas	Burgen	VIC	Fellow
Giles	Newton-Howes	NZ	Fellow
Simon	Stafrace	VIC	Fellow
Mike	Millard	NSW	Fellow
Astha	Tomar	VIC	Fellow
Daud	Saeed	NSW	Fellow
Jan	Geertsema	QLD	Fellow
Wolé	Akósílè	WLD	Fellow
Karishma	Kulkarni	VIC	Fellow
Alex	Riddoch	VIC	Fellow
Michael	Kluger	NSW	Fellow
Salam	Hussain	WA	Fellow
Pravin	Dullur	NSW	Fellow
David	Dossetor	NSW	Fellow
Dianne	Grocott	VIC	Fellow
Sathya	Rao	VIC	Fellow