



College of Intensive Care Medicine
of Australia and New Zealand
ABN: 16 134 292 103

PRESIDENT'S REPORT CICM BOARD MEETING NOVEMBER 2020

The College Board meeting was held on 19 and 20 November via Zoom and there was acknowledgement of the traditional custodians of country throughout Australia and of Māori as the Tangata Whānau of Aotearoa.

The Board welcomed ANZICS President, Anthony Holley, ANZCA President, Vanessa Beavis and new Paediatric Representative, Phil Sargent.

FROM THE OFFICE

The CICM Office in Melbourne remains closed for November. A phased approach to return to work will begin in December for staff who wish to spend some time in the office. The College will be following the government guidelines. In 2021, the College will continue to offer flexible working arrangements to staff. The Board thanked the College staff for their continued work during this challenging year of working from home.

The new college building was discussed, including updates on the space and design. A number of meetings have been held with ANZICS and both organisations are committed to the exciting opportunity to co-locate. Legal and financial steps to facilitate this arrangement are in progress.

2021 – 2023 STRATEGIC PLAN

Over the last three months the College has undertaken a detailed consultation process for the next strategic plan. A member survey was distributed, 18 workshops were held with Fellows and trainees on College Committees, three workshops were held with College staff and 16 meetings were held with external stakeholders including Colleges, Societies and Regulatory bodies. These consultations proved extremely valuable and the feedback was collated and presented to Board along with a draft plan of strategic initiatives and goals. A workshop was held with the Board Members to finalise these elements. The main areas of focus for the College will be high professional standards and workplace culture, best practice in education, training and assessment, progressing equality of intensive care in the community and maturing our internal college capabilities. The final strategic plan will be released to the members following final approval at the March Board Meeting.

DIGITAL STRATEGY

Along with the strategic plan, the College has been developing a digital strategy to help ensure we meet our goals set out in the strategic plan. It ensures we are in the best position to address the current level of technology risk exposure whilst positioning the College as a more technologically mature organisation with a strong emphasis on member engagement. The plan sets out the priorities for investment over multiple years and will begin with ensuring the

foundations of the College's digital infrastructure are solid and can support growth and development.

AMC

The College will undergo a full reaccreditation assessment of the education and training and professional development programs by the AMC and NZMC during 2021 and 2022. The AMC conducted a full assessment of the CICM education and training and professional development programs in 2011. Subsequent submissions describing progress against conditions allowed the accreditation period to be extended until 2022. The 2021/2022 accreditation process will take approximately 12 months, commencing in October 2021, however preparations to meet the standards commenced in 2019/2020. The College will be required to meet both AMC and NZMC standards. The AMC accreditation standards were revised in 2015, and this will be the first instance that CICM will need to address these new standards. The new standards have an enhanced focus on trainee wellbeing and patient safety, community engagement Indigenous health.

CULTURE

At the July meeting, a proposal was endorsed regarding the focus on culture and wellbeing, building on previous workshops, other meetings and feedback received. A more in depth approach to the priorities for implementation was endorsed at Board, including a framework for best practice, embedding culture and behaviour in our hospital accreditation and CPD requirements, and a range of supporting elements for both units and individuals. The Board agreed that the speciality should be known internationally for our success in workplace culture and wellbeing and to achieve this we will need to partner with external organisations. The strategic plan for 2021 – 2023 places significant emphasis on this.

EDUCATION

The College has been successful in pivoting to more online events during 2020 and we plan to continue with many of the initiatives. The Management Skills course was held online for the first time in September and was attended by 24 trainees. The first Management Skills course of 2021 will also be held online. Two supervisor of training workshops on the topics of “the trainee in need of additional support” and “clinical reasoning” have been held since July Board. SOT online workshops will be held every two months in future. The online education sessions for trainees are now held three times a week, using a variety of topics, formats and presenters.

Dual Training with ANZCA

Progress has been made on the dual training pathway with ANZCA. Representatives of the education committees from CICM and ANZCA have collaborated over the last 12-months to produce a proposed program of training and assessment. Work will continue on the project over the next 12 months to ensure the program meets all necessary educational requirements and is operationally viable.

The following Supervisor of Training appointments were noted:

Elena Cavazonni	Children's Hospital at Westmead, NSW
Benjamin Davidson	Westmead Hospital, NSW
Stephan Morgan	St Vincent's Hospital, NSW
Ruth Herod	Port Macquarie Base Hospital, NSW
George Lukas	Dandenong Hospital, VIC
Thomas Doyle	Cairns Base Hospital, QLD

The following Cardiac Assessor appointments were noted:

Justin Teng (Non Fellow)	Mount Hospital, WA
Ganesh Gnanappa (Non – Fellow)	Sydney Children's Hospital, NSW
Timothy Stanley	Dubbo Base Hospital, NSW
Kavitha Shetty	Nepean Hospital, NSW
Nada Azar	Nepean Hospital, NSW
Michela Cartner	Gold Coast University Hospital, NSW

Regional Distribution	
ACT	3
Hong Kong	4
India	-
Ireland	-
NSW	39
NT	3
NZ	13
QLD	37
SA	12
Singapore	3
TAS	4
VIC	36
WA	11
TOTAL	165

ASSESSMENT

The First Part and Second Part viva examinations were successfully completed in October. 162 candidates and over 60 examiners participated via Zoom. The Hot Case section was also successfully completed in late October and early November utilising 19 units across Australia, New Zealand, and Hong Kong. Communication with key stakeholders was vital to ensuring the success and given the relatively small numbers, the College was able to provide personalised assistance for candidates and examiners with individual phone calls, fortnightly updates, instructional videos and social media updates.

Academic integrity was maintained with every viva question undergoing the same scrutiny and workshopping as the face to face format. A full evaluation is underway to assess the sustainability

of this delivery mode. We will engage with key stakeholders to determine what assessment delivery looks like in the future.

The Australian Council for Educational Research (ACER) have also commenced a review of our examination processes. Two representatives observed several online sessions during the First and Second Part examinations.

HOSPITAL ACCREDITATION

COVID has had a significant impact on HAC Accreditation Visits in 2020. To ensure the process can restart and remain sustainable, a hybrid model of both a face to face and virtual presence will be piloted over the next month. The Board agreed to extend the current five year cycle to a six year cycle to allow time to catch up. The College will be able to visit units earlier in the event of concerns being raised.

TRAINING

The College has received 214 applications to join the training program. The Trainee Selection Panel have been working through these since applications closed in September. The Situational Judgement Tests (SJTs) are due to be piloted in December 2020 using the current cohort of applicants. This is a trial run of the process and results will not be taken into account when assessing the suitability of a particular applicant. Following the completion of the trial, Monash University will analyse the results and make any final adjustments to the questions. Once the process has been finalised, all applicants from 2021 will undergo SJTs and this will form part of their assessment for entry into the training program.

TRAINEE COMMITTEE

The Committee has been active during 2020, supporting trainees through a very difficult year and was heavily involved in the lead up to the exams. Representatives of the Trainee Committee along with Bruce Lister transformed the way education is delivered to our members in 2020. Weekly sessions on Zoom included Journal Club, Q&A panel sessions, and clinical based teaching. These sessions were a great opportunity for the College to connect with trainees and educators from across Australia and New Zealand to compensate for the loss of teaching that many trainees faced during COVID.

The Committee also welcomed new members:

ACT Representative: Dr Oliver Walsh
TAS Representative: Dr Samuel Marshall
Paediatric Representative: Dr Tessa Kennedy
Indigenous Representative: Dr Gene Slockee
Rural Representative: Dr Jessica Morgan

REGIONAL / NATIONAL COMMITTEES

The Regional and National Committees have remained active throughout the pandemic. All Committees were involved in strategic planning workshops over the last two months and their participation provided great insight and feedback that have been worked into the strategic plan.

The NZNC met in August, where they discussed the latest Board report, OTS updates, COVID and the work the Indigenous Health Committee is undertaking. A Clinical Directors Meeting is planned for the end of November

Elections for WA, TAS & SA new committee terms 2021 – 2022 are complete and voting for NSW and QLD Regional Committees was underway at the time of Board. The Committees provided feedback on the policy documents up for review. QLD, NSW, WA have all held successful trainee presentation events, virtual and in person. VIC held a well-received wellbeing webinar and have been holding collaborative education program for exam teaching across 3 hospitals.

POLICY

The Board received a comprehensive update on the status of the College's professional documents. The College has 77 active professional documents that are reviewed every five years, or earlier if required. The plan for 2021 is to ensure any of those overdue for reviews are prioritised. The College will also be updating and expanding its corporate policies over the year.

The latest documents to be reviewed and approved;

*T-27 Assessment of Specialist International Medical Graduates
(formerly Assessment of Overseas Trained Specialist)*

The updates reflected the name change from Overseas Trained Specialists to International Medical Graduates to maintain consistency with the language of the Medical Board of Australia, the Australian Medical Council and the Medical Council of New Zealand. The structure was updated to align with MBA's standards structure and include the requirement that the SIMG applicant is to be given the Summary of the Preliminary Review before the interim decision and provided 21 calendar days to provide feedback, highlighted the need for assessment of cultural competence as part of the SIMG assessment process and added new detail of the assessment of SIMGs in NZ.

T-13 Guidelines for Assisting Trainees Identified as Requiring Additional Support

Updates include a procedural change to involve the College in the remedial processes earlier, a template for the Trainee Action Plan (TAP) and adds a requirement for a TAP that has unresolved issues to be passed to the next Supervisor, the requirement for the Censor to review all TAPs and Training Coordinator to maintain a register. There is a new pathway for trainees requiring additional support – those who have exceeded the maximum timeframe or who have three years away from training.

Both these updates documents will be on the website shortly.

REGULATION UPDATES

New Regulations have been drafted to reflect decisions of the Board at its March Meeting. These were; the maximum time to complete training be limited to twelve years (exclusive of parental leave) after which time the trainee is removed from the Training Program.

The term 'Deferred Training' has been used to describe training that is not Foundation, Core or Transition Year ICU training or the medicine, anaesthesia, paediatric, rural or elective terms. Following feedback and discussion, it was decided the term 'deferred training' has been changed to non-accredited clinical training (NACT).

The updated Regulations will be on the College website shortly.

INDIGENOUS HEALTH

Reflection Reconciliation Action Plan (RAP)

The Board received updates on the deliverables of the RAP. To date, the following achievements have been made:

- Communication to all stakeholders about the RAP via social media and e-news
- Creation of a new Indigenous Health page on the College website dedicated to the RAP and promotion of Indigenous Health initiatives and resources
- The College celebrated NAIDOC week with internal staff events and with an awareness campaign on social media.

CLIMATE CHANGE

Ora Taiao; New Zealand Climate and Health Council is an organisation comprised of health professionals in New Zealand. The Council is a not-for-profit, politically non-partisan incorporated society focussing on the health challenges of climate change and the health opportunities of climate action. The Board have supported their call for action on climate change, a statement that is similar to that of the Australian organisation, Doctors for the Environment, that the Board have previously supported.

ADMISSIONS

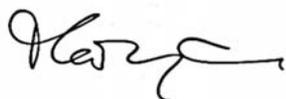
The following admissions to Fellowships were noted;

Surname	First Name	State/Country
Mos	Krista	NSW
Rimpau	Sebastian	QLD
Weeden	Mark	ACT
Firke	Ritesh	NSW
Mewton	Juliette	QLD
Wilbers	Joseph	NSW
Sharma	Avinash	NSW
Scott	Marie	NSW
Perelini	Fiona	NZ
Dash	Sananta	QLD
Schulz	Luis	NSW

Sethi	Sandeep	SA
Garnett	Ashley	VIC
Mehta	Rukhshad	ACT
Sharma	Kalpana	NSW
Burke	Stephen	QLD
Callahan	Sadie	QLD
Ganju	Anamika	QLD
Hussey	Alexander	NZ

FINANCE

The Board considered the College's financial position, future obligations, efficiency improvements and new areas of focus that require investment from our strategic plan and digital strategy. The revised budget and fee structure for 2021 are close to being finalised and will be communicated to the membership shortly.



Dr Mary Pinder

President, College of Intensive Care Medicine of Australia and New Zealand