



2017

# STRATEGIC PLAN

# ABOUT OUR COLLEGE

The Australasian College of Sport and Exercise Physicians (ACSEP) is the professional body representing Sports and Exercise Physicians in both Australia and New Zealand.

Sports and Exercise Physicians are committed to excellence in the practice of medicine as it applies to all aspects of physical activity.

Safe and effective sporting performance at all levels is a major focus. Alongside this is the increasing recognition of the importance of exercise in the prevention and treatment of common and often serious medical conditions, such as arthritis, heart disease, diabetes, many cancers and mental illness.

Exercise has increasingly been shown to supplement traditional measures such as rest, medication and surgery, often with less reliance on these in the treatment of many chronic health conditions. It can certainly help improve recovery and in turn, long term outcomes.

The ACSEP will continue to uphold and advance world leading training and practice in the specialty of Sport and Exercise Medicine. We are perfectly positioned to lead and promote the incorporation of exercise and physical activity into the daily lives of all members of the community, whether healthy or unwell.

We will continue to work closely with our peak sporting bodies and teams, medical and allied health colleagues, as well as the greater community to keep us all active and healthy.

## OUR VISION

is to provide world's best practice with regard to training, standards and research in the speciality of Sport and Exercise Medicine.

# BOARD OF DIRECTORS



## CHAIR

### MR DAVID BRENNAN

David is from Melbourne and joined the Board in 2016 as a non-executive director. David sits on a number of Boards and brings valuable experience in the finance, governance and marketing fields and is assisting the Board to grow its footprint with external stakeholders both domestically and internationally.



## PRESIDENT

### ADAM CASTICUM

ACSEP Fellow from Melbourne and executive director. Adam works closely with the CEO and is the bridge between the Board and the Office regarding College operational, strategic and all clinical matters. Adam oversees all Committees and works with the Chairman to oversee the running of Board and provide leadership for the College. Adam joined the Board in 2015 and was elected President in February 2016.



## VICE-PRESIDENT

### HAMISH OSBORNE

ACSEP Fellow from Otago and executive director. Hamish joined the Board in 2013 and assists the President, Board and Office with College clinical issues, in particular matters relating to education and research. He is also the NZ representative on the Board.



## PAUL BLACKMAN

ACSEP Fellow from Melbourne and executive director. Paul joined the Board in 2016 and brings experience from serving on the Board of Censors, is actively involved in Registrar teaching and is the new Chief Medical Officer for Athletics Australia.



## DR LOUISE TULLOH

ACSEP Fellow from Sydney and executive director. Lou joined the Board in 2016 and is current Censor in Chief of the Board of Censors, overseeing the College examination process. Lou is also actively involved in Registrar training.



## MR JOE PANNUZZO

Joe is from Melbourne and joined the Board in 2016 as a non-executive director. Joe comes with a wealth of experience in finance and assists the Board with all financial, risk and compliance and Board governance matters.



## DR RACHEL HARRIS

Rachel is a third year Registrar training in Canberra and our 2017 Registrar Representative. Rachel has a background in elite sport, having represented Australia in swimming from 1995 to 2000. Since joining the training program she has worked with the Australian rowing, swimming and Paralympic swimming teams, and the new Womens AFL league for the Fremantle Dockers.



## MS ROBIN BUCKHAM

Robin has had a significant career across the commercial and academic sectors. Now a Non Executive Director, with appointments on several NFP boards, Robin also has a varied consulting practice, working with several consulting consortia.



### ABOUT OUR CEO

Kate hails from Perth and holds a Bachelor of Arts in Education from Edith Cowan University and a Specialist Certificate in Executive Leadership from Melbourne University. Kate's first career was as a secondary school teacher, working for 13 years in state, catholic and private schools undertaking leadership roles in Perth, London, York (UK) and Melbourne. Her strong desire to instill a love of physical activity in children led her away from education to a role within the Active After-school Communities program run by the Australian Sports Commission (ASC). After 5 years in the role, Kate moved to Canberra where she undertook a key strategic senior stakeholder relationship role for the ASC as Director- Government and Partner Relations. This role led Kate to work with a huge variety of state and federal stakeholders, develop and implement government policy, establish an inter-state sport disaster relief collaboration and coordinate a COAG Closing the Gap working group. Upon leaving the government

sector, Kate undertook two senior roles in the Charity area, both in the field of health and improving outcomes for children or those with a disability. Most recently, Kate has worked for Headspace assisting with navigating the implementation of the NDIS for Headspace centers and National Office. Kate has a strong sporting background and represented Western Australia in the WNBL. She has always had great interest in providing an opportunity to improve the lives of others through the vehicle of sport and exercise, and articulating the role that physical activity has in ensuring positive physical, mental and social health.

Kate lives a very active life with her partner, 2 young daughters and incredibly old, deaf dog and still manages to play basketball regularly, just no longer in a bodysuit!

KATE SIMKOVIC

2018 - 2022



**“THE DOCTOR OF THE FUTURE WILL  
GIVE NO MEDICINE, BUT WILL INVOLVE  
THE PATIENT IN THE PROPER USE OF  
FOOD, FRESH AIR AND EXERCISE”**

KEY PRIORITIES



1

**TRAINING EXCELLENCE**

Delivery of highest quality SEM evidence-based training, that sets out Global standard.

Provide support for Clinical Training Supervisors.

Provide support for Registrars and delivery of nationally consistent training curriculum.

Promote the use of Research to enhance the quality of training program.

2

**MEMBER ENGAGEMENT**

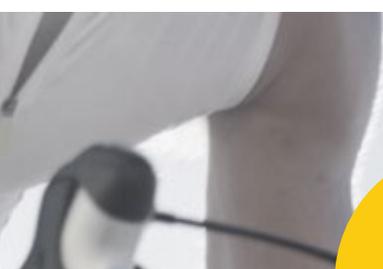
Improve educational opportunities and resources available to Fellows.

Enhance communication between the College and membership.

Increase Fellow involvement with College activities.

Support Fellows throughout their career.





**3**

### **ORGANISATION SUSTAINABILITY**

Establish process and infrastructure to ensure financial stability and robust governance of the College.

Retain quality staff members and provide opportunities for career development.

Encourage and acknowledge the contribution of Fellows to the work of the College.

Develop a strategy to ensure long term balance between graduates from the program and community requirements.

Ensure respectful culture in medicine is promoted and practices are maintained.

**4**

### **STAKEHOLDER RELATIONSHIPS**

Build partnerships and increase awareness of SEM among the broader community and industry participants.

Advocate for indigenous Maori and Pacifica health, rural and regional healthcare and refugee health.

Build relationships with external health organisations.

Advocate to State and Federal Governments.

Promote international relationships.



# FOCUS ONE

## KEY RESULT AREAS

**1** Delivery of highest quality SEM evidence-based training program, that sets a global standard

- Trainee selection
- Curriculum review benchmarked against the global standard
- Module development/review
- Leading Learning Management System
- Registrar annual survey

**3** Support for Registrars, delivery of internationally consistent training curriculum

- Better Members support offering
- Clear and independent communication between College and trainees
- Support consistent delivery of tutorial program
- Develop partnerships with resource providers (such as BJSM, CJSM) to deliver additional support content (e.g. webinar, emodule access)



## 2 Provide support for Clinical Training Supervisors

- Delivery of Supervisor training and resources
- Train the Trainer workshops
- Training Practice accreditations
- Development of online resources and Research opportunities
- Implement Registrar feedback outcomes

## 4 Promote the use of Research to enhance the quality of training program

- Work with trainees to view SEM Research both a development/training tool and integral to enhancing the quality of care for SEM patients
- Develop SEM Research Career Pathways
- Reward Registrars who produce excellent Research



TRAINING EXCELLENCE

**FOCUS TWO**



**MEMBER**

**ENGAGEMENT**



## KEY RESULT AREAS

### 1 Improve educational opportunities and resources available to Fellows

- Continue to encourage quality SEM Research opportunities for Fellows
- Provide learning opportunities via targeted activities/meetings (e.g. Annual Scientific Conference, Webinars and Workshops – MOST, Ultrasound courses)
- Ensure that the College CPD Program remains contemporary within jurisdictional requirements and continues to meet Fellows' Specialist practice needs
- Delivery of educational SEM modules

### 2 Enhance communication between the College and membership

- Continue to develop and improve the use of social media, newsletters, the College website, eDMs?? and online forums as a part of the overall communication strategy with Membership and external stakeholders
- Continually develop and refine mechanisms to encourage use of Committee structure and Working Groups to enhance membership dialogue with the College

### 3 Increase Fellow involvement with College activities

Increase the number of Fellows who;

- attend the Annual Scientific Conference
- attend the Annual General meeting and vote in College elections
- nominate for election to College Committees and Working Groups
- are involved in College educational activities
- apply to be part of the College accredited practice program

### 4 Support Fellows throughout their career

- Develop a platform dedicated to Fellow welfare
- Develop resources for Fellows to assist in areas such as work life balance, return to work plans and needs of remote practitioners
- Monitor developments in workforce and regulatory requirements and provide resources when appropriate (e.g. practice development seminars / sourcing government funded initiatives)
- Develop mechanisms to support diversity, participation, and leadership opportunities in the SEM Workforce

## KEY RESULT AREAS

# FOCUS THREE

### 1 Establish process and infrastructure to ensure financial stability and robust governance of the College

- Ensure accurate financial reporting is available for Board and membership
- Meeting all regulatory requirements such as ASIC and ACNC
- Monitor of budget and investment frameworks
- Conduct internal/external accounting and auditing processes
- Adherence to relevant College policies and procedures
- Development and conservative management of College investment portfolio
- Utilisation of College committee structure and member engagement/feedback when required
- Have appropriate Terms of Reference for all Committees and Working Groups
- Embed College Culture and Values throughout the College

# ORGANISATION SUSTAINABILITY

## 2 Retain quality staff members and provide opportunities for career development

- Provide staff with opportunities and support to undertake appropriate professional development activities
- Whenever possible, promote staff from within the organisation in preference to hiring externally
- Aim to minimise staff voluntary departures
- Conduct formal annual performance and remuneration reviews
- Continue to appropriately recognise and reward staff
- Provide a flexible and supportive work environment

## KEY RESULT AREAS

# FOCUS THREE

**3** Encourage and acknowledge the contribution of Fellows to the work of the College

- Ensure that Fellows undertaking any activity on behalf of the College receive appropriate support and assistance from College staff and Board of Directors
- Recognise the contribution of Fellows and others at College events, in the newsletter and through the College Reports, social media and website
- Recognition of excellence or outstanding contribution to the College from Fellows'

**5** Ensure respectful culture in medicine is promoted and practices are maintained

## 4 Develop a strategy to ensure long term balance between graduates from the program and community requirements

- Continue to monitor workforce data and work closely with the relevant jurisdictional bodies to develop accurate supply and demand models for the Sport and Exercise Medicine workforce
- Conduct regular surveys to review the employment status of all Fellows, in particular that of recent graduates from the program
- Continue to monitor and where necessary modify the trainee selection process, in collaboration with workforce planning authorities and in response to community need

- Foster a culture of behavior that aligns with the ACSEP our Code of Ethics and Professional Behaviour
- Ensure anti-bullying, sexual harassment and discrimination reporting processes allow for the protection and outcome focused management of any potential occurrences

# FOCUS FOUR

## KEY RESULT AREAS

1

Build partnerships and increase awareness of SEM among the broader community and industry participants

- Develop online and physical educational collateral for referral partners and their patients on SEM
- Running of GP Symposiums and SEM related workshops
- Develop strategic alliances with commercial, corporate, community and sporting partners
- Development of social media and communications strategy
- Creation and review of position statements on SEM related topics

2

Advocate for indigenous Maori and Pacifica health, rural and regional healthcare and refugee health

- Ensure compliance with cultural competence programs such as the College Reconciliation Action Plan
- Promote rural rotations as opportunities for trainees when available
- Liaise with other professional organisations to advocate for refugee health
- Collaborate with organisations to promote indigenous Maori and Pacifica health and create indigenous Maori and Pacifica training pathways

4

Advocate to State and Federal Governments

- Actively promote partnerships with governments on key health policies relating to SEM such as Medical Benefits Scheme, Australian Commission on Safety and Quality in HealthCare (ACSQHC), Obesity Prevention Policy etc
- Regular engagement with government and health officials to ensure the College remains the peak body for providing advice on SEM training, education standards and accreditation
- Advocacy to increase STP and IRTP placements within the College
- Advocacy for equitable access to SEM healthcare for all members of the community, with increased SEM provision through public health services
- Provision of information to governments on the relevance of SEM
- Maintain close liaison with governments on matters of public health priority
- Remain agile to align with Government priorities to capture opportunities

5

Promote international relationships

- Promote SEM evidence-based training courses and education in the Asia-Pacific Region
- Liaise with other international SEM organisations
- Promote international exchange scholarships for trainees and Fellows to travel to and from other countries in-line with education partners
- Continue to develop international profile and relationships through promoting ACSEP research and attendance at scientific meetings



### 3

#### Build relationships with external health organisations

- Liaise and advocate with other medical colleges through the Council of Presidents of Medical Colleges in Australia and Council of Medical Colleges in New Zealand
- Maintain open communication with other medical colleges regarding training programs and the development of joint policy statements
- Improve representation on national and state committees and advisory bodies
- Contribute to medical workforce planning through collaboration with national workforce bodies such as the Medical Training Review Panel and National Medical Training Advisory Network
- Improve interaction with local health facilities through the accreditation process
- Continue to build partnerships with allied health organisations such as AMA, Mental Health - Beyond Blue and headspace; SMA, APA, ESSA etc
- Promote SEM as a career option and encourage the involvement of Fellows in the delivery and development of SEM teaching in medical schools, as well as collaboration with student Sport SEM bodies such as SEMSA



# STAKEHOLDER RELATIONSHIPS

# 2017 A YEAR IN NUMBERS

# 265 MEMBERS

159 FELLOW

67 REGISTR

39 ASSOCIA

5 Academic Modules

43 Educational modules

7 Supervisor modules



IS  
ARS  
ATES

**1** New Website

**1** New LMS

**1** New CRM

Accredited training  
practices accross  
Australia & NZ

**33**

**375** ATTENDEES @

**ANNUAL CONFERENCE**

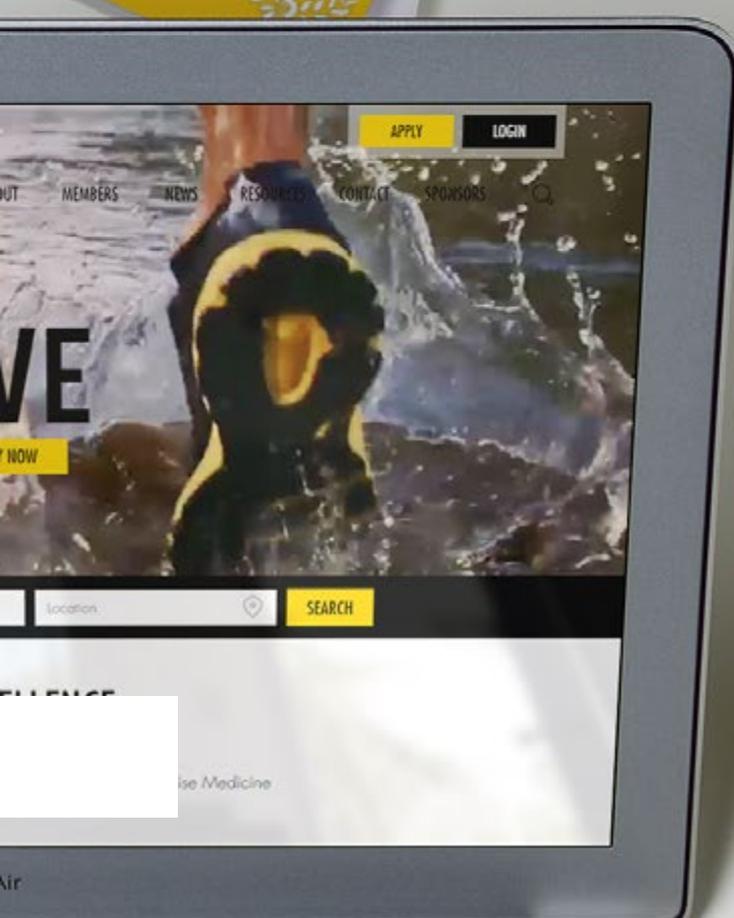
**48 MOST COURSE REGISTRATIONS**

**40 US COURSE REGISTRATIONS**

...LEAD...  
...WEBSITE... excited to share the news that our  
...recognition that a website can receive on the Intern...  
...and **NEED YOUR VOTES!!**  
Please share this with your friends, family, colleagues and or...  
**VOTE VIA THIS LINK:** <https://vote.webbywards.com/PublicVoting#/2017/websites/general-website/associations>



ING INTERNATIONAL AWARD  
THE INTERNET.  
College website has been nominated  
Voice Awards. This is the highest award  
get!  
alists, within our category,  
rganisations.



# WORLD LEADING TRAINING & PRACTICE



AUSTRALASIAN COLLEGE OF  
SPORT AND EXERCISE PHYSICIANS