



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE

NEW FELLOWS ORIENTATION GUIDE

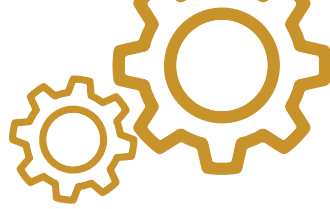






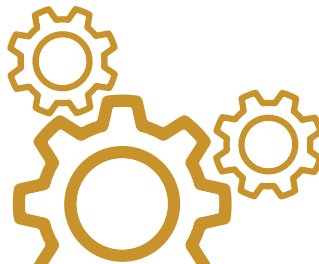
PURPOSE OF THIS GUIDE

This guide summarises the information and resources you will need as you enter Fellowship of the Royal Australasian College of Physicians and start practising as a physician or paediatrician.



CONTENTS

Welcome to Fellowship	3
History of the College	4
Fellowship, testamurs and College Ceremony	6
Introduction to MyCPD and Continuing Professional Development (CPD)	7
Resources for Fellows	9
Physician wellbeing and support	12
Getting involved	15
Becoming a supervisor	18
RACP Foundation	19
Member benefits	20



WELCOME TO FELLOWSHIP

Dear Fellows,

I am delighted to welcome you as a new Fellow of the RACP and I would like to congratulate you on reaching this major milestone in your professional life.

You have earned your place in our College community – having worked and studied hard.

Your journey is worth the effort – and although there are still challenges ahead, ultimately I believe you will find your career choice immensely rewarding.

You have joined a profession whose members have expertise in the health and wellbeing of their fellow citizens – and with expertise comes responsibility. That responsibility is a privilege each of us must live up to in our professional lives.

The guiding principle of our College is, *‘hominum servire saluti’*, or ‘to serve the health of our people’. I hope you will always act for the good of the patient – and seek to understand that what is ‘for the good of the patient’ varies from individual to individual.

Our College is incredibly diverse. It is made up of more than 15,000 Fellows and 8,000 trainees.

The RACP offers 60 training pathways. These lead to the award of one of seven qualifications that align with 42 specialist titles recognised by the Medical Board of Australia or allow for registration in nine vocational scopes with the Medical Council of New Zealand.

As a Fellow of the RACP you are

recognised as a clinical leader and a member of an institution that is respected internationally.

The College will continue to provide you with opportunities for innovative training and continuing professional development, so that you can be at the forefront of your profession and have the greatest impact on people and communities.

Our College functions because of your engagement and involvement as members. There are many ways in which you can contribute to its growth and development and advocate on behalf of the profession, some of which feature throughout this document.

Once again, congratulations on your success.

Generations of men and women have walked the path that you now walk – and carried the weight of responsibility you now carry.

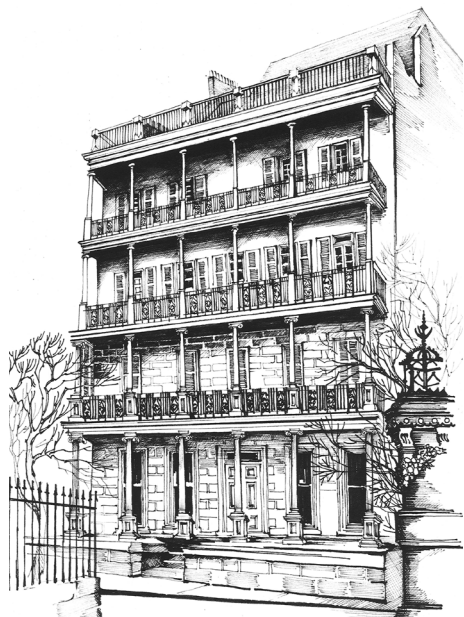
Take wisdom from the lessons of those that have been before you, take support from the College that they built for you, take care of your relationships with friends and family, and take care of yourself.

Kind regards,



Associate Professor Mark Lane
RACP President

HISTORY OF THE COLLEGE



Until the 1930s Australian and New Zealand physicians had to seek membership of one of the United Kingdom Colleges in London, Glasgow, Ireland or Edinburgh.

In November 1930, a group of physicians met in Melbourne to establish The Association of Physicians of Australasia ‘for friendship and scientific stimulus’, but the Association consisted of its members only – there was no building or permanent base.

By 1934, the Association Council decided that an examining and executive body College should be formed to enhance the prestige of the profession, stimulate interest in medical education and research, and set a standard of professional, ethical conduct. The constitution was to be modelled on that of the London College.

In 1937, premises were purchased at 145 Macquarie Street, originally the home of the Fairfax family. Funds were raised from the New South Wales Government and public donation.

Incorporation of the College and the first meeting of the Council occurred in April 1938. The motto of ‘*hominum servire saluti*’ (to serve the health of our people) was adopted for the College coat of arms.

In September that year, 47 candidates took the first examinations and 41 members were admitted.

The College’s first scientific journal, *Proceedings of The Royal Australasian College of Physicians*, was published in 1948. This was succeeded by *The Australasian Annals of Medicine*, later renamed *The Australian and New Zealand Journal of Medicine*, and now the *Internal Medicine Journal*.

The College Library was established in 1939 and in 1954 it was renamed The History of Medicine Library. Largely through the donations of Fellows, it has become the world's largest collection of Australian and New Zealand medical history material.

In 1968, the Committee on Hospital Accreditation was set up to consider the training and recognition of specialist physicians. From the early 1970s, specialist advisory committees were established in conjunction with the Specialty Societies.

In 1978, the first Fellows were admitted under the new system. Remaining members of the College automatically became Fellows.

In 1988 the RACP's Golden Jubilee was celebrated when 4,000 delegates attended the Annual Scientific Meeting in Sydney.

The College began a period of expansion in 1991 and 1992 when the Faculties of Public Health Medicine, Rehabilitation Medicine, and Occupational and Environmental Medicine were established.

In 1998, the Australian College of Paediatrics amalgamated with the RACP

and the Divisions of Adult Medicine and Paediatrics & Child Health were formed.

The Chapters of Palliative Medicine, Addiction Medicine and Sexual Health Medicine were established in 1999, 2001 and 2004 respectively.

In 2015, a new representative College Council was established by the Board.

The 50 member Council includes, representatives from each of the College's 33 specialty education streams, every Australian State and Territory, as well as New Zealand trainees, and Adult Medicine and Paediatric & Child Health Division Fellows.

During 2015, a Model of Collaboration (MoC) was developed to better guide and enhance the relationships between the College and the specialty societies.

At the Annual General meeting in 2016 the membership voted to move from a 19-member representative Board to a smaller skills-based Board, with the transition taking place in 2018. This change provides for decision making agility that is consistent with contemporary governance practice.

FELLOWSHIP TESTAMURS AND COLLEGE CEREMONY

Use of College post-nominal

As a Fellow of the RACP, you have the right to use the appropriate Division, Faculty or Chapter post-nominal relevant to your training pathway.

This right and privilege of Fellowship is dependent on continued membership of the College.

Fellows of the College are recognised as being specialists or consultant physicians in respect to the Australian *Health Insurance Act 1973* and by regulators, such as the Australian Health Practitioners Regulatory Agency and the Medical Council of New Zealand.

Testamur

A testamur (Fellowship certificate) is issued by the College to show that a trainee or overseas trained physician has completed the requirements of their training program and as a result, has been accepted as a Fellow.

College Ceremony

College Ceremony is one of the great traditions and celebrations of the College and we encourage you to attend this memorable event. You will receive an invitation and more information following admission to Fellowship.

POST-NOMINALS

The College awards the following post-nominals to Fellows upon admission to Fellowship:

FRACP – Adult Medicine Division and Paediatrics & Child Health Division

FAFRM – Australasian Faculty of Rehabilitation Medicine

FAFOEM – Australasian Faculty of Occupational and Environmental Medicine

FAFPHM – Australasian Faculty of Public Health Medicine

FACHAM – Australasian Chapter of Addiction Medicine

FACHPM – Australasian Chapter of Palliative Medicine

FACHSHM – Australasian Chapter of Sexual Health Medicine



INTRODUCTION TO MyCPD AND CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Lifelong learning underpins the competence of specialists and their contribution to continuous quality improvement in healthcare.

In a healthcare context, Continuing Professional Development (CPD) consists of a range of activities undertaken to maintain clinical skills and knowledge, as well as competence in the delivery of patient-centred care. Fellows are expected to meet their regulatory CPD requirements, to comply with the [Medical Board of Australia \(MBA\)](#) and the [Medical Council of New Zealand \(MCNZ\)](#).

Through the [MyCPD program](#), we aim to equip Fellows in their roles throughout their professional career. The online MyCPD program is a self-reporting tool with a flexible framework, within which specialists are encouraged to self-accredit and record CPD activity relevant to their scope of practice.

The MyCPD program allows Fellows to plan, record, and reflect on their learning throughout the year. We recommend that participants plan their CPD activities at the beginning of the year, and subsequently record activities as they are completed. The MyCPD program can also be used on the go throughout the year on your mobile device.

When does MyCPD start?

Fellows admitted on or before 30 June are required to complete at least 100 CPD credits for that calendar year (training can be claimed as CPD activity).

Fellows admitted to Fellowship after 30 June do not have a CPD requirement for that calendar year.

What are MyCPD requirements?

The annual minimum requirement for Fellows is 100 CPD credits for the calendar year (1 January to 31 December), with submissions due by 31 March of the following year.

Fellows practising in New Zealand have additional mandatory CPD requirements set by the MCNZ.

To find out more and for the Framework please read the [MyCPD Interactive Handbook](#).

NOTE: The RACP is now required to formally notify the MCNZ of any MCNZ registered participants who fail to complete their CPD requirements over two consecutive years.

WHAT CPD RESOURCES ARE AVAILABLE THROUGH THE RACP?

The College produces a range of CPD resources for Fellows including:

Online Learning Courses

[Online Learning Resources @ RACP](#) is home to a range of online courses designed to support members throughout their career. Central to the design are video and audio scenarios that are inspired by the real-life experiences of members.

The College Learning Series

The College Learning Series (CLS) features videos of RACP Fellows sharing knowledge on a range of topics and includes a discussion forum to ask questions and discuss learnings. The CLS can be used by members to update their knowledge, shape physician training and build networks with other physicians.

Podcasts

Pomegranate Health is the RACP's monthly award-winning podcast about the culture of medicine. It is created by physicians, for physicians with topics including clinical decision making, physician wellbeing and socio-ethical challenges in medicine.



Curated Collections

RACP Curated Collections allow you to take an in-depth look at specific topics with high quality, peer reviewed learning resources including: key journal articles, recommended readings, webcasts and links to courses.



Online Professionalism Program

The Online Professionalism Program is designed to enhance physicians' practice and performance through guided case study discussion.



You can view and easily log CPD credits through MyRACP
my.racp.edu.au/mycpd

RESOURCES FOR FELLOWS

ONLINE PUBLICATIONS, NEWS AND UPDATES

RACP Quarterly

RACP Quarterly is the College's member magazine. It features articles on the latest research being conducted by our members and focuses on articles that provide an in-depth analysis of broader issues impacting our diverse membership. It aims to engage members in information that may be outside of their specialty area.



eBulletins

RACP eBulletins provide updates on College activities including upcoming conferences and events, vacant clinical and research positions, training and professional development opportunities, and scholarship, award and grant opportunities.



THE PRESIDENT'S MESSAGE

I am pleased to advise our Board has approved the RACP's Voluntary Assisted Dying Statement, providing a valuable resource to inform thinking on this important issue.

[READ MORE](#)

YOUR BOARD RESPONDS TO YOUR FEEDBACK

Thank you to all the members who took time out to join us at the Conversation with the Board event in Melbourne on Thursday, 4 October.

Members raised a range of issues including education and training, workplace issues and College culture.

A summary of the discussion that took place and the Board's response can be accessed on the RACP website.

[READ NOW](#)



REWARDING CONGRESS ROLE ON OFFER

Fellows are invited to express an interest in becoming RACP Congress 2020 and 2021 Lead Fellow.

Dr David Beaumont is the current Lead Fellow and he says anyone interested in applying for the role should not hesitate to do so.

[READ MORE](#)



How to Thrive as a Consultant

The [*How to Thrive as a New Consultant*](#) guide has been written to assist new consultants with the planning and skill development needed to ease the transition from registrar to consultant.



Journals

As a Fellow of the College you have free access to a number of online medical journals including the [*Internal Medicine Journal*](#) and the [*Journal of Paediatrics and Child Health*](#).



Social media

Stay connected with us via social media.

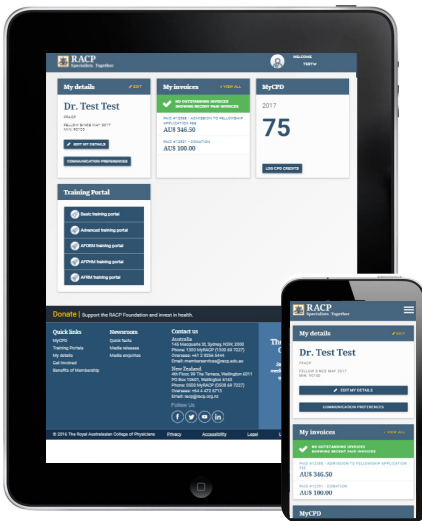




MyRACP

MyRACP is the College's member dashboard where you can:

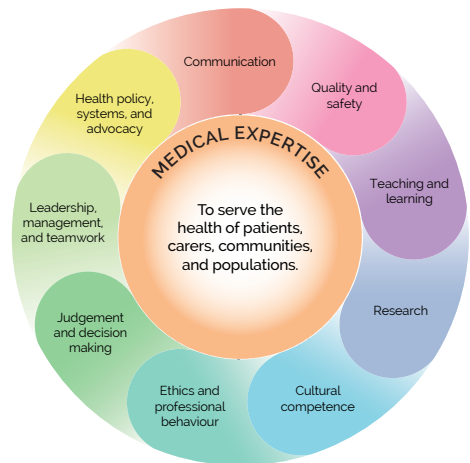
- ▶ update your contact details
- ▶ download and pay invoices, and view receipts
- ▶ view and easily log your CPD credits
- ▶ edit your communication preferences
- ▶ check committee contact details and scheduled meetings.



Professional Practice Framework

The Professional Practice Framework comprises 10 domains essential for expert physician practice and fundamental in serving the health of patients, carers, families and communities.

For each domain, there is a professional standard that describes expectations for all RACP Fellows during professional practice.



Explore the resources available for Fellows on the RACP website.

www.racp.edu.au/fellows/resources

PHYSICIAN WELLBEING AND SUPPORT

The RACP places the utmost importance on the wellbeing of its members. It can be difficult to balance the pressures of the workplace, interaction with colleagues and personal relationships. So, taking some time to debrief and process some of these challenges is important.

RACP Support Program

The [RACP Support Program](#) is a professional and confidential counselling service, available to all RACP members 24/7/365.

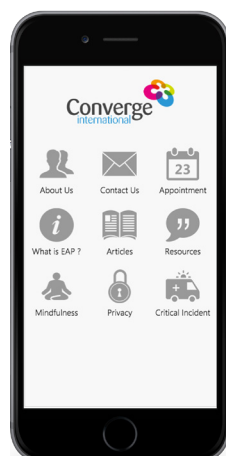
The program is run by an external agency, Converge International, and is available to members free of charge, for up to four sessions per year.

To make an appointment, or to speak with a RACP Support Program consultant, call 1300 687 327 (Australia) or 0800 666 367 (New Zealand).

Employee Assistance Program (EAP) Connect app

The 'EAP Connect' app by Converge International provides access to information, support, and practical solutions for issues that impact your work, health, and life – directly on your mobile device.

The app is free to download and provides you with 24/7 support and access to the EAP and wellbeing resources.



Physician self-care and wellbeing eLearning course


The RACP [Physician self-care and wellbeing eLearning course](#) has been designed to ensure that doctors at all career stages are well informed about the importance of self-care and wellbeing.

The course takes the form of video scenarios common to members, such as returning to work after illness or dealing with the loss of a patient, and the importance of self-care even when no difficulties are being experienced.


Each video scenario is linked to self-reflection and discussion activities. A skills toolbox included with the eLearning module contains wellbeing self-assessment tools, a self-care framework, self-care strategies, personal and professional support resources, and further curated resources.

Fellows can claim CPD credits for completing this module.


Video Scenarios




Supervision session
James and Jenet meet for a routine supervision session. James comments Jenet on her successful transition to the CBA. Jenet is caught off guard when James asks her about self-care.



A training setback
Tim has missed the last few weeks of footy training to study for his clinical exam. Dan sees Tim in the back and welcomes him back. Tim opens up to Dan about failing the exam.



Life after crisis
Phil reluctantly visits his occupational physician, Anna, on the advice of his GP. He is returning to work after twelve months of intensive chemotherapy. Anna has seen many physicians in a similar position and recommends a graduated return to work plan.



The morning after
A young girl has died overnight, and parents Paul and Rose are coming to terms with the situation. Dr West sees the pair crying in the common room and offers them some support.

Video 4m07s

Tim has missed the last few weeks of footy training to study for his clinical exam. Dan sees Tim on the track and welcomes him back. Tim opens up to Dan about failing the exam.

[Download transcript PDF](#)



Characters

Tim is an advanced trainee, in good physical health, but highly self-critical and perfectionistic. He has never failed an exam in his academic life and graduated university with laudis. He follows a rigid study schedule and aside from the hospital footy team, is rarely social.

Dan is an advanced trainee and in good physical health. He is on the hospital footy team with Tim. Dan is laid back and has a good sense of humour. He has strong support from his family who are all doctors.

Video annotations

Jump to key points in the video scenario.

- @1m05s Dan asks Tim if he is okay
- @1m35s Dan approaches Tim for the second time
- @1m45s Tim apologises for walking away earlier
- @2m Tim opens up
- @2m45s Dan encourages Tim to lean on his support network
- @3m20s Dan tells Tim he should see a doctor

Member services

A dedicated Member Services Team is available Monday to Friday, by phone or email, to take your queries.

Australia

Phone: 1300 MyRACP (1300 697 227)

Overseas: +61 2 9256 5444

Email: memberservices@racp.edu.au

Hours: 8.30am to 5.30pm (AEST)

New Zealand

Phone: 0508 MyRACP (0508 697 227)

Overseas: +64 4 472 6713

Email: racp@racp.org.nz

Hours: 8.30am to 5.30pm (NZST)



Member Support Officers

Member Support Officers (MSOs) provide onsite support for supervisors and trainees at metropolitan and regional hospital locations and at their place of work, within each state or region.

Their primary role of is to facilitate the implementation of the RACP education programs, with particular focus on the Physician Readiness for Expert Practice (PREP) Basic, Advanced, Faculty and Chapter training programs. They also facilitate CPD opportunities.

Your local MSO can be contacted by calling the Member Services Team in either Australia or New Zealand.

GETTING INVOLVED

You can play an influential role in setting the direction of the College as a Board, Council or Committee Member, represent the College on an external committee, or have your say on health policy and advocacy topics as a member of the Policy Reference Group.

Committees and working groups

Your involvement and contribution to College committees and working groups is both valuable and vital to the current and future needs of the College and your profession.

It is an opportunity to give back and make a contribution to the profession as a whole.

Member representation on committees and working groups is sought through [Expressions of Interest on the RACP website](http://www.racp.edu.au/expressions-of-interest).

College committees include:

- ▶ the RACP Board
- ▶ College Council, a representative group that acts as an advisory body to the Board on strategic issues for the College's future
- ▶ state, territory and New Zealand committees and working groups, who address local issues
- ▶ education committees that develop curricula and govern training and supervision
- ▶ Policy & Advocacy committees that set the policy agenda for the College
- ▶ committees for each of the College's Divisions, Faculties and Chapters
- ▶ fellowship and trainees' committees that represent the broader concerns and needs of diverse member groups.

The College is also represented on a wide range of external committees.

Find out more about what each Committee does on the RACP website.

www.racp.edu.au/about/racp-committees

RACP Policy & Advocacy

The College is committed to leading and influencing health policy, and ensuring the physician's voice is heard and sought after by government and other health policy stakeholders.

The policy and advocacy efforts of the College depend on the active engagement of Fellows to drive the policy agenda. Your guiding expertise and active involvement can shape health policy for the better.

Some of the recent Policy & Advocacy work includes:

- ▶ a major campaign to get #Kids off Nauru and end the offshore detention of asylum seekers and refugees. Our Fellows presented to parliamentarians and were successful in raising awareness of the medical conditions that the children were presenting with
- ▶ a national forum about the inequities in child health leading to Australian government funding for the development of the National Action Plan for Children's Health 2020 – 2030

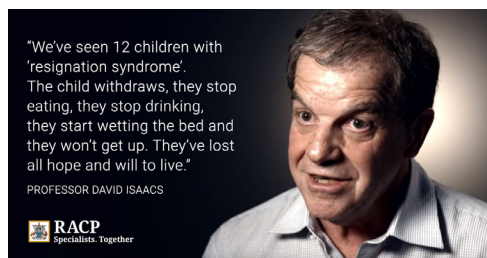
- ▶ release of the Medical Specialist Access Framework that will help Australia's medical community provide Aboriginal and Torres Strait Islander people with better access to specialist medical services.
- ▶ a successful call for urgent action by regulators to address an outbreak of the life-threatening lung disease, accelerated silicosis, which is impacting workers in the artificial stone benchtop industry.

The Evolve initiative continues to grow as more and more specialties develop their Top 5 lists of clinical practices that, in particular circumstances, may be overused, provide little or no benefit or cause unnecessary harm.

You can contribute to the RACP policy and advocacy work by:

- ▶ joining the Policy Reference Group
- ▶ becoming a member of a Policy & Advocacy Working Party
- ▶ raising a policy or advocacy issue.

To find out more email policy@racp.edu.au



Events

The RACP hosts and supports a range of events, including lectures, workshops and conferences. These are opportunities for members to keep up-to-date with the latest medical research, enhance their professional knowledge and network with colleagues. Event notices are published on the [RACP website](#).

Congress

RACP Congress is the College's annual flagship event. Held in a different location each year, it brings together physicians from Australasia to exchange ideas, ask the tough questions, discuss concerns and develop solutions to enhance healthcare for all.

- ▶ Learn about medical breakthroughs
- ▶ Hear the latest clinical updates
- ▶ Join the conversations on the 'big issues'
- ▶ Attend high-energy, cross-disciplinary think tanks
- ▶ Network with healthcare leaders, socialise with peers and forge new professional ties

- ▶ Claim CPD credits

In this rapidly changing world, RACP Congress 2020 will equip you to deliver healthcare, provide leadership and respond to need.

With the theme of 'Balancing medical science with humanity', RACP Congress 2020 will look at a range of topics, exploring how the profession is transforming. How do we respond to society's biggest challenges? How will we work with our Indigenous communities to improve their health outcomes? Our climate is changing: how can we respond and help mitigate the risks? Our community is ageing and living longer with chronic disease, how will we address gender equity in medicine?

These are just a few of the things to discover at Congress 2020.

[Register now for RACP Congress 2020](#)
Melbourne Convention and Exhibition Centre

Monday, 4 to Wednesday, 6 May 2020



BECOMING A SUPERVISOR

Supervisors play an important role in supporting trainees during their physician training, guiding their learning, helping to plan and facilitate learning opportunities and providing feedback on their progress.

Benefits of supervising

- ▶ Give back to your profession and provide a valuable learning experience to a newer generation of doctors.
- ▶ Gain teaching experience while supporting younger doctors to develop and hone their skills.
- ▶ Reflect on one's own practice and be challenged by trainees as they ask questions and seek guidance.
- ▶ Contribute to the development of the profession.

[Find out how to become a supervisor](#)

Supervisor professional development program

The [Supervisor Professional Development Program](#) (SPDP) is a free, three part program which has been designed and developed specifically for supervisors, in collaboration with leaders in education. The workshops can be completed in any order either face-to face or online through the eLearning portal.

Participants are eligible to claim CPD credits for attending SPDP workshops.



RACP FOUNDATION

The RACP Foundation is the philanthropic arm of the RACP. Its mission is to inspire and ignite research and education opportunities for specialists at every stage of their career.

Over the past five years, through the generous support of members and their friends and families, almost \$10 million has been put towards the research careers of Fellows and trainees.

Today, the RACP Foundation offers more than two million dollars in research grants – an investment consistent with the RACP’s purpose, to advance the future of medicine in Australia and New Zealand.

Awards and prizes

In addition to research grants, the RACP Foundation also administers the College’s awards and prizes.

These are given to RACP Fellows and trainees in recognition of excellence in, or outstanding contribution to, medicine in Australia and New Zealand.

Funding for these awards and prizes is raised through donations from RACP members, health and medical organisations, the corporate sector and individual benefactors.

Awards and prizes offered through the RACP Foundation include:

- ▶ **Fellowships** – supporting members at varying stages of their research careers
- ▶ **Scholarships** – encouraging members who are commencing careers in medical research
- ▶ **Grants** – for members wishing to pursue a Postdoctoral Fellowship, upskill or complete further education overseas
- ▶ **Prizes** – to recognise members for outstanding contributions or achievements.

Find out more about the Foundation on the RACP website.

www.racp.edu.au/about/racp-foundation-awards

MEMBER BENEFITS

- ▶ **Be recognised as a specialist** – training with the RACP provides you with relevant accreditation, expertise, and renowned designations such as FRACP, all of which identify you as a clinical leader in dealing with complex health problems.
- ▶ **Be supported in lifelong learning** – the College provides you with opportunities for innovative training and continuing professional development, so that you can be at the forefront of your profession and have the greatest impact on people and communities.
- ▶ **Be an active participant in your profession** – there are many committees and special interest groups that you can join to make a contribution to the College, to Australian and New Zealand medical standards, and the physician profession as a whole.
- ▶ **Have impact on the health system** – through the College, you can participate in our advocacy work, joining committees that shape our policy positions on a wide range of issues and challenges.
- ▶ **Be a part of a leading institution** – being a member of RACP means being a member of an institution that is respected internationally and has a prominent history in Australasia, and a reputation for pre-eminence.
- ▶ **Gain access to a range of member lifestyle benefits** – being part of the College means that you have access to a range of member benefits such as discounted books, discounted air carrier lounge membership and more.

Member advantage



Member Advantage delivers the RACP Member Benefit Program and offers an extensive range of lifestyle benefits for our members, and their families, across Australia and New Zealand. Offers include deals on car rentals, fine dining, hotels, airline lounges, computers, overseas tours and more.

You should have received your digital Member Advantage card and login details by email. If you have not, email memberservices@racp.edu.au.



RACP
Specialists. Together

EDUCATE

Through the RACP, specialists work together to educate and train the next generation of specialists to deliver quality care.

ADVOCATE

Through the RACP, specialists come together to develop and advocate for policies that promote the interests of our profession, our patients and our communities.

INNOVATE

Through the RACP, specialists collaborate together to lead innovation in the delivery of specialist medicine in a constantly changing world.

For more information visit
www.racp.edu.au/fellows