

Medical Board of Australia's Culture of Medicine Symposium

Friday 27 May 2022 | 9.30am – 5.00pm
Parkroyal, Melbourne Airport



Medical Board
Ahpra

Dear Colleagues

Welcome to the Medical Board of Australia's Culture of Medicine Symposium. The Board is delighted to bring you together, as leaders in the medical profession, to share knowledge and work collaboratively toward addressing a culture of respect in medicine.

The Board's annual Medical Training Survey has highlighted that while medical training in Australia is in good shape, bullying, harassment and discrimination remain significant issues.

At the Symposium, we want to work with you to explore how collectively we can address these concerns and work to improve the culture of medicine.



Dr Anne Tonkin
Chair, Medical Board of Australia

SPEAKERS



Dr Jo Burnand

BMed, MPH, GradCert(CoachPsyc), FRACMA
Symposium Facilitator

Dr Jo Burnand is a medical consultant with experience including executive and senior medical management roles within the public hospital system in metropolitan, regional and rural facilities, in addition to medical advisor roles in the health departments in NSW and the ACT.

Jo has undertaken work as a medical management consultant and executive coach, completing a range of clinical service, medical workforce, accreditation and related reviews across Australia. She is also recognised as an experienced facilitator, developing and facilitating over 100 workshops, forums and strategic planning sessions for a range of organisations in the health and medical education sectors.

Jo recently accepted a role with the NSW Health Education and Training Institute (HETI) as the Deputy Medical Director.



Dr Hashim Abdeen

Chair
AMA Council of Doctors in Training

Dr Hashim (Hash) Abdeen is a Rheumatology Advanced Trainee in Queensland and is the Chair of the Federal AMA Council of Doctors in Training. He was the Chair of the Australasian Junior Medical Officers' Committee in 2017 and currently is also Chair of the Bi-national RACP College Trainees' Committee and the Co-Chair of the Queensland RACP Trainees' Committee.

Hash is passionate about advocating for a positive training environment that both supports and protects high quality education and training whilst concurrently promoting the wellbeing of doctors in training and medical students. He appreciates the ever-growing need of the medical profession to take leadership in the Australian Healthcare system, to actively represent ourselves and to passionately advocate for our patients.

He has aspirations to complete his Rheumatology training and further expand his interests in medical administration with particular interests in clinical governance, medical regulation and accreditation.



Associate Professor Stephen Adelstein

Practitioner Member
Medical Board of Australia

Associate Professor Stephen Adelstein is a practitioner member of the Medical Board of Australia and chairs the Steering and Advisory Committees for the Medical Training Survey.

He has been involved in medical regulation since 2008, initially as a member of the former New South Wales Medical Board, Chair of the New South Wales Board and a past member of the Medical Council of New South Wales.

He is Head of the Department of Clinical Immunology and Allergy and Director, Central Sydney Immunology Laboratory at Royal Prince Alfred Hospital in Sydney.



Dr Peter Baldwin
Clinical Psychologist and Clinical Research Fellow
Black Dog Institute

Dr Peter Baldwin is a Clinical Research Fellow and Clinical Psychologist at the Black Dog Institute. Peter's research focuses on technology-enabled mental health, from applied cognitive neuroscience to integrated digital models of mental health care. He is currently the research and clinical lead for a national mental health hub for Australia health professionals, where he has spent the last two years studying and supporting the mental health of doctors, nurses and allied health practitioners. He also leads a trial evaluating the world's first fully automated digital mental health program for people with intellectual disability.

Outside research, Peter is a practicing clinician specialising in complex mental health and sits on the Interdisciplinary Clinical Advisory Group for the Victorian Ministry of Health and Wellbeing.



Dr Ruth Bollard
Chair, RACS Wellbeing Working Group
Royal Australasian College of Surgeons

Dr Ruth Bollard graduated from Liverpool University Medical School in 1988, qualified as a General Surgical Specialist in 2000 and moved to work in Ballarat in 2006, appointed as Specialist General Surgeon.

With more 30 years of experience in general surgery and more than 15 years of experience in the field of oncoplastic breast surgery, Ruth has had the fortune to be in lead roles within health and is passionate about striving for best quality of care for regional and rural patients.

Ruth is a Graduate of Australian Institute of Company Directors; Previous Director of Surgery at Ballarat Health Services and Clinical Director for Grampians Integrated Cancer Services. Her RACS roles include Executive Women in Surgery Section Committee member and previous Chair of Women in Surgery and Fellowship services.

Now in her third term on RACS council, she is on the Education executive as SIMG committee chair. Her current portfolio also includes Chair of RACS wellbeing working group, an intercollegiate group across medical colleges.

Ruth is passionate about striving for access to best quality of care, for all. She has an ongoing interest and insights into her own health and the wellbeing and health of all doctors.



Dr Jessica Dean

Board Member
BeyondBlue

Dr Jessica Dean is a dual qualified doctor and lawyer and is an Advanced Intensive Care Trainee.

As the 2014 President of the Australian Medical Students' Association, Jessica was responsible for the development and implementation of the AMSA Mental Health campaign; a national student-run campaign run online and at all 20 medical schools around Australia, meeting with medical school Deans, University Vice-Chancellors and politicians – with more than 5,000 students attending events nationally.

Since this time, Jessica has continued to advocate for the wellbeing of the medical profession both within AMA and the community. In AMA, she has held roles on the Council of Doctors in Training, the Medicolegal Ethics Committee, Federal Council and currently sits on the Board of Directors. She has been a Director on the Board of Beyond Blue since 2015, has been on the Advisory Group for the Doctors Health Program and on the Clinical Governance and Quality Committee of 'The Way Back' program – a post-suicide intervention program. She was on the Steering Committee for the Federal Government initiative to improve the mental health of doctors, culminating in the 'Every Doctor, Every Setting' Framework.

Jessica was a 2017 State finalist for Young Australian of the Year for her work in mental health advocacy.



Dr Glenn Harrison

Board Director
Australian Indigenous Doctors' Association

Dr Glenn Harrison is an Aboriginal Emergency Physician working in Naarm (Melbourne, Australia) at Royal Melbourne Hospital and Epworth Hospital Geelong (Djilang, Wadawarrung country).

He is Australia's first Aboriginal Emergency Physician and is passionate about increasing the number of Aboriginal and Torres Strait islander specialists. He is a Wotjobaluk man, born on Wadawarrung country and lives on Bunurong country in the western suburbs of Melbourne.

Glenn is a co-chair of the Australasian College for Emergency Medicine Indigenous Health Committee (ACEM IHC), a Board Director of the Australian Indigenous Doctors' Association (AIDA) and holds positions on Reconciliation Action Plan committees for ACEM and Royal

Melbourne Hospital, he is a member of the Australian Medical Association Federal Indigenous Health Taskforce.

Glenn is the coordinator of the Indigenous Intern program at Royal Melbourne Hospital.



Dr Andrew Johnson

Medical Director – Clinical Leadership and Collaboration (NQ)
Townsville Hospital and Health Service

Dr Andrew Johnson's career spans over twenty years in senior executive roles across the public and private health sector. He has endured countless restructures and realignments and even a Commission of Inquiry. Throughout that time he has enjoyed developing clinical services, medical education, medical research, health infrastructure and most importantly, developing the next generation of medical leaders.

Professional interests centre around resilient health care; incorporating leadership in complex environments, patient safety, decision making, medical workforce, disaster medicine, health technology, and more recently conflict management and resolution. He has published several book chapters and peer reviewed articles in these fields.

Andrew Holds an MBBS and MHA from UNSW, a Masters in Conflict Management from JCU and is a Distinguished Fellow of RACMA. He is now also qualified and registered as an accredited Mediator and Conflict Coach.

After a hiatus of nearly 30 years, Andrew has now re-joined the Air Force as a Group Captain and is leading a coaching and mentoring program and working on reform in the Health Reserves Branch and Clinical Governance and is transitioning out of Queensland Health into private practice.



Dr Chris Moy

Vice-President
Australian Medical Association

Dr Chris Moy, MBBS, FRACGP, FAMA, is a General Practitioner working in metro Adelaide.

He is the current Federal Australian Medical Association Vice-President and, prior to this, was Chair of the Federal AMA Ethics and Medico-legal Committee.

In 2020, as President of AMA South Australia, he led the AMA(SA) Culture and Bullying Summit alongside Dr Hannah Szewczyk which led to the legislated embedding of responsibility for healthcare workplace culture to Local Health Network Boards, a fundamental change which has now become enshrined in official AMA policy.



Dr Karen Nicholls

Aboriginal and Torres Strait Islander Specialist Trainee Support Lead
Australian Indigenous Doctors' Association

Dr Karen Nicholls is a proud Torres Strait Islander woman with family spanning the Torres Strait down to the East coast.

Dr Nicholls is responsible for developing and implementing AIDA's Specialist Trainee Support program supporting Aboriginal and Torres Strait Islander doctors who are looking to enter or undertake specialist training. She aims to achieve this by providing the necessary advocacy and support needed for colleges and individuals to create successful pathways into specialist training.

A graduate from the University of Newcastle, Dr Nicholls is a General Practitioner with a long history of working in the Community Controlled Health Sector, a GP Supervisor, in academia and academic support for Aboriginal and Torres Strait Islander students.



Dr Hannah Szewczyk

Deputy Co-Chair
AMA Council of Doctors in Training

Dr Hannah Szewczyk is one of the current Deputy Co-Chairs of the Federal AMA Council of Doctors in Training and is a Councillor on AMA(SA) State Council. She has previously been a Federal AMA Councillor representing South Australia and is the immediate past Chair of the AMA(SA) Doctors in Training Committee. She also sits on the Federal AMA Equity, Inclusion and Diversity Committee.

Hannah presented the South Australian Hospital Health Check Survey Data at the South Australian Culture and Bullying Summit held in 2020 which led to legislative change in South Australia regarding the wellbeing of staff in the public hospital system.

Hannah completed her medical degree at Flinders University in 2015 and is a first year RANZCOG trainee working in South Australia.



Dr Anne Tonkin

Chair
Medical Board of Australia

Dr Anne Tonkin is Chair of the Medical Board of Australia which is responsible for registration and regulation of all doctors in Australia. She has been involved in medical regulation for more than 10 years and was first appointed to the Medical Board of South Australia in 2009, prior to the National Scheme. She held the position of Chair of the South Australian Board from 2012 until she was appointed as Chair of the National Board in 2018.

Dr Anne Tonkin trained as a general physician with a sub-specialty in clinical pharmacology, and practised at the Royal Adelaide Hospital for more than 25 years. She was a clinical academic in the Adelaide Medical School for 22 years, becoming Professor in Medical Education with responsibilities for curriculum planning and implementation.

Anne has also served the Australian Medical Council as a council member and had long-standing involvement with its accreditation processes for medical school and specialist colleges up until her appointment to the Medical Board of Australia.



Professor Michelle Tuckey

Professor of Work and Organisational Psychology
Centre for Workplace Excellence, University of South Australia

Professor Michelle Tuckey's program of research examines the connection between work and wellbeing in order to design and cultivate mentally healthy workplace cultures and environments. Her research has advanced the risk management of bullying as a health and safety hazard, in theory and in practice.

Michelle regularly applies her research to support organisations to transform working practices, processes, and policies for better wellbeing and reduced bullying risk. She has over 100 significant research publications, and regularly gives keynote and expert addresses to academic and industry forums, nationally and internationally. Michelle's work has had significant national policy impact through expert consultation, advice, and reports, most recently through supporting the Australian Human Rights Commission's *Set the Standard: Report on the Independent Review into Commonwealth Parliamentary Workplaces (2021)*.



Professor Johanna Westbrook

Director, Centre Health Systems and Safety Research
Australian Institute of Health Innovation, Macquarie University

Professor Johanna Westbrook, PhD, FTSE, FAIDH, FACMI, FIAHSI, is Director of the Centre for Health Systems and Safety Research, Australian Institute of Health Innovation, Macquarie University.

She is internationally recognised for her research evaluating the effects of information and communication technology in health care, which has led to significant advances in our understanding of how clinical information systems deliver (or fail to deliver) expected benefits. Her highly applied research has supported translation of this evidence into policy, practice, and IT system design changes.

In 2014 she was named Australian ICT professional of the year and in 2019 as the national research leader in the field of medical informatics. Johanna has over 500 publications and been awarded more than \$50M in research grants. In 2019 she received the Elizabeth Blackburn

Investigator Award (Health Services Research) from the NHMRC. In 2020 Westbrook was appointed as a Co-Director of the Safety, Quality and Informatics Leadership program, by the Harvard Medical School.



Dr Crystal Williams

Co-founder and Clinical Lead

First Nations Dermatology Service, Royal Melbourne Hospital

Dr Crystal Williams is a consultant dermatologist with an interest in general and inflammatory skin disease. Dr Williams completed her junior doctor years at Royal Darwin Hospital before undertaking her specialist dermatology training in Melbourne. She is a recipient of the Australasian College of Dermatologists Oxford Travelling Scholarship.

In Melbourne she has completed her training at highly respected training hospitals including the Royal Melbourne Hospital, Peter MacCallum Cancer Centre, Royal Children's Hospital and the Skin Health Institute. She is the co-founder of the First Nations Dermatology Clinic at Royal Melbourne Hospital, and continues this clinic through the Royal Melbourne Hospital. She is committed to patient focused care. Dr Williams is also the recipient of the 2021 Inaugural Telstra Brilliant Women in Digital Health.

AGENDA

9.00 – 09.30 Registration

09.30 – 09.40 **Welcome to Country**

09.40 – 09.55 **So, why are we here?**

- Dr Anne Tonkin, Medical Board of Australia
- Dr Jo Burnand, Facilitator

09.55 – 10.10 **Do we really have a problem? The evidence seems overwhelming (quite literally)**

- A/Prof Stephen Adelstein, Medical Board of Australia
- Dr Hannah Szewczyk, Australian Medical Association
- Dr Peter Baldwin, Black Dog Institute

10.10 – 10.40 **Evidence of the impact of poor workplace culture on patient safety and possible interventions**

- Prof Johanna Westbrook, Macquarie University

10.40 – 10.45 **Commitment to change**

- Dr Anne Tonkin, Medical Board of Australia
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10.45 – 11.00 Morning tea

11.00 – 12.00 **Experiencing racism in the workplace**

- Dr Karen Nicholls, Australian Indigenous Doctors' Association
 - Dr Crystal Williams, Royal Melbourne Hospital
 - Dr Glenn Harrison, Australian Indigenous Doctors' Association
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12.00 – 13.00 **Identifying systemic issues**

12.00 – 12.20 **Risk management of workplace bullying**

- Prof Michelle Tuckey, University of South Australia

12.20 – 13.00 **Workshop session – Other people's problems are the easiest to fix**

13.00 – 13.30 Lunch

13.30 – 16.20 Working together to create change

13.30 – 14.30 A snapshot of some approaches

- Dr Chris Moy, Australian Medical Association
- Dr Ruth Bollard, Royal Australasian College of Surgeons
- Dr Karen Nicholls, Australian Indigenous Doctors' Association
- Dr Jessica Dean and Dr Hash Abdeen, Every Doctor, Every Setting

14.30 – 15.00 Leaning into the complexity

- Dr Andrew Johnson, Townsville Hospital and Health Service

15.00 – 16.20 Workshop session – Making the impossible, possible

16.20 – 16.40 Plenary session – Working together to create change

16.40 – 17.00 Wrap up and next steps

- Dr Anne Tonkin, Medical Board of Australia
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