



# Fellowship Services Committee

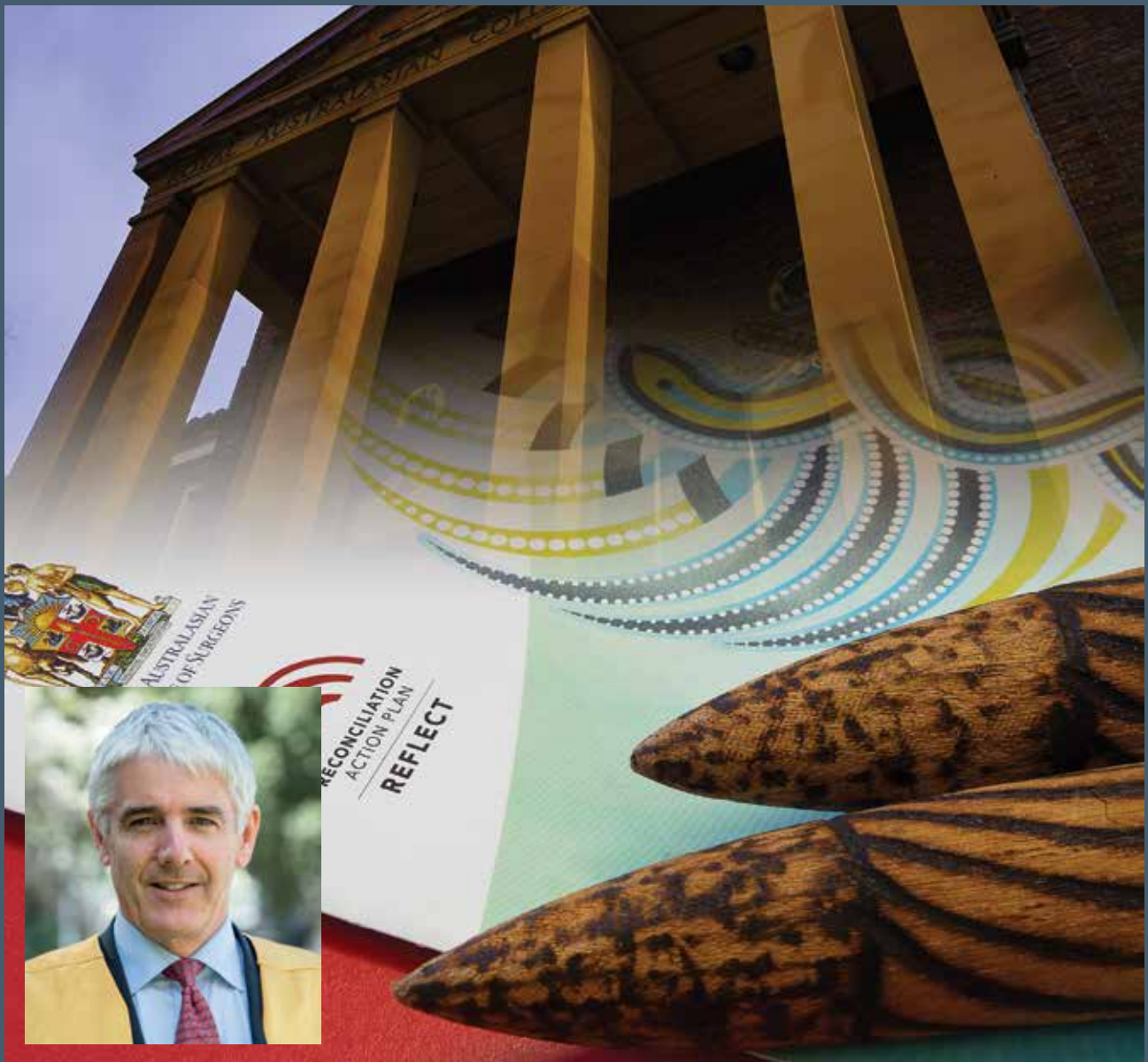
*Connect • Support • Promote*

# Strategy

2017-2019



ROYAL AUSTRALASIAN  
COLLEGE OF SURGEONS



The Fellowship Services Strategy was developed following a comprehensive review of the environment in which Fellowship Services operates. It articulates a vision and pathway forward which is aligned to and supports the Vision and Strategy of RACS. It describes the strategic objectives and desired outcomes across ten domains encompassed by Fellowship Services. I invite you to review our vision, mission and strategy and to engage with Fellowship Services to connect, support and promote opportunities for RACS Fellows.

Regards

**Mr Richard Perry**  
**Chair, Fellowship Services**  
**Committee**

## Fellowship Services Vision

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*The best connected and supported Fellowship*

## Fellowship Services Mission

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*Connect • Support • Promote*

*Through Fellowship Services, our diverse Fellows will feel connected and supported. Their lives as surgeons will be tangibly and measurably enhanced by facilities, resources and communication channels that are easily available and accessible. Fellowship Services promotes a culture where Fellows and those in their working environment demonstrate respect for equity, diversity and cultural sensitivity.*

Domain	Strategic objectives	Outcomes
Special interest Committees	<p>Have clarity of purpose</p> <p>Work, and use RACS resources efficiently and effectively, to deliver value to the Fellowship and to RACS.</p>	<p>Objectives reviewed and terms of reference updated</p> <p>Reports to Fellowship Services Committee always include progress against objectives</p>
Section committees	<p>Have clarity of purpose</p> <p>Communicate regularly with their members</p> <p>Deliver value to their members and to the greater Fellowship</p> <p>Understand and feel that they are part of RACS and promote this to their members</p> <p>Ensure that section membership is regarded as accessible, inclusive and valuable</p> <p>Ensure that the process of election to committee membership is open and transparent</p> <p>Provide a voice for Fellows who do not belong to a related Specialty Society</p> <p>Contribute to the Annual Scientific Congress program with a focus on diversity and cross-specialty sessions</p>	<p>Objectives reviewed and terms of reference updated</p> <p>Reports to Fellowship Services Committee always include progress against objectives</p> <p>Annual Scientific Congress convenor appointment process reviewed by those Sections whose only role is appointment of Annual Scientific Congress convenor</p> <p>Represented on Fellowship Services Committee</p> <p>Bi-directional reporting between Sections and Board of Regional Chairs &amp; Professional Development and Standards Board through Fellowship Services Committee</p> <p>Section activities &amp; highlights published on website and in <i>Surgical News</i></p> <p>Sections send annual reports to relevant Specialty Societies</p> <p>Section sessions at Annual Scientific Congress attract greater diversity of specialty surgeons</p>
Specialist Societies and Associations	<p>Fellowship Services activities facilitate the collegial relationship between RACS and the Specialty Societies</p> <p>Fellowship Services respects the role of Specialist Societies representing the voice of their specialty</p>	<p>Fellowship Services Committee sends copy of relevant reports to Specialist Societies</p> <p>Fellowship and Standards Director is available for questions from Surgical Society CEOs</p> <p>The Specialty Societies are engaged in consultation around more issues, e.g. Building Respect and Improving Patient Safety, Māori Health and Aboriginal and Torres Strait Islander Reconciliation Action Plans.</p> <p>Hyperlinks to Specialty Societies from RACS website</p>
Communication	<p>Effective and open dialogue with Fellows and stakeholders including Specialty Societies</p> <p>Effective internal communication, including Board of Regional Chairs, Governance and Advocacy Committee and State / NZ committees.</p> <p>Blogs to help dispersed surgeons in small areas of interest to communicate</p> <p>Active in all types of media</p>	<p>Important messages to Fellows also communicated via Specialist Societies</p> <p>Article in every issue of <i>Surgical News</i></p> <p>Investigate reactivating RACS blogs</p> <p>Continue to extend Social Media engagement</p>
Surgeons' health and welfare	<p>Surgeons are broadly and holistically supported in their professional and personal lives</p> <p>Peer support is easily and readily available to distressed surgeons, with early engagement facilitated</p> <p>Fellows receive unequivocal support from Fellowship Services/RACS in a no-fault, no-blame environment which is insulated from formal complaint and disciplinary processes</p>	<p>There is a formal support structure for surgeons in need</p> <p>Support services are ring-fenced from complaints processes</p> <p>Surgeons Health and Welfare program (look at that provided by RACP)</p> <p>Work with Regional Boards and Colleges of GPs to identify network of "Surgeons' GPs" and encourage regular visits</p> <p>Webpage containing advice to Surgeons about health maintenance and link to Converge</p>



Domain	Strategic objectives	Outcomes
Mentoring and Coaching	Mentoring for Younger Fellows is facilitated through multiple channels, including Annual Scientific Congress and Preparation for Practice	Develop Younger Fellows mentoring program Support mentoring for Aboriginal, Torres Strait Islander and Māori trainees
Building respect, improving patient safety	Fellowship Services supports and promotes a deep culture change across the Surgical, and Healthcare environment	A definition of what an environment exhibiting a culture of professionalism and respect, social equity and cultural sensitivity, free from discrimination, bullying or sexual harassment would look like
	A comprehensive suite of tools is available to support respect and equity in the surgical environment.	A set of tools for hospitals to self-assess culture and to manage Discrimination Bullying and Sexual Harassment
Library	The RACS Library is the best literature resource available to Fellows Contemporary electronic resources and mobile technologies are implemented where appropriate Fellows needs and library utilisation are monitored prospectively Access to Library resources is fast, efficient, user-driven	6 monthly report on horizon scan for new options or disruptive technology Group, one-on-one and e-learning options for training users
Website	Navigation of the RACS website and access to resources is easy, rapid, and comprehensive, with a professional look and a high quality, contemporary user experience.	6 monthly report on horizon scan for new options or disruptive technology
	RACS website is an indispensable part of a Fellow's daily life	Quarterly key page access report
	Fellowship Services Portal provides easy access to Fellowship Services directory and resources Website use is monitored and reported with meaningful performance indicators	Fellowship services directory on RACS website and used by Fellows, Trainees and International Medical Graduates
Business development and support services	Fellowship Services maintains a list of programs provided by other organisations which may be useful for Fellows seeking support and education in business, management and governance aspects of surgery	Fellows are regularly attending courses provided by Australian Institute of Company Directors, Institute of Directors New Zealand, Australian Institute of Management and the New Zealand Institute of Management and Leadership.



**For more information contact**  
**Fellowship Services Department**  
**Royal Australasian College of Surgeons**  
**College of Surgeons' Gardens**  
**250-290 Spring Street**  
**East Melbourne, VIC 3002**

[www.surgeons.org](http://www.surgeons.org)  
**Phone: +61 3 9276 7415**  
**Fax: +61 3 9276 7412**  
**Email: [fsc@surgeons.org](mailto:fsc@surgeons.org)**