



# RACP

## Specialists. Together

## 2024 RACP Elections

### Election of RACP President-elect

#### CANDIDATE PROFILES

FIVE (5) candidates for ONE (1) position



### Dr Sharmila CHANDRAN

#### Introductory Statement

I am a renal physician with a drive for transformational change and a profound commitment to medical education.

I strongly believe in a pragmatic, transparent approach to medical leadership to ensure sure that voices are heard, feedback is acted upon with a strong focus on tangible outcomes and value for money.

I bring a modern and diverse perspective and an informed commitment to RACP. With your support, I am confident that RACP can be transformed into an institution that we all wish to be a part and proud of.

If elected, I vow to focus on

- Prioritise member and communication needs
- Transform college structures to optimise the voice of members and increase value for money
- Increased outward advocacy on member concerns eg; wellbeing and workforce
- Optimise CPD resources
- Greater investment in IT

#### **Education**

I have a passion for medical education exemplified by my roles:

- Director of the inaugural leadership course of RACP 2023
- Director, Annual Course of Society of Nephrology (ANZSN)
- Victorian Coordinator and lecturer of the College Lecture Series
- FRACP examiner, Epworth-Richmond, previously Eastern and Monash Health.  
Organised the first FRACP examination at Dandenong Hospital
- Teaching of medical students at Epworth Clinical School (UniMelb)  
previously Eastern and Monash Health

## **Background, Experience and Skills**

### **Leadership**

- Board director RACP-current
- Board Director Kerang-Health-2020
- Board Director Leongatha Hospital-2021
- Chair, wellbeing(MHWC) and fellowship(FC) committees, RACP
- Chair, education(ETC) committee of ANZSN(nephrology)

### **Advocacy**

As chair of MHWC, I advocate for greater investment in wellbeing and anti-bullying initiatives.

As member of the executive, Adult Medicine Division(AMD) and chair education of ANZSN, I work towards greater partnership between specialist-societies and RACP.

### **Research**

PhD in renal-transplantation and publications in peer-reviewed journals including American Journal Transplantation. I look forward to medical-education research in my Masters Clinical-Education.

### **Fellowship**

As chair of the fellowship-committee, I strongly advocated for the revision of the flexible policy and continues to encourage its implementation. I led the revision of the member contribution policy and supervisors were recognised for their efforts.

### **Governance**

I have completed AICD and several courses on governance and risk. Through my roles, I have gained expertise on governance of member-organisations and hospitals.

### **Strategy**

As board director of RACP and hospitals, I contribute to the development of strategy in organisations. As chair of MHWC, I led the creation of the wellbeing strategy with a strong focus on tangible initiatives for members. I led the creation of numerous educational resources.

### **Financial**

I gained financial expertise through AICD, MHAdm, AFRACMA and my experiences as director of hospitals and RACP

### **Legal**

As presiding member at MedicalPanels, Safercare, I work closely with lawyers and frequently attend legal education. Within RACP, I have become familiar with the many legal challenges of RACP

### **IT**

As director, I am aware of the need for investment in modern IT and cybersecurity and supported the investment in IT reforms.

### **Culture**

I am the descendant of Indian indentured labourers and understands the impact of colonisation. I completed the Arilla and the Koorie heritage programs and a Maori cultural day in Wellington.

**Proposer:** Sujievan Chandran

**Secunder:** Jessica Chang



## Dr George LAKING

### Introductory Statement

It's time to decolonise the College. As your President-Elect, I will work for Governance of our business by an independent professional board, and Policy and Advocacy that gives voice to the disempowered.

#### 1. Governance by an independent board

The College's first responsibility is to train the next generation of Physicians. We are a multi-million dollar organisation, accountable to our regulators. We also have diverse views, and occasional factionalisation. These things can make it harder to address such critical issues as Trainee experience and examination systems reliability.

In 2020 the College governance review recommended a 'Transformational Governance Structure', with an independent board of professional directors, independent Chair, and enhanced Nominations Committee. As President-Elect I will push for this change.

#### 2. Policy and Advocacy in support of the disempowered

At the start of 2024, Israel stands accused of genocide in Gaza. More than 10,000 Palestinian children have been killed by Israeli operations. This is a crisis in Indigenous child health, and a major test for the College's Indigenous Object. As President-Elect I will lead the College to find its voice in support of Palestinian Indigenous health.

In my personal view, the College should surrender the Royal title, the better to align with the disempowered.

### Background, Experience and Skills

After training in New Zealand and the United Kingdom, I have worked as a Medical Oncologist in Auckland and Northland New Zealand since October 2007. I am an approved RACP Supervisor and supervise Trainees in Medical Oncology.

I am a former President of the RACP in Aotearoa New Zealand, serving from 2020—2022. During this time I was an RACP Director, and served on the Finance and Risk Management Committee.

From 2010—2022 I was a member of the Maori Health Committee, serving as its Chair from 2014—2020.

Further roles for the College include the chair of working groups on Climate Change, and Voluntary Assisted Dying, membership of the College Policy and Advocacy Committee, and participation in the project on Selection into Training. As Aotearoa New Zealand President I represented the RACP at the NZ Council of Medical Colleges.

Thanks to the College I had formal governance training, leading to Chartered Membership in the New Zealand Institute of Directors.

A major personal achievement was my role in developing and securing the Indigenous Object in the College Constitution.

Outside the College, I am a Medical Director in the Cancer Society of New Zealand. I am the Māori Health Lead for our Cancer and Blood Service. I am a past Chair of Te Ohu Rata o Aotearoa (Te ORA), the Māori Medical Practitioners' Association. From 2008—2016 I served as a member of New Zealand's Pharmacology and Therapeutics Advisory Committee (PTAC, counterpart to PBAC in Australia).

My Māori whakapapa (heritage) is to the Whakatōhea people of the Eastern Bay of Plenty. I am at home in Te Ao Māori (the Māori World), both its formal and informal sides. Indigenous health equity is a major personal motivator.

I declare no personal interests nor conflicts of interest to require statutory notification.

**Proposer:** Cheri Hotu

**Seconder:** Danny de Lore



## Dr John O'DONNELL

### Introductory Statement

*"I walk backwards into the future with my eyes fixed on the past"*

The Royal Australasian College of Physicians, inaugurated in 1938 in the Great Hall Sydney University, is modelled on the medical educational and teaching traditions of the Royal Colleges. These traditions and the medical professionalism they embody have served us well.

The primary purpose of the College is to facilitate the teaching and training of current and future specialist medical practitioners: ***Hominum servire saluti***.

The College, currently, has not met all AMC accreditation standards nevertheless retains its educational monopoly as currently there is no competition. The College no longer has a monopoly in CPD.

Division and erosion of reputation brings with it a diminished influence in provision of the essential professional focus that the principles of medical professionalism demand in the credentialling processes of health jurisdictions. Loss of effective input into the development of credentialling requirements exposes the medical profession to the risk of coercion and manipulation.

As a priority the College must maintain full AMC accreditation while maintaining its status as the preferred CPD provider. As president-elect I would commit myself to those goals. To achieve that will need support and commitment from all members.

### Background, Experience and Skills

I have been a registered medical practitioner for 45 years and specialises physician for 35 years with experience in both public and private sectors. I hold dual fellowship FRACP/FRCPA in clinical immunology and immunopathology and work at Christchurch Hospital and Canterbury Health Laboratories (CHL) New Zealand. For 23 years I also provided general medicine services to my health jurisdiction.

I served as a RACP Board Director 2010 -2015 including as Honorary Treasurer (2015). My governance experience includes training in board dynamics, risk and finance. I am a graduate of the Australian Institute of Company Directors (2012) and have participated in relevant governance/finance/risk/legal workshops run by the Institute of Directors of NZ: Finance Essentials (2012), Boards in Action (2012), Advanced Health and Safety (2014), Leadership in the Boardroom (2014) (see CV).

For the past 34 years I have been actively involved in basic and advanced physician training and supervision (current), clinical examination organisation, clinical examining and as a member/chair of the clinical examinations committees' of NZ and Australia.

In recognition of my sustained contribution to the welfare of the College I was awarded ***The John Sands Medal in 2016***.

Outside of College leadership roles I have served as Clinical/Medical Director of several hospital departments: General Medicine, Rheumatology, Immunology and Allergy, Medical Day Unit (current) and Immunopathology section CHL (current). I have also served as President of the NZ Rheumatology Association and local medical associations in NZ. I have been an advisor to the Medical Council of NZ, and the Health and Disability Commissioners of NZ and Victoria Australia .

As required and defined by the Corporations Act (2001) and the Australian Charities and Not-for -Profits Act (2012) I declare I have no active or potential conflicts of interest preventing me from serving on the RACP Board.

**Proposer:** Peter Timothy Chapman

**Secunder:** Lisa Katrina Stamp



## A/Professor Nada HAMAD

### Introductory Statement

I am honoured to nominate for the position of Board Director at the RACP. I am a clinician researcher Haematologist at St Vincent's Hospital Sydney. I am a conjoint Associate Professor at UNSW and adjunct Associate Professor at UNDA. I have a passion for medical education, equity, diversity and inclusion and leadership and governance as a means of delivering better health care for our diverse populations in Australia and New Zealand as well as improving the experience and wellbeing of our increasingly diverse and precious medical workforce. I have been able to effectively lead my professional body Australia and New Zealand Transplant and Cellular Therapies as board director and chair towards a patient outcome and equity focused strategic plan. I am a graduate of the Australian Institute of Company directors and I have been privileged to have lived experience and a rich career with exposure to health systems in Canada, US, UK, Australia and New Zealand. My cultural fluidity has given me a deep understanding of Aboriginal, Torres Islander and Maori culture. I believe that my life, training and experience have afforded me a unique perspective and skill sets that would add value to the RACP board.

### Background, Experience and Skills

- My education track record spans from undergraduate medical education, research development and engagement, curriculum development, education delivery, assessment as well as postgraduate teaching, RACP examination, research development, curriculum development and mentorship. As a master certified physician development coach, I have helped accelerate the careers of many early career fellows and developed innovative mentorship and coaching programs.
- I have been a leader in my speciality and subspecialty in setting standards of care during COVID and influential advocate in national policy on COVID vaccination and treatment in the immunocompromised as well as long covid.
- As a researcher I have a track record in equity, diversity and inclusion driven research, national and international collaborative research in early phase blood cancer trials and national competitive collaborative grants.
- I have been an advocate for physician wellbeing especially during covid and nationally supported and advocated better working conditions for trainees and clinicians with an equity, diversity and inclusion lens.
- I have been a long term active member of the RACP Policy and Advisory Interest Group and the women in medicine groups.
- My experience as a board chair of an Australian Charities and Not for Profit Commission registered organisation and training through the AICD has given me a deep appreciation of contemporary governance practices in operating a board, strategic planning and development, financial skills, risk management and legal obligations. I am knowledgeable in information systems in health and the opportunities technology offers as well as the risks of artificial intelligence and cybersecurity in our profession.

My multifaceted experience, commitment to equity, diversity, and inclusion, and my track record in leadership, education, research, and clinical practice uniquely position me to contribute effectively to the RACP Board, promoting the highest standards in healthcare delivery. I would be delighted to serve our college, community and profession as a board director.

**Proposer:** Deborah Yates

**Secunder:** Gaurie Palnitkar



## Professor Graeme MAGUIRE

### Introductory Statement

As a clinician, educator, researcher and manager who has worked in metropolitan and regional settings I will aim to see our College through your eyes.

On your behalf my priorities will include:

Governance - Board and College committees must be efficient and fit-for-purpose. I will ensure we have a responsible and responsive organization that addresses challenges and exploits opportunities quickly.

Education – It's our core business and one we must excel at, both for trainees and, with CPD Homes, Fellows. With expertise in medical education I will champion transparency in selection to training and evidence-based innovation in learning and assessment to enhance the high standards we expect of our profession.

Flexibility and wellbeing – We thrive on diversity and the varying perspectives this brings. Our future relies on taking the best from our past and embracing the new. I will support flexibility in training and clinical practice that focuses on member wellbeing and high-quality healthcare.

Value for money – You pay your dues and expect our College to deliver. I will ensure we have a clear member value proposition and deliver on this.

Your Board can get things done. We can make our College something you're proud to say you're a member of.

### Background, Experience and Skills

G'day and Kia Ora.

I'm a general/respiratory physician and director of medical education for regional Western Australia. I lead and advocate for training of prevocational and vocational (including physician and paediatrician) doctors and medical workforce support and development while continuing to work clinically. I'm also the President of the Adult Medicine Division (AMD) of our College.

My skills and experience demonstrate that, as future president of our College, I understand our core business, can achieve well-informed Board decisions and can advocate for our members.

College activities:

- Education: Director Medical Education, Associate Dean Medicine
- Policy and Advocacy: Lung Foundation, Chair – EAG AIHW
- Research: PhD, NHMRC Practitioner Fellow, > 100 publications, PhD supervision, Executive Director Clinical Research Domain – Baker.

College Leadership

- President AMD, AMD Lead-Fellow – Congress, Site examiner, SPDP

Director's role:

- Governance: AICD training
- Strategy: Developing/delivering strategy for university/education/research/clinical services
- Financial: Head of Unit General Medicine, Associate Dean and Executive Director Baker required close management accounting oversight and financial accounting understanding to advocate for service enhancement.
- Legal: I have dealt with a AMC through multiple programs (medical school, prevocational, IMGs etc). I appreciate the legislative environment that our College operates under including the Corporations Act/ACNC.

Other skills:

- ICT: learning and assessment platforms for Curtin University
- Project Management: In all senior roles key responsibility was project management.
- Education and Training: Led Curtin University Medical School and have oversight for prevocational and vocational education including involvement with AMC, PMC and specialist College accreditation activities as well as Commonwealth STP/IRTP programs.
- Indigenous Awareness: Worked with and for Aboriginal Australian and Torres Strait Islander peoples and organisations for 25 years providing clinical services and working together on research, policy development and advocacy.

Col

- My partner is a College employee. Understanding the College from a staff perspective is invaluable.

**Proposer:** Catherine Elizabeth Yelland

**Seconder:** Donald Campbell

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# RACP

## Specialists. Together

## 2024 RACP Elections

### Election of RACP Trainee Director

#### CANDIDATE PROFILES

FOUR (4) candidates for ONE (1) position



### Dr Richard ARNOLD

#### Introductory Statement

My time on the Board would firstly focus on fulfilling specific directors' duties: providing oversight, directing policy strategies, and enforcing compliance with the College's legal obligations.

Beyond this, I believe our accountability to trainees could further be improved by:

- 1. Benchmarking Training Approval, Certification and Research Project marking times:**  
Intolerable delays persist within many Advanced Training Committees. Collecting data on these turnarounds, and benchmarking ATCs, is the essential first step towards addressing this. Support should then be offered to struggling ATCs. These volunteer committees could receive extra resources, or perhaps the provision of generalist ATRP markers to complement the ATC's subject matter experts.
- 2. Formalizing a relationship between the College Learning Series and the Examination Committee:** for better collaboration and to identify problem areas in examinations for educators to target in future years.
- 3. Providing avenues to have Review and Appeal fees fully or partially waived, in circumstances of successful appeal or other appropriate circumstances.**  
This is fairer to the trainee and more in line with other colleges.
- 4. Investigating our IT procurement processes.** Ongoing failures of examination software and BPT PREP tools have cost the College millions and trainees their sanity. More rigorous financial and technical oversight is needed for future projects.



## **Background, Experience and Skills**

I am an Advanced Trainee in Geriatrics, currently working in Sydney.

For most of my training with the RACP I have been engaged in some way with the College. This began with 18 months on the NSW Trainees Committee and now with two years on the Adult Medicine Division Education Committee. The AMDEC committee is the primary adjudicator of trainee Reviews, and many issues that trainees as a whole are facing are can often be found within these individual cases.

Alongside my work with the RACP, I serve on the Training and Assessment Executive Committee of the ANZCA Faculty of Pain Medicine where I'm dual training as a Pain Physician. This committee serves a similar purpose to the AMDEC but also has policy roles similar to the RACP's College Education Committee (CEC).

In earlier years I've served as the Vice-President (External) of the Australian Medical Students Association. This brought with it a significant policy focus, where I would draft policies or shepherd policies brought by stakeholders through the AMSA council process. Submissions made to government bodies made by us at the time were often referenced in Government/Senate reports and discussion papers.

Before medicine I've obtained degrees in Law and Commerce and was admitted to practice as a lawyer before studying medicine. I am currently an Associate Member with the Australasian College of Legal Medicine and am progressing towards fellowship. I remain grateful for this education and feel that my time as a lawyer will provide me with skills to assist the Board when navigating is legal and risk obligations to the College and community at large. I also appreciated my time studying Commerce and could use such skills during the Board's reviews of financial statements and as it formulates its financial objectives for the short to medium term.

**Proposer:** Mert Korkusuz

**Secunder:** Kirushanth Santhirakanthan



## **Dr Lachlan O'SULLIVAN**

### **Introductory Statement**

Physicians and fellow trainees – I seek your endorsement for the role of trainee director for our college board.

My vision is for a college that enables members. It should be transparent, responsive, pragmatic, and address the contemporary needs of its members who serve the Australasian community. It should provide members with the space to train, innovate, raise concerns, and advocate for change, whilst being mindful of its binding ethical and regulatory frameworks.

I have the skills to work collaboratively with a board of diverse experience to act in the interests of current and future members, particularly trainees who comprise over 30% of college membership.

Priorities of the board are members' needs and good governance. These include:

1. High quality training and effective trainee and member support
  - a. Contemporary digital infrastructure supporting trainees and supervisors.
  - b. Efficient resolution of member queries, including fee transparency.
  - c. Flexible training options to suit varied member needs.
  - d. Transparent contemporary modes of assessment including examination.
2. Compliance with regulatory frameworks
  - a. The college needs to demonstrate effective management to meet accreditation and legislative requirements.
  - b. This includes demonstrating robust procedures safeguarding member wellbeing in areas including bullying and harassment, and gender, racial, and cultural inequity.

## **Background, Experience and Skills**

I am a dual trainee in General and Acute Care and Geriatric Medicine in Perth, WA.

My training in regional and metropolitan settings across Australia provides me with insight into the varied needs of members, and the impact of workforce planning on training and supervision. I commenced Basic Physician Training in Mackay, QLD, completed my divisional examination year in Perth, WA, and have worked with inspiring physicians and trainees in the Northern Territory and Tasmania.

### **Experience and Achievements**

#### **Education and Training**

- Medical Education Registrar, WA Country Health Service (WACHS), Current
- Medical Education Registrar, Fiona Stanley Hospital, 2022
- Dissertation candidate, Master of Health Professions Education, University of WA
- Adjunct Lecturer, James Cook University, 2020-22
- Teaching Excellence Award, Mackay Health Service, 2019
- Faculty, various courses including Advanced Life Support 2

#### **Policy and advocacy**

- Education and Training Committee, Postgraduate Medical Council of WA (PMCWA)
- Medication Safety Committee, WACHS
- Prospective Hospital Accreditation Surveyor, PMCWA

#### **Research**

- Academic contributions, RACP Congress, ANZ Society Geriatric Medicine ASM, ANZ Prevocational Medical Education Forum, Emergency Medicine Australasia
- Site coordinator and co-investigator for PhD candidature
- Former Sub-investigator, Coral Sea Research Institute

#### **Leadership contributions**

- MBBS intake interviewer | James Cook University
- Chair | PMCWA Medical Education Registrar Network
- Ex-Lead | Junior doctor clinical debriefing sessions | Mackay Hospital

#### **Director's roles**

- While I have not held a director's role previously, I have diverse mentors in health and industry with directors' experience and will undertake further training through the AICD Company Directors Course.

#### **Skills and experience in Indigenous cultural awareness**

- Indigenous peoples hold essential knowledge required to improve the health of our communities. Where the college is involved, the priority should be empowering community leaders in health, education, and policy to halt health and social inequality.

**Proposer:** Dr Anthony Deacon

**Seconder:** Dr Lloyd Nash

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## Dr Gavin WAYNE

### Introductory Statement

My name is Gavin Wayne. I am an advanced Paediatric trainee from Victoria currently working in the Northern Territory.

I am running for the position of Trainee Director on the RACP Board because I believe that Trainee perspectives, experiences, and needs, must be represented strongly and forthrightly right to the very top of our college's decision making apparatus in order for our college to be successful.

I believe that a successful college:

1. Ensures trainees feel supported and heard
2. Offers a holistic and empathetic training experience, equipping them for the demands of future practice.
3. Stands as an ally in the trainees' educational journey, not as a mere bureaucratic hurdle.
4. Executes its core educational mandate flawlessly, including the elimination of exam delivery failures.
5. Continues to offer and improve flexible training offerings
6. Protects and supports its trainees through incidents / concerns
7. Maintains reliable and user-friendly IT systems.
8. Delivers prompt responses to training inquiries.
9. Upholds transparency in all communications and governance.
10. Delivers a value-for-money service to its members

I would love nothing more than to serve the RACP Trainee cohort so that we can all work together to build a college that will serve us well now, and into the future.

### Background, Experience and Skills

#### **Background:**

I am an Advanced Paediatric Trainee in General Paediatrics and PEM. I have moved to Alice Springs in 2024 in order to broaden my experiences, and improve my capacity to offer culturally safe and informed care.

#### **Experience:**

Throughout my professional career I have maintained involvement in several not-for-profit organisations that I believe will put me in good stead to serve as the representative of RACP Trainees on the Board.

#### **Directorships/Governance:**

- AMA Victoria
  - Non-executive Director (2022-2024)
  - Member - Board Audit & Risk Sub-Committee (2023-2024)
  - Member - Board Governance Sub-Committee (2023-2024)
- Australian Medical Students Association (AMSA)
  - Non-executive Director (2017-2019)
  - Chair of the Board (2018-2019)
  - Member - Board Audit & Risk Sub-Committee (2018-2019)
  - Chair - Board Nominations Sub-Committee (2018-2019)
- Medical Student Council of Victoria (MSCV)
  - Chair (2017-2018)
- University of Melbourne Student Union (UMSU)
  - Student Councillor (2017-2018)

#### **Leadership:**

- AMA Victoria - Doctors in Training Sub-Division
  - Chair (2021-2022)
- ASMOF Victoria
  - Branch Councillor (2021-2024)
- ASMOF Federal
  - Branch Councillor (2021-2024)

**Achievements:**

Throughout my time in these organisations I would consider key wins to include:

- Victoria Covid-19 response: PPE provision, covid leave, CODE Brown response, locking rotations opposition, exam reprieves.
- Industrial Relations
  - Delivering a new EBA with improved bullying provisions and a revolutionary telephone recall clause
  - Supporting Victoria's Class Action lawsuit for unpaid overtime to improve the safety of trainees and patients
- Sound fiscal management and consistent surpluses.
- Spearheading the recruitment of a new General Manager for AMSA in 2018.

**Contributions:**

Throughout all of my past roles I have had vast practical experience in the matters of large not-for-profit organisations and how to

1. Deliver value to members
2. Run an organisation that is transparent
3. Organisational capacity building towards the future.

I believe these experiences and skills have the potential to be of service to the RACP Board.

**Potential Conflicts of Interest:**

- AMA Victoria - Non-Executive Director (Mid 2024)
- ASMOF Victoria & Federal - Councillor (Mid 2024)

**Proposer:** Annie McClennon

**Secunder:** Jackie Dalrymple

**Dr Aidan TAN****Introductory Statement**

The College examinations must change. I'm standing for Trainee Director to see that they do.

The College must have the courage to act on what we know to be true: that the existing College examinations are not a reflection of one's abilities as a doctor. In the last 2 years, over 1,400 basic trainees who sat either the written or clinical examinations have been failed. Any trainee examination which is not fit for purpose is a disservice to our trainees, Fellows, and the Australian and Aotearoa New Zealand public to which we dedicate our care. The College can do better, and as Trainee Director, I'll see that trainee examinations are reviewed and changed to ensure we're doing the right thing by our members and communities.

The College must embody the compassion which physicians provide to their own patients and colleagues. Less than a third of all trainees who sat an examination and needed support actually received support from the College. The College has a duty to support its trainees and Fellows, and members deserve more than statements, webpages and links. As Trainee Director, I'll see that commitments for support are translated into meaningful actions that make a difference for members.

**Background, Experience and Skills**

I'm a Paediatric Registrar and Deputy Chief Resident Medical Officer at Sydney Children's Hospital.

As the Deputy Chair and an Executive Member of the College Council, the College's peak advisory body on strategic and cross-College issues, and as a Member of 17 College Committees/Groups, I have wide-ranging experience advocating for trainees in physician education, public policy and medical research. I'll bring this understanding of the College's operations, areas of major risk, and governance principles, policies and processes to advancing the strategic direction of the College consistent with the College's stated objects and the best interest of all members.

As a Member of the AMA (NSW) Council and 6 AMA Committees/Groups, I have broad-spectrum experience with contemporary governance practices, strategy and finance, and risks and legislation. I'll bring this understanding of the broader context of health care, legal requirements and regulatory standards to ensuring the long-term sustainability and ongoing viability of the College.

As a Board Member and the Treasurer of the Association for Interdisciplinary Meta-research and Open Science, I have long-standing skills in accounting and finance, Board-level risk management, strategic information technology and project management oversight. These skills will fill the Board gaps that the College identified in November 2023.

**Proposer:** Rena Cao

**Secunder:** Dawn En En Ee

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# RACP

## Specialists. Together

## 2024 RACP Elections

### Election of RACP Member Director

#### CANDIDATE PROFILES

EIGHT (8) candidates for TWO (2) positions



### A/Professor Nada HAMAD

#### Introductory Statement

I am honoured to nominate for the position of Board Director at the RACP. I am a clinician researcher Haematologist at St Vincent's Hospital Sydney. I am a conjoint Associate Professor at UNSW and adjunct Associate Professor at UNDA. I have a passion for medical education, equity, diversity and inclusion and leadership and governance as a means of delivering better health care for our diverse populations in Australia and New Zealand as well as improving the experience and wellbeing of our increasingly diverse and precious medical workforce. I have been able to effectively lead my professional body Australia and New Zealand Transplant and Cellular Therapies as board director and chair towards a patient outcome and equity focused strategic plan. I am a graduate of the Australian Institute of Company directors and I have been privileged to have lived experience and a rich career with exposure to health systems in Canada, US, UK, Australia and New Zealand. My cultural fluidity has given me a deep understanding of Aboriginal, Torres Islander and Maori culture. I believe that my life, training and experience have afforded me a unique perspective and skill sets that would add value to the RACP board.

#### Background, Experience and Skills

- My education track record spans from undergraduate medical education, research development and engagement, curriculum development, education delivery, assessment as well as postgraduate teaching, RACP examination, research development, curriculum development and mentorship. As a master certified physician development coach, I have helped accelerate the careers of many early career fellows and developed innovative mentorship and coaching programs.
- I have been a leader in my speciality and subspecialty in setting standards of care during COVID and influential advocate in national policy on COVID vaccination and treatment in the immunocompromised as well as long covid.
- As a researcher I have a track record in equity, diversity and inclusion driven research, national and international collaborative research in early phase blood cancer trials and national competitive collaborative grants.

- I have been an advocate for physician wellbeing especially during covid and nationally supported and advocated better working conditions for trainees and clinicians with an equity, diversity and inclusion lens.
- I have been a long term active member of the RACP Policy and Advisory Interest Group and the women in medicine groups.
- My experience as a board chair of an Australian Charities and Not for Profit Commission registered organisation and training through the AICD has given me a deep appreciation of contemporary governance practices in operating a board, strategic planning and development, financial skills, risk management and legal obligations. I am knowledgeable in information systems in health and the opportunities technology offers as well as the risks of artificial intelligence and cybersecurity in our profession.

My multifaceted experience, commitment to equity, diversity, and inclusion, and my track record in leadership, education, research, and clinical practice uniquely position me to contribute effectively to the RACP Board, promoting the highest standards in healthcare delivery. I would be delighted to serve our college, community and profession as a board director.

**Proposer:** Deborah Yates  
**Secunder:** Gaurie Palnitkar



## **Dr Warren HARREX**

### **Introductory Statement**

With dual Fellowships in public health medicine and occupational and environmental medicine, and having held multiple senior leadership roles in Defence and civilian settings, I bring a wealth of high-level health and policy management, skills and experience that can contribute significantly to the strategic direction and future of our College.

I gained senior leadership and management experience during my military career including commanding an Air Force hospital in Malaysia. The numerous roles and positions I held demonstrate my ability to navigate complex healthcare issues, foster collaborative decision-making and implement effective solutions.

My involvement in multiple RACP Committees over the past decade has provided me with additional insights into the strengths and weaknesses of College processes and what can be done to improve our member experiences. We need better communication between the Board and the Presidents of the Divisions, Faculties and Chapters.

Our College structure and governance must reflect the core role of member-led education and training. We need to adapt our training programs as more health services are delivered outside of major public hospitals.

If elected, I promise to work to improve the effectiveness and efficiency of the RACP for the benefit of all our members.

### **Background, Experience and Skills**

During my full-time Air Force career, my dual Fellowships in public health and occupational and environmental medicine were highly beneficial in my appointments as Director General of Clinical Services in the Australian Defence Force, and Director General of Air Force Health Services. After transferring to the reserve in 1998, I chaired the ADF medical officers credentialing committee from 2003 until 2022.

Over the past two decades, I have been actively engaged in private practice as a consultant occupational and environmental physician in Canberra. Besides my active clinical role, I have provided consultancy services to government departments, further enriching my understanding of healthcare policy and implementation. This included research into veterans' health for the Australian Department of Veterans Affairs, and developing health policy for new and emerging treatments.



In addition, I have been a Board member of the Australasian College of Aerospace Medicine since its formation in 2012, whose constitution is based on that of the RACP. I have also been a Board member and President of the Australasian Society of Aerospace Medicine, for which I was awarded life membership. My management experience in these organisations gives me a sound understanding of effective governance, legal considerations, risk management and finances.

My involvement in RACP committees over the past decade includes chairing the RACP Accelerated Silicosis Lead Fellows Group, representing AFOEM on the RACP COVID-19 Clinical Expert Reference Group, AFOEM President, chair of the AFOEM Policy and Advocacy Committee and participation in College Council. I am currently active on two RACP working groups developing position documents for improving the health of healthcare workers. I also received an AFOEM President's Award for my role in leading and promoting the Health Benefits of Good Work™.

**Proposer:** Malcolm Sim

**Seconder:** Cath Kelaher



## **Professor Nicholas BUCKMASTER**

### **Introductory Statement**

I am running for a board position to address the significant issues our College has faced in recent years. We need to restore member confidence that the RACP is relevant, responsive to member and community needs and is worthwhile supporting, now and into the future. We can do this by truly delivering on value for our members, having administratively strong and agile internal processes, having timely and useful communications to members and our communities, and having external facing policies and positions which are based on our shared values and our college objectives. We must ensure that our training programs reflect contemporary knowledge embedded in current work environments, but also we must plan for changes to how we deliver training, and for likely changes to health provision in the future.

We must do more to support our members by holding workplaces accountable for ensuring a safe positive culture, thus enabling better training and health provision. We need to ensure that our own members contribute to a better culture. I believe the RACP can help drive these changes.

I want to see our College take a more visible role in workforce planning with Jurisdictions. We need to do workforce research.

### **Background, Experience and Skills**

I am an experienced General and Respiratory adult physician, recently retired from clinical practice and now consulting on clinical governance. I am passionate about improving our health system and have taken many roles through my career to drive positive change.

My experience has included:

Education:

- design/ development of Medical Education units including role of MEOs
- Director of pre vocational clinical training
- Director of Physician Education
- Accreditation lead and member Adult General Medicine ATC

Policy & Advocacy:

- member, deputy chair College P&A exec committee
- co-chair RACP Integrated care working party
- chair RACP Consumer Advisory Group
- leading work to develop RACP Regional, Rural & Remote workforce strategy

Fellowship:

- Chair College Council
- Chair Queensland Regional Committee
- President Internal Medicine Society ANZ
- Chair Regional, Rural & Remote strategy working party

I have strong leadership skills and experience having been on multiple governance boards including as president of IMSANZ, ASMOF Queensland, Chair of College Council, Chair of AMA Queensland, board member of RACP and Health Information Society Australia.

I have led or been clinical lead of many projects at a health service and State level, and have gained significant knowledge and skills in project management, Information technology, team governance, and strategic thinking.

I understand and am experienced in fulfilling the fiduciary responsibilities of Board membership, including the requirement to prospectively govern risks, financial integrity and performance. I have particular strengths in working in developing strategic direction having led many projects in planning multiple P&A strategies for our College, as well as leading the development of the Queensland Health Comprehensive Care Strategy. I am a lateral thinker, useful in identifying innovative approaches to issues.

As a person I bring attributes of respectfulness, and a strong focus on the needs of our communities I am always open to listen the opinions of others.

I have no COI.

**Proposer:** Graeme Maguire

**Seconder:** Brian Wood



## **Dr Amanda ORMEROD**

### **Introductory Statement**

I am nominating to become a member of the RACP Board to contribute to towards the future of physicians in Australia. I have always had a passion for rural and remote medicine and have been informally and formally involved in education since 1989.

I believe there needs to be improvements and streamlining of processes to reduce unnecessary bureaucracy to enable the college to focus on supporting physicians throughout their career. There are opportunities for the college, trainees, and physicians to develop stronger equitable relationships to enhance the care given to our patients. We need to ensure that future strategies and policies support a work life balance to ensure we have a strong engaged workforce across all specialties.

### **Background, Experience and Skills**

I came to medicine after a career as a medial scientist in Western Australia and Tanzania. I became involved in education in 1989, obtaining formal qualifications in adult and tertiary education whilst working in Tanzania. I studied medicine at the University of Sydney (Sydney and Canberra campuses) prior to moving to Victoria to complete Basic and Advanced physician training. I have always had a passion to work regionally as I believe everyone should have access to quality medical services.

After obtaining Fellowship I commenced working in Gippsland as a clinical and laboratory haematologist and now work across multiple health services. I have always worked to continue to develop my skills and knowledge, so began formal training through the Diploma in Palliative Medicine in 2020 to provide better pain management and end of life care. I have also been involved with transfusion medicine, initially as a scientist and then as a physician.

I became involved with ANZBT to advance knowledge and promote improved standards in transfusion and have been involved in setting up lymphoma clinical trials in Gippsland. I have been a ANZSBT representative on the AMD Council for the past few years.

I have tried to ensure that regional patients have access to local treatment but also ensuring collegiate relationships with tertiary health services to provide pathways of care for those who are unable to have care close to home.

I commenced on the board of a small rural health service to ensure that smaller health services had clinical oversight and governance. I am currently the Board chair and during this time I have learnt how health services are managed from a financial, legal, quality and risk perspective. Developing collegiate partnerships ensures the community has the care required as close to home as possible.

**Proposer:** Tricia Wright  
**Secunder:** Anastazia Keegan



## **Dr Sharmila CHANDRAN**

### **Introductory Statement**

I am a renal physician with a drive for transformational change and a profound commitment to medical education.

I strongly believe in a pragmatic, transparent approach to medical leadership to ensure sure that voices are heard, feedback is acted upon with a strong focus on tangible outcomes and value for money.

I bring a modern and diverse perspective and an informed commitment to RACP. With your support, I am confident that RACP can be transformed into an institution that we all wish to be a part and proud of.

If elected, I vow to focus on

- Prioritise member and communication needs
- Transform college structures to optimise the voice of members and increase value for money
- Increased outward advocacy on member concerns eg; wellbeing and workforce
- Optimise CPD resources
- Greater investment in IT

### **Education**

I have a passion for medical education exemplified by my roles:

- Director of the inaugural leadership course of RACP 2023
- Director, Annual Course of Society of Nephrology (ANZSN)
- Victorian Coordinator and lecturer of the College Lecture Series
- FRACP examiner, Epworth-Richmond, previously Eastern and Monash Health.  
Organised the first FRACP examination at Dandenong Hospital
- Teaching of medical students at Epworth Clinical School (UniMelb)  
previously Eastern and Monash Health

### **Background, Experience and Skills**

#### **Leadership**

- Board director RACP-current
- Board Director Kerang-Health-2020
- Board Director Leongatha Hospital-2021
- Chair, wellbeing (MHWC) and fellowship (FC) committees, RACP
- Chair, education (ETC) committee of ANZSN (nephrology)

#### **Advocacy**

As chair of MHWC, I advocate for greater investment in wellbeing and anti-bullying initiatives.

As member of the executive, Adult Medicine Division (AMD) and chair education of ANZSN, I work towards greater partnership between specialist-societies and RACP.

#### **Research**

PhD in renal-transplantation and publications in peer-reviewed journals including American Journal Transplantation. I look forward to medical-education research in my Masters Clinical-Education.

### **Fellowship**

As chair of the fellowship-committee, I strongly advocated for the revision of the flexible policy and continues to encourage its implementation. I led the revision of the member contribution policy and supervisors were recognised for their efforts.

### **Governance**

I have completed AICD and several courses on governance and risk. Through my roles, I have gained expertise on governance of member-organisations and hospitals.

### **Strategy**

As board director of RACP and hospitals, I contribute to the development of strategy in organisations. As chair of MHWC, I led the creation of the wellbeing strategy with a strong focus on tangible initiatives for members. I led the creation of numerous educational resources.

### **Financial**

I gained financial expertise through AICD, MHAdm, AFRACMA and my experiences as director of hospitals and RACP

### **Legal**

As presiding member at MedicalPanels, Safercare, I work closely with lawyers and frequently attend legal education. Within RACP, I have become familiar with the many legal challenges of RACP

### **IT**

As director, I am aware of the need for investment in modern IT and cybersecurity and supported the investment in IT reforms.

### **Culture**

I am the descendant of Indian indentured labourers and understands the impact of colonisation. I completed the Arilla and the Koorie heritage programs and a Maori cultural day in Wellington.

**Proposer:** Sujievan Chandran

**Seconder:** Jessica Chang

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## **Dr Poh (PK) LOH**

### **Introductory Statement**

The college should be governed by the membership and their views should be the guidance for the strategic intent of the college. There is a strong environmentally friendly sentiment and socially responsible ethos amongst the membership. Developing a strong environmental and socially responsible statement for the state and federal elections is crucial. This will allow environmental issues, socially responsible views and health governance to be at the forefront of the election debate. Enabling environmentally friendly and socially responsible strategies to be developed at all levels of government to ensure good governance for health. Personally I ride a bicycle and extend my commuting range with the use of public transport that allows bicycles onboard. Where possible I donate to charities that service rural and remote regions. I am still active in promoting access to tertiary services for rural and remote regions. For example, I donate to the Lions Eye Institute in WA and support their rural mobile ophthalmological service and the use of Telehealth in ophthalmology for eye care in rural Australia. As the WA Division representative on the RACP council I have had an opportunity to work with the RACP executive at a high level and better understand their strategies.

### **Background, Experience and Skills**

I am a physician in geriatric medicine and clinical pharmacology having worked for the last 35 years in a tertiary hospital. I was fortunate to be part of a robust rural outreach service that enriched my experience in the delivery of care to older aboriginal communities in rural Western Australia.

I was chair of the Advanced Training Committee (ATC) in clinical pharmacology for two terms over 4 years including participating in the RACP COVID steering committee. As part of this role I was on the board of ASCEPT a special interest society of committed health professionals and was involved in audits and financial risk management at board level of a not for profit NGO. After ATC, I joined the curriculum review committee for geriatric medicine. I continue as the WA representative on the College Learning Series that has a library of videos on line with educational topics for physician training.

As the chair of the West Australian Committee we have on behalf of WA membership advocated for well being for members, the removal of juvenile detention, supported environmentally friendly initiatives in health and safe working hours for all members. For several years we have participated in the environmental and global warming seminars in collaboration with NGOs and state government.

I have a PhD with a thesis of the use of information & communication technology or digital health and Telehealth. My current interest is in health services research in those areas.

As a member of the Executive Com of the College Council I have had an opportunity to become familiar with the governance, administrative and financial issues faced by the College. As part of my Fellowship in the Royal Australian College of Medical Administrators (FRACMA) I completed a Masters In Business Administration (MBA), which would bring useful skills to the board.

**Proposer:** Roger William Warne

**Secunder:** Shipra Verma



## **Dr Ron GRANOT**

### **Introductory Statement**

My vision is for the College to be a body that supports and enhances our roles as physicians in our day-to-day work — providing exceptional patient care - rather than adding to that burden. To improve the practice environment and support appropriate remuneration at all levels.

I believe in making Continuing Professional Development (CPD) more relevant and practical for all physicians, including those in private practice. CPD should be a tool that genuinely aids in our professional growth, tailored to meet the diverse needs of our community. By ensuring that our development opportunities are both accessible and beneficial, we can further elevate the standard of care we provide to our patients.

Furthermore, I am determined to strengthen the College's role as a powerful advocate with the Federal Government on critical issues such as Medicare and auditing. It is crucial that our collective voice be heard in policy discussions, ensuring that the interests of both patients and practitioners are adequately represented and defended.

My commitment is to work tirelessly to advance these priorities, leveraging my passion and dedication to make a tangible difference in the lives of physicians and the patients we serve.

### **Background, Experience and Skills**

As an experienced neurologist with over 15 years of practice in both public and private sectors, I am deeply committed to advancing the profession through education, policy advocacy, research, and fostering strong fellowship. My tenure on the NSW State committees of the RACP and the AMA has honed my skills in advocacy, policy development, and building influential networks in healthcare.

My engagement in AI research projects through UNSW and the successful establishment of BetterConsult, an IT venture facilitating over 300,000 patient pre-consultations monthly, underscores my dedication to innovation and technology in medicine. These roles have equipped me with a profound understanding of the challenges and opportunities in our field, particularly in leveraging technology to enhance patient care and physician efficiency.

Involvement in state committees have provided me with significant experience in governance, strategy development, and understanding the operational needs of professional bodies. I am committed to refining the regulatory environment for physicians to support its members in delivering exceptional care.

My financial acumen and risk management skills have been sharpened through governance roles and managing private practice. This, coupled with my IT venture experience, has given me a comprehensive foundation in financial oversight, risk assessment, and strategic IT implementation.

I have a vested interest in promoting educational initiatives and training that are both relevant and accessible to our diverse membership. My background offers a unique perspective on integrating technology and research into our education programs, enhancing the value and impact of our CPD activities.

In terms of conflicts of interest, my involvement in BetterConsult and my research projects are conducted with transparency and integrity, ensuring no conflict with the College's interests. My dedication to improving healthcare delivery and physician work environments drives my candidacy for the Board, aiming to contribute meaningfully to the College's strategic direction, governance, and advocacy efforts.

**Proposer:** Michael Keller  
**Secunder:** Jason Micahel Kaplan



## **Professor Philip MORRIS AM**

### **Introductory Statement**

I am standing for election as a Member Board Director of the RACP for two main reasons.

1. A Voice for the Chapters and Faculties

Firstly, I am an advocate for boosting the voices of our Faculties and Chapters within the College. Over recent years, these entities have grown in vital importance.

While initiatives like the 'Future of the Faculty Progress Report' have acknowledged the necessity of granting more autonomy to these bodies, implementation has fallen short. It is essential that Faculties and Chapters represent their members' interests and have a robust presence on the College Board.

2. A College that is accountable, transparent and serves all its members

Secondly, I am committed to fostering a culture of enhanced representation, accountability, and transparency within the College. We must welcome new ideas and leadership with open arms. This requires governance reform. I will champion the perspectives of all College members and trainees.

I will press for Continuing Professional Development that is pertinent to individual physicians' practice settings.

With your support, if elected, I promise to champion the voices of our Faculties and Chapters, and advocate tirelessly for the betterment of our members and the communities we serve.

Prof Philip Morris AM

### **Background, Experience and Skills**

I believe I have a breadth of experience spanning various domains within the medical profession and I bring a multifaceted perspective that encompasses clinical practice, academia, and administrative leadership.

I have worked in diverse roles, from serving as a staff specialist to holding senior academic and director positions. I now practice in southeast Queensland where I specialise in managing patients with addiction issues while also engaging in the assessment and treatment of older patients with dementia and related conditions.



My academic accomplishments have been marked by professorial appointments at Bond University as well as Queensland and Melbourne Universities. During my tenure at Melbourne University, I spearheaded the establishment of a national centre dedicated to War-related Post-Traumatic Stress Disorder, underscoring my commitment to advancing research and clinical care in critical areas of need.

My role as a senior medical advisor to the Commonwealth Government's Department of Veterans' Affairs (DVA) provided me invaluable insights into healthcare policy formulation and implementation at a national level.

My dedication to the advancement of addiction medicine is evidenced by my role as a founding member of the RACP Chapter of Addiction Medicine and subsequent chair of the Chapter of Addiction Medicine, Queensland Branch.

Through these leadership positions, I have honed my skills in medical administration, fostering collaboration and driving initiatives within Australian and international medical colleges.

I am deeply invested in medical education and physician training. I actively engage in the development and implementation of continuing professional development programs, recognising their pivotal role in ensuring the ongoing excellence of healthcare professionals.

In summary, my career journey reflects a steadfast commitment to excellence across clinical practice, academia, and medical leadership. I am eager to leverage my extensive experience and expertise to drive positive change and innovation within our College.

Prof Philip Morris AM

**Proposer:** John Barrington Saunders

**Secunder:** Steven Faux

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