



High Level Requirement Leadership CPD Activities

Key

Educational Activities	EA
Reviewing Performance	RP
Measuring Outcomes	MO
Workplace Improvement	(WI)
System-wide Improvement	(SI)
Effective Interdisciplinary Teamwork	(IT)

Clinical leadership: RP/MO

» Handover and departmental clinical leadership duties (IT)

- Leadership of a clinical debrief and reflection on language and debriefing tools used, psychological safety, engagement of participants, communication and implementation of any lessons learned.
- Advocacy for patient safety/priority with an inpatient team or service.
- Service coordination to optimise patient care or prevent admission.

» Departmental patient flow: (SI) and (IT)

- Management of an access blocked ED requiring liaison and negotiation with ambulance, ED staff, inpatient teams, hospital executive, to optimise flow and patient safety and a reflection on communication strategies, escalation processes, system pressures, personal challenges etc.
- Departmental leadership during Disaster/Code Brown events.
- Departmental leadership during major service disruptions (i.e. widespread/prolonged EDIS outages, Radiology down, etc) entailing usage of established departmental downtime plans.

» Leading complex resuscitation scenario: (IT)

- Leadership of a resus or trauma team and a reflection on a success or challenge within the group dynamic that may or may not have impacted on patient care.
- Leadership in a complex paediatric resuscitation with management of a multidisciplinary team dynamic and sensitive parental communication.
- Fostering an environment where team members feel valued and empowered to take on responsibilities.
- Leading a formal debrief post a complex resuscitation.

» Departmental leadership (SI) & (IT)

- Prioritisation of clinical assets for a telehealth or retrieval service with reflections on clinical assessment and communication.
- Advocacy with hospital executive for resourcing (e.g. equipment, staffing, capacity) to meet service provision requirements.
- Representation of the ED and its interests at interdepartmental meetings.
- Setting significant policies by which the hospital operates/review of old policies.
- Setting strategic direction and goals of the hospital.
- Protocols for mass disaster events.
- Creation of service disruption downtime plans.
- Conflict resolution – leading the resolution of a situation where interprofessional conflict has arisen, to a satisfactory outcome.



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Non-clinical leadership: RP/MO – (SI), (WI) and (IT)

- Executive roles
- DMS/DCT/DEMT duties
- Research/QI project leadership
- Committee chair
- Medical writing
- Teaching
- Providing formal mentoring/supervision/education to a health practitioner or student as part of regulatory requirements for that individual (e.g. conditions on their registration).
- Producing science/health/professional communication/content in mainstream or online media (e.g. podcasting, blog writing).
- Mentoring, supporting or teaching consumer/patient advocate/representatives in their professional roles.
- Leading a patient safety/adverse event review.
- Responding to patient/consumer complaints.
- Involved in tasks such as managing budgets, developing and implementing policies, ensuring regulatory compliance, and optimising workflow processes in ED.
- Coordinating/organising department staff wellbeing activities and/or peer support programs.
- Participating in diversity, equity, and inclusion groups/initiatives to improve inclusiveness for staff and patient healthcare access equity.
- Establishing anti-bullying initiatives to create a safe workplace.
- Ethics committee participation – showing leadership.

Leadership Courses and Education: EA – (SI) and (WI)

- [AIM](#)
- [ACEM](#)
- Clinical governance or general governance course (e.g. [AICD](#))
- Courses on skills inherent to leadership such as: having difficult conversations, speaking up for safety, advocating for change, promoting equity etc. (e.g. [MDA National](#))
- Educational activity
 - Attendance at a Leadership seminar/webinar/course



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Community Leadership: EA/MO/RP – (SI)

- Formal role related to occupation
- Board & governance
- Public health campaign
- Participating (by choice) in government/public inquiries about health matters (e.g. providing submissions, evidence etc.)
- Leading a community consultation, evaluation or co-design process.
- Creating or promoting resources or programs for community members (e.g. establishing a support group, creating and publishing plain-language health information etc.).

Vocational Leadership: RP/MO – (WI) and (SI)

- [ACEM committee/working group](#)
- MBA committee
- Health advocacy role
- Hospital Committee
 - Participation in a hospital committee with reflection on outcomes achieved, debate of ideas, success of communication and implementation etc.