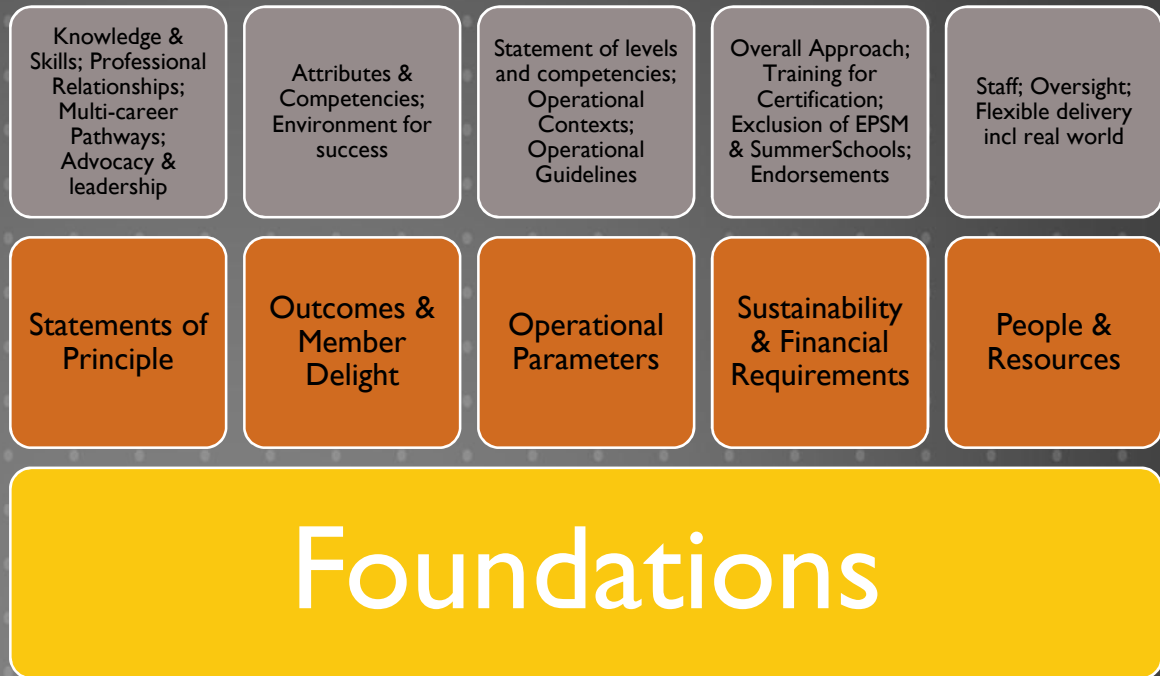# ACPSEM EDUCATION, TRAINING & DEVELOPMENT FRAMEWORK

FRAMEWORK APPROACH

- Defines parameters for services
  - Cannot go beyond borders
  - Compliance with spirit, not with rules
- Creates flexibility and agility
  - Allows for planned approaches and reactions to opportunities
  - Easily adjusted, less rigid than "policy"
  - Continues to develop over time
- Procedures are totally operational (office), not Board

FOUNDATIONS

▶ Straight from the strategic plan

▶ Emphasise values, stakeholder expectations & principles to ensure long-term relevance

Knowledge & Skills; Professional Relationships; Multi-career Pathways; Advocacy & leadership	Attributes & Competencies; Environment for success	Statement of levels and competencies; Operational Contexts; Operational Guidelines	Overall Approach; Training for Certification; Exclusion of EPSM & SummerSchools; Endorsements	Staff; Oversight; Flexible delivery incl real world
Statements of Principle	Outcomes & Member Delight	Operational Parameters	Sustainability & Financial Requirements	People & Resources

Foundations

KEY APPROACH

- ▶ Whole of career
- ▶ Whole of Influence
- ▶ Members are more than their professions
- ▶ Taking advantage of our talent

Professional Standards

- Competencies
- Certification
- Registration
- CPD

Personal development in professional context

- Business and consultancy
- Ensuring long-term prosperity
- Alternative career paths
- future options

Health Sector

- Departmental leadership
- Hospital management
- Policy
- Consultancy skills

SUSTAINABILITY & FINANCIAL

▶ Essential Services

  ▶ Emphasis on ensuring services are delivered rather than on financial success

▶ Make a surplus

  ▶ Inclusive of grant support

  ▶ Systems already in place to accurately measure

▶ Flexibility of options

  ▶ Encourage partnerships & external delivery

AUTHORISATIONS AND DELEGATIONS

- ▶ The ACPSEM Board must approve the introduction or cessation of education programs provided for the purpose of achieving ACPSEM Certification (eg current TEAP)

- ▶ The Professional Standards Board must approve offerings within the Professional Standards Context for learning outcomes, key professional standards being applied and potential effectiveness of the offering

- ▶ ACPSEM financial delegations, policies and procedures apply in all respects to services under the framework

- ▶ The General Manager has full operational responsibility and accountability for education, training and development services within and subject to this framework