PROFESSIONAL DEVELOPMENT PLAN

Name	███████████
Position	███████████████
Organisation	████████████████
Date	████████

PART 1 – PERSONAL ANALYSIS Before setting your short medium- and long-term personal development plans, you should conduct a personal analysis: E.g. - What are my strengths and weaknesses? What external opportunities or threats might affect any plans I might make?	
Strengths	Breath of experience across central Agency and operational roles
Areas for further development	More experience in operational roles is what I am working on now and that is the challenge for the year ahead.
Opportunities	To learn from others like my current boss and others, to be able to support the health workforce and look for opportunities to develop services to improve outcomes
Threats	There is always a lot to do and there always several reactive problems that need to be focused on and this can get in the way of generating learning and development opportunities

PART 2 – PERSONAL OBJECTIVES	
Short Term Goals (next 12 months)	Become more effective in my current role by learning how to improve staffing and the models of care. Work to develop relationships with external agencies to improve the engagement of the hospital and the ability to support individuals not only within our system but as part of the broader health care network
Medium Term Goals (next 2 – 3 years)	Be able to advance in my knowledge and understanding of medical administration within an operational context as well as have a clinical role as well.

Longer Term Goals (beyond 3 years)	

PART 3 – SETTING & ACHIEVING GOALS	
What do I want to learn?	
How will I enhance the cultural safety, health equity and professional and ethical behaviour of my practice?	
What do I have to do? – what CPD activities will I undertake	I am conscious that I have shifted from New Zealand to Australia where, while there are similarities, there are fundamental differences in health equity.
What support and resources will I need?	I will need to undertake some awareness of the unique challenges of Aboriginal and Torres Strait Islanders in the Australian Context.
How will I measure success?	I will do some training and focus on issues and how they specifically relate to Aboriginal and Torres Strait Islanders in my work environment.
Target date for review?	Jan 2025

PERFORMANCE REVIEW ACTIVITIES	
What do I have to do? – what CPD activities will I undertake	I need to continue to reflect on my performance and understand the areas of development that I have / need to increase my ability to contribute
What support and resources will I need?	I will make an application to do a 360-degree feedback or do a self-assessment against the RACMA competencies
I will engage a professional coach to help me reflect on my performance and help with ongoing development. I will need to reflect on these sessions to get the full benefit from them
How will I measure success?	Completion of the activities and through reflection on what I have achieved
Target date for review?	Jan 2025

OUTCOME MEASUREMENT ACTIVITIES	
What do I have to do? – what CPD activities will I undertake	Active engagement in M&M meetings through out the hospital.
What support and resources will I need?	Believe I will have to do some reading and study around the goals of M&M and how I can contribute to making these more effective
How will I measure success?	Attendance at the meetings and minutes from them. Currently I do not need to attend all of them i.e. just ED. But due to activity in the hospital such as surgery and Maternity that I should attend these to improve outcomes in the hospital
Target date for review?	Jan 2025

EDUCATION ACTIVITIES	
What do I have to do? – what CPD activities will I undertake	Attendance at the Brisbane conference
What support and resources will I need?	Will make and application to the Support for Rural Specialist (SRSA) for financial support to make it slightly more affordable
How will I measure success?	Application done and attendance at the conference
Target date for review?	Jan 2025