

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	New strengths: 5 yr contract enables longer term thinking and planning. Growing understanding of public system Relationships within new role have strengthened
Areas for further development	Focus areas: Professional Networks – Health Professional Networks – other industries Leadership
Opportunities	ED has helped identify statewide committees/equivalent. Support of other teams to provide variety and opportunity to use skills
Threats	Changing political landscape can impact ability to progress key projects. ‘Busyness’ can impair reflection and ability to identify opportunities Too much routine work may lead to stale outlook

PART 2 – PERSONAL OBJECTIVES

Short Term Goals (next 12 months)	Cover ED meetings Take part in Statewide committees Check in for opportunities with ED Complete self-assessment Construct learning plan
Medium Term Goals (next 2 – 3 years)	Lead on projects and contribute leadership skills/knowledge to collaborative work Expand professional network both in Health and beyond Keep RACMA skill set sharp

Longer Term Goals (beyond 3 years)	Support the development of an open collaborative culture focused on the improvement of safety and quality through projects in the DoH.

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	Support the creation and use of the Health Equity Impact Statement and Declaration Policy. Work through the Indigenous Health guidance and learning material on the Health Dept Intranet
What support and resources will I need?	I can do this within my role and the education material I can review in my own time.
How will I measure success?	Completion of the Policy, actions to support its uptake and refreshed understanding of key guidance for indigenous health.
Target date for review?	Jan 2025

PERFORMANCE REVIEW ACTIVITIES

What do I have to do? – what CPD activities will I undertake	Professional Review Meeting (annual) Professional Buddying with interstate colleague Self-review against RACMA competencies – pick a competency to focus on for year
What support and resources will I need?	Time with ED for Professional Review Engagement from professional buddy
How will I measure success?	Completion and insights into a specific RACMA competency relative to my performance
Target date for review?	Jan 2025

OUTCOME MEASUREMENT ACTIVITIES	
What do I have to do? – what CPD activities will I undertake	Yearlong engagement in the Quality Surveillance Group which monitors outcomes for the stated issues
What support and resources will I need?	This is built into my role
How will I measure success?	Completion of tasks associated with the meetings, follow up and data analysis.
Target date for review?	Jan 2025

EDUCATION ACTIVITIES	
What do I have to do? – what CPD activities will I undertake	RACMA conference AICG learning Medical Literacy Teaching and Development of Associated Teaching Materials for non-medical staff
What support and resources will I need?	Professional Development Leave
How will I measure success?	Completion Identification of key insights System for storing learnings so I can revisit and build on insights
Target date for review?	Jan 2025