

## WELCOME TO THE INAUGURAL ISSUE FOR OUR NEW CHIEF EDITOR

*Dr. Neale Fong FCHSM*

President of Australasian College of Health Service Management



Welcome to the inaugural issue of the College's flagship journal with our new Editor-in-Chief, Dr Mark Avery. On behalf of all members, contributors and readers we wish him and the editorial team all the best.

Firstly, I would like to thank all members and all those health professionals across our regions for your dedicated service, commitment and support of the community in the past two years during the COVID-19 Pandemic. In Australia we have also seen natural disasters add to workloads and from time to time it really is important to take a moment to acknowledge the fantastic job being done managing through these crises. Thank you.

We now have some wonderful analysis from the vast number of College members who have completed the self-assessment against the ACHSM Master Health Service Competency Framework. This report was generated in October last year with 864 overall completions, 732 of those from Australia. Thanks to *The Screening Lab* who provide the platform for this self-assessment survey and have generated this report from your feedback.

Respondents came from across the health leader and manager spectrum with 10% identifying as emerging leaders and the remainder evenly spread across middle and executive leadership.

It appears education matters, with 66% of respondents citing having a Masters as their highest qualification, 11% with PhDs and 20% with Bachelor qualifications. This commitment to education has carried through to our Certification Program with our credentialed members committing to a program of lifelong learning.

The final page of the report lists the fifteen competencies that had the lowest rankings in the self-assessment data, and this will assist the College in informing professional development programs to support our current and future leaders. It is worth noting that some of these competencies are quite discrete and it may be that "manages supply chain" for example, is a specialty skill that is not inherently necessary for all health leaders and might be better expressed for most as "understands supply chain issues." Others, however, such as "creates and controls budgets" are more important to the success of senior leaders.

I encourage you to consider this report and if you are a College member, to use your own personal report from this free self-assessment service to generate a plan for your individual development. This report will be available shortly on the College website under the Resources tab. The College Board believes this aggregated data should be a freely available resource for the health sector and your participation supports the future of leadership. Better leadership. Healthier Communities. It is also an opportunity to conduct research into leadership development and be published in this journal.

It was also particularly good to see over 180 people attend in person our first face-to-face conference for two years, in Melbourne on March 18th. Themed as "The Health of our

Nations," the calibre and scope of speakers and panelists was outstanding. I look forward to seeing so many of you in Perth at the Annual Congress 21-23 September this year. Plan now to come!!

Domain 3 – Business Skills	Q9.1 Manages supply chain
Domain 3 – Business Skills	Q7.4 Understands insurance management
Domain 4 – Comms & Relationships	Q2.5 Applies marketing tools and principles
Domain 3 – Business Skills	Q9.3 Manages supply contracts
Domain 3 – Business Skills	Q9.4 Manages facilities
Domain 2 – Health & Healthcare Environment	Q3.3 Promotes the preferences of population groups
Domain 2 – Health & Healthcare Environment	Q4.2 Uses data to control threats to health
Domain 3 – Business Skills	Q2.3 Creates and controls budgets
Domain 3 – Business Skills	Q3.1 Promotes cultural safety and Indigenous rights
Domain 3 – Business Skills	Q5.4 Plans for business continuity
Domain 3 – Business Skills	Q2.2 Uses financial principles
Domain 2 – Health & Healthcare Environment	Q3.4 Responds to diverse health needs
Domain 3 – Business Skills	Q6.4 Promotes digital literacy
Domain 4 – Comms & Relationships	Q2.4 Demonstrates effective public relations skills
Domain 5 – Professional & Social Responsibility	Q1.1 Demonstrate commitment to policy advocacy and capacity

[To access the full report please click here](#)