



## CoastCityCountry Training Ltd

### Strategic Plan

2005 – 2007

#### ***Our Vision***

Training General Practitioners Competent, Committed and Connected to their communities

#### ***Our Mission***

To deliver high quality General Practice education and vocational training, that meets the unique needs of our three Training Regions

#### ***Our Values***

Commitment to Innovation and evidence-based medicine  
Consideration of individual learning needs  
Consistent quality and excellence  
Transparency and accountability

#### ***Key Result Areas***

1. Operations
2. Medical education
3. Staffing
4. Financial management
5. Marketing and public relations
6. Registrar support
7. Business Development

#### ***Key Performance Indicators***

1. Annual Registrar Evaluation
2. Annual Supervisor Evaluation
3. Board Annual Reviews
4. GPET Feedback
5. Medical Education Committee Annual Review
6. QA Framework - LTG Self Assessment
7. RACGP Processing (Completions and RPLs)
8. LTG Annual Report to Board
9. Annual Selection Outcomes
10. Time Series Data (Registrars Tenure)
11. Practice Recruitment Outcomes
12. Board Quarterly Review

# COAST CITY COUNTRY TRAINING'S STRATEGIC PLANNING FRAMEWORK

## KEY RESULT AREAS (KRAs) – OUR FOCUS FOR ACTIVITIES AND RESOURCES

- The Key Areas chosen by CCC in which we must achieve results
- Our KRAs have been used to plan, prioritise and measure organisational performance

## GOALS – OUR GENERAL DIRECTIONS

- Neither measurable nor time specific
- Linked to Key Result Areas and outcomes

## OUTCOMES – OUR EXPECTED FUTURE CONDITIONS

- Linked to goals
- Measurable and time specific (2004-2006)

## STRATEGIES – OUR SPECIFIC ACTIONS

- Contained in Local Training Group and CEO's Business Plan (not in this document)
- Measurable and time specific
- Linked to Outcomes

## PERFORMANCE INDICATORS (PIs) – MEASURES TO GUAGE PERFORMANCE AGAINST KRAs

- Measures of Organisational Performance
- Used to measure performance in each Key Result Area
- Performance described in terms of Goal and Outcome attainment

## KRA 1 Operations

### Goal 1

**Refinement of CCCT's organisational structure, policy, processes and resource allocation to support local training groups in the design, development and delivery of the Australian General Practice Training Program (AGPTP)**

Outcomes		
KPI	Measurement	Target
<b>1. Consultation with local training groups in policy development</b>		
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>LTG Evaluation of consultation mechanisms for policy development</li> </ul>	<ul style="list-style-type: none"> <li>Report to February meeting addressing satisfaction with specific policies developed in the calendar year</li> </ul>
<b>2. Efficient information management processes for dissemination and collection of information</b>		
<ul style="list-style-type: none"> <li>Annual Registrar and Supervisor Evaluations</li> </ul>	<ul style="list-style-type: none"> <li>Registrar and Supervisor Annual Evaluation of the CCC ME program and administration procedures</li> <li>Registrar Exit Interviews</li> <li>RLO Annual Evaluation of CCC administration &amp; support processes.</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> <li>All Registrars interviewed</li> <li>CEO and RLOs review and agree on changes</li> </ul>
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Board Satisfaction with Board support processes</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction expressed in annual Board effectiveness review</li> </ul>
<b>3. Business processes which support the unique regional requirements of each local training group</b>		
<ul style="list-style-type: none"> <li>Board Annual Review</li> <li>LTG Annual Report to Board</li> </ul>	<ul style="list-style-type: none"> <li>LTG Business Plans Approved by Board Annually</li> <li>ANUMS contract renewal</li> </ul>	<ul style="list-style-type: none"> <li>All plans approved at October Meeting</li> <li>ANUMS contract reviewed annually</li> </ul>
	<ul style="list-style-type: none"> <li>Reports against Business Plan</li> <li>Report against Vertical</li> </ul>	<ul style="list-style-type: none"> <li>Report to February Board Meeting</li> <li>Report to April Board</li> </ul>

	Integration Framework	meeting
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**4. Continuous improvement in administrative processes through use of CCCT internal quality assurance framework**

<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<ul style="list-style-type: none"> <li>Board Annual Review</li> <li>Annual Registrar and Supervisor Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Report against Customer Service Charter</li> <li>Registrar Annual Evaluation of CCCT administration procedures</li> <li>RLO Annual Evaluation of CCC administration &amp; support processes.</li> </ul>	<ul style="list-style-type: none"> <li>.....</li> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> <li>CEO and RLO's agree on (any) action required prior to annual induction.</li> </ul>
<ul style="list-style-type: none"> <li>GPET Feedback</li> </ul>	<ul style="list-style-type: none"> <li>Feedback or comments by exception</li> <li>GPET Accreditation Report (including RACGP &amp; ACRRM) satisfaction with QA mechanisms &amp; their outcomes</li> </ul>	<ul style="list-style-type: none"> <li>All comments positive</li> <li>Maximum 3 year accreditation achieved</li> </ul>

**Goal 2**

**Refinement of CCCT's Strategic Planning and Risk Management**

<b>Outcomes</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<b>5. Annual review of CCCT's strategic environment against KPI's</b>		
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Board Evaluation of risk management &amp; strategic planning outcomes achieved annually</li> </ul>	<ul style="list-style-type: none"> <li>April Review with revised plan by July each year</li> </ul>
<b>6. Risk management planning that keeps pace with the changing General Practice training environment</b>		
Board Bi-annual Review	<ul style="list-style-type: none"> <li>Board Evaluation of risk management &amp; strategic planning outcomes achieved annually</li> </ul>	<ul style="list-style-type: none"> <li>February and October review</li> </ul>



## KRA 2 Medical Education

### Goal 3

**Excellence in Medical Education maintained through a commitment to quality assurance**

Outcomes		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<b>7. Responsible recruitment and retention of practices and supervisors to meet registrar recruitment requirements</b>		
<ul style="list-style-type: none"> <li>Board Annual Review:</li> </ul>	<ul style="list-style-type: none"> <li>Accredited/approved GP terms are available in each calendar year for all Registrars seeking placements</li> </ul>	<ul style="list-style-type: none"> <li>100% Practice availability per calendar year</li> </ul>
<b>8. Refinement of the Local Training Groups medical education self assessment framework</b>		
<ul style="list-style-type: none"> <li>QA Framework: LTG self assessment.</li> </ul>	<ul style="list-style-type: none"> <li>LTG &amp; MEC Evaluation (self assessment framework) of ME outcomes annually</li> </ul>	<ul style="list-style-type: none"> <li>LTG Self Evaluation Tool finalised by July 2005</li> <li>Self assessment completed annually</li> </ul>
<b>9. Increased recognition of the role and contribution of Supervisors to GP training</b>		

<ul style="list-style-type: none"> <li>Annual Supervisor Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Supervisor Annual Evaluation of the CCC ME Program &amp; admin procedures</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose “satisfied” or “very satisfied”</li> </ul>
<b>10. Increased Board oversight of the conduct and management of the medical education program</b>		
<ul style="list-style-type: none"> <li>MEC Reports to Board</li> </ul>	<ul style="list-style-type: none"> <li>Submitted prior to each Board meeting</li> </ul>	<ul style="list-style-type: none"> <li>Board acceptance of report</li> </ul>
<ul style="list-style-type: none"> <li>MEC Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Review of Education Program across all LTGs</li> </ul>	<ul style="list-style-type: none"> <li>Innovations / Major improvements summarised each calendar year</li> </ul>
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Report from CEO (compiled by Evaluation Reference Group)</li> </ul>	<ul style="list-style-type: none"> <li>Board acceptance of report.</li> </ul>
<ul style="list-style-type: none"> <li>RACGP Processing</li> </ul>	<ul style="list-style-type: none"> <li>RACGP first time approval of completions and RPLs.</li> </ul>	<ul style="list-style-type: none"> <li>100% first time Approval</li> </ul>

### 11. Quality assurance of In Practice Teaching Outcomes

<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Feedback recorded from ECTVs</li> </ul>	<ul style="list-style-type: none"> <li>Summary of approaches to teaching (Supervisor and Registrar perspectives) available for each practice.</li> </ul>
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Creation of CCCT-wide content evaluation mechanisms by January 2006</li> </ul>	<ul style="list-style-type: none"> <li>Report to February Board meeting</li> <li>Content evaluation (2006) provided to February 2007 Board Meeting</li> </ul>
<ul style="list-style-type: none"> <li>Annual Registrar Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction with Practice Environment</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> </ul>
<ul style="list-style-type: none"> <li>GPET Feedback</li> </ul>	<ul style="list-style-type: none"> <li>RACGP 2005 Training Standards</li> </ul>	<ul style="list-style-type: none"> <li>2007 accreditation achieves "met" (instead of partially met)</li> </ul>

#### Goal 4

*Innovation in medical education achieved through a commitment to continuous improvement*

Outcomes		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<b>12. Development and maintenance of ARSP posts reflective of regional needs and Registrar demand</b>		

<ul style="list-style-type: none"> <li>• Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>• Annual CEO Report to Board re procedural training outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• 6 FTE ARSP posts filled per annum across region</li> <li>• 2 GP Proceduralists credentialed and retained in CCCT area from each CCCT cohort of Registrars</li> </ul>
<b>13. Publication of research opportunities available to GPRs and Supervisors</b>		
<ul style="list-style-type: none"> <li>• Board Annual Review (2006 only)</li> <li>• MEC Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>• First time publication</li> <li>• Board receipt of publication</li> </ul>	<ul style="list-style-type: none"> <li>• Inaugural publication by November 2005</li> <li>• Annual Publication by November for inclusion in induction</li> <li>•</li> </ul>
<b>14. Recognition and development of vertical integration initiatives reflective of each Local Training Group's potential and capacity</b>		
<p>LTG Annual Report to Board</p>	<ul style="list-style-type: none"> <li>• Annual LTG Report to the Board addressing CCCT Vertical Integration Policy requirements</li> <li>• Annual CCCT Report against GPET Vertical Integration Framework</li> </ul>	<ul style="list-style-type: none"> <li>• Report presented to CCCT Board meeting held annually in each region</li> <li>• Report submitted to GPET in September</li> </ul>

<b>15. Development of an Indigenous Health Training plan reflecting the capacity of CCCT as a whole</b>		
<ul style="list-style-type: none"> <li>Board Annual Review (2006 only)</li> </ul>	<ul style="list-style-type: none"> <li>CCCT IHT Plan</li> </ul>	<ul style="list-style-type: none"> <li>A CCCT Indigenous Health Training Plan by July 2006</li> </ul>
<b>16. An Enhanced Rural Training plan reflecting unique (sub) regional needs</b>		
<ul style="list-style-type: none"> <li>Board Annual Review (2006 only)</li> </ul>	<ul style="list-style-type: none"> <li>CCCT Enhanced Rural Training Framework Plan</li> </ul>	<ul style="list-style-type: none"> <li>A CCCT Enhanced Rural Training Plan by October 2006</li> </ul>
<b>17. Review access to information technology in practices for GP Supervisors and Registrars</b>		
<ul style="list-style-type: none"> <li>Board Annual Review (2006 only)</li> </ul>	<ul style="list-style-type: none"> <li>IT Survey</li> </ul>	<ul style="list-style-type: none"> <li>Survey of IT in practices by January 2006</li> </ul>
	<ul style="list-style-type: none"> <li>Access to IT Policy</li> </ul>	<ul style="list-style-type: none"> <li>CCCT Policy re IT access for Registrars in Practices by February 2006</li> </ul>

### **KRA 3 Staffing**

#### **Goal 5**

***Provide flexible employment and contracting arrangements which support the different needs of Local Training Groups***

<b>Outcomes</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<b>18. Continual Refinement of Contractual arrangements in place for the Delivery of Medical Education</b>		
Board Annual Review	<ul style="list-style-type: none"> <li>Annual Review of ANUMS contract</li> <li>Inaugural UNSW contract</li> </ul>	<ul style="list-style-type: none"> <li>Annual contact renewal</li> <li>Contract in place with UNSW SORH by January 2006</li> </ul>
	<ul style="list-style-type: none"> <li>Inaugural UOW MOA</li> </ul>	<ul style="list-style-type: none"> <li>MOA in place with UOW by January 2006</li> </ul>
	<ul style="list-style-type: none"> <li>Annual Review of Murrumbidgee and Riverina Divisions'</li> </ul>	<ul style="list-style-type: none"> <li>Review/Revision of Murrumbidgee and Riverina DGP</li> </ul>

	contracts	contracts by October 2006
	<ul style="list-style-type: none"> <li>• Annual Review of Murrumbidgee and Riverina Divisions' contracts</li> </ul>	<ul style="list-style-type: none"> <li>• Review/Revision of Murrumbidgee and Riverina DGP contracts by October 2006</li> </ul>

<b>19. Maintenance of succession plans for the CEO and medical educators in all Local Training Groups</b>		
Board Annual Review:	<ul style="list-style-type: none"> <li>Succession Plans for CEO and medical educators in all Local Training Groups</li> </ul>	<ul style="list-style-type: none"> <li>Annual confirmation by CEO to Board</li> </ul>
<b>20. Ongoing professional development of staff</b>		
Board Annual Review	<ul style="list-style-type: none"> <li>Staff evaluation of CCC employment policies and experience of being employed by CCC</li> <li>Staff participation in a minimum of 15 annual hours of Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>Annual Staff Satisfaction survey</li> <li>Annual professional development review</li> </ul>
<b>21. Development and marketing of defined pathways which encourage Registrars and Supervisors to consider RLO, SLO and Medical Education roles</b>		
Board Annual Review (2006 only)	Policy and support mechanisms to be defined.	Policy to CCCT Board by February 2006

#### ***KRA 4 Financial Management***

##### **Goal 6**

***Achieve acknowledged excellence in budgeting and financial record keeping processes***

<b>Outcomes</b>		
<b>22. Maintenance of financial management processes to support the individual requirements of each Local Training Group</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<ul style="list-style-type: none"> <li>LTG Annual Report to Board</li> </ul>	<ul style="list-style-type: none"> <li>LTG evaluation of the budgeting process</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report</li> </ul>
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Board evaluation of budgeting process</li> </ul>	<ul style="list-style-type: none"> <li>October Review Board Agenda Item</li> </ul>
<b>23. Refinement of Board Financial Reporting processes including development of financial performance indicators</b>		
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Annual Review of Financial performance indicators</li> </ul>	<ul style="list-style-type: none"> <li>Financial performance indicators developed by October 2005</li> </ul>

## KRA 5 Marketing and Public Relations

### Goal 7

**Develop and implement a CCCT Marketing Strategy which addresses the needs of each Local Training Group Region**

Outcomes		KPI's
<b>24. Registrar selection and support mechanisms that encourage Registrars to stay in the CCCT region beyond the completion of GP training</b>		
KPI	Measurement	Target
Board Annual Review	<ul style="list-style-type: none"> <li>Time Series Data: GPR choice of training term location (Year 1=2003)</li> </ul>	<ul style="list-style-type: none"> <li>30% Murrumbidgee/Riverina 1-2 preference by 2006</li> </ul>
	<ul style="list-style-type: none"> <li>Time Series Data: GPRs choosing to stay in CCC region post training (Year 1=2003 cohort)</li> </ul>	<ul style="list-style-type: none"> <li>30% Retention in 2006, per LTG</li> </ul>

### Goal 8

**Develop and implement a communication plan which highlights to all regional stakeholders the potential and actual achievements flowing from regionalisation of General Practice Training**

Outcomes		
<b>25. Development of a promotions/communications plan</b>		
KPI	Measurement	Target
Board Annual Review	<ul style="list-style-type: none"> <li>Inaugural Plan developed</li> </ul>	<ul style="list-style-type: none"> <li>Promotions/Communications Plan approved by October 2005</li> </ul>
<b>26. Communication of GP training priorities, challenges and opportunities to CCCT's regional communities</b>		
Board Annual review	<ul style="list-style-type: none"> <li>Review of Marketing Strategy</li> <li>Review of Communications Plan Outcome</li> </ul>	<ul style="list-style-type: none"> <li>April Report and Review</li> <li>April Report and Review</li> </ul>
<b>27. Acknowledgement of CCCT's excellence and innovation in medical education and governance by Key Stakeholders: General Practice Education and Training, the Royal Australian College of General Practitioners, Australian College of Rural and Remote Medicine and other key General Practice stakeholders</b>		

GPET Feedback	<ul style="list-style-type: none"> <li>Accreditation Report- GPET (incl RACGP &amp; ACRRM) satisfaction with QA mechanisms &amp; their outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Maximum Accreditation of 3 Year achieved</li> </ul>
	<ul style="list-style-type: none"> <li>Achieve ACRRM accreditation by December 2005</li> </ul>	<ul style="list-style-type: none"> <li>Maximum Accreditation of 3 Year achieved</li> </ul>
RACGP Processing	<ul style="list-style-type: none"> <li>RACGP first time approval of requests for completion of training, RPL &amp; RC</li> </ul>	<ul style="list-style-type: none"> <li>100% Approval</li> </ul>
<b>28. Pursue sponsorship opportunities/grants etc</b>		
Board Annual Report	<ul style="list-style-type: none"> <li>sponsorship/grants as percentage of revenue</li> </ul>	<ul style="list-style-type: none"> <li>Increase sponsorship/grants to 1% of revenue by July 2006</li> </ul>

### ***KRA 6 Registrar Support***

#### **Goal 9**

#### ***Refine Registrar support and feedback mechanisms***

<b>Outcomes</b>		
<b>29. Registrar feedback obtained, acknowledged and incorporated in the design of the medical education program</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<ul style="list-style-type: none"> <li>GPR Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Registrar Evaluation of specific education events</li> <li>GPR Annual evaluation of the CCC ME program</li> </ul>	1. 80% response rate and 80% of respondents choose "satisfied" or "very satisfied"
<ul style="list-style-type: none"> <li>RLO Annual Evaluation Report</li> </ul>	<ul style="list-style-type: none"> <li>RLO Annual Evaluation of the CCC ME program</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLOs report annual outcomes and proposed changes to Board</li> </ul>
<ul style="list-style-type: none"> <li>MEC Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>MEC Annual Evaluation of Registrar support mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>Annual review</li> </ul>

<b>30. Registrar feedback obtained, acknowledged and incorporated in the continuous improvement of administrative procedures</b>		
<ul style="list-style-type: none"> <li>GPR Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Registrar Evaluation of specific education events</li> <li>GPR Annual evaluation of the CCC ME program</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> </ul>
<ul style="list-style-type: none"> <li>RLO Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>RLO Annual Evaluation of CCC admin and support processes</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLOs agree on changes required (prior to induction) annually.</li> </ul>
<b>31. Registrar participation in decision making maximised</b>		
<ul style="list-style-type: none"> <li>GPR Annual Evaluation</li> <li>RLO Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>GPR Annual evaluation of the CCC ME program</li> <li>RLO Annual Evaluation of the CCC ME program and admin procedures</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> <li>CEO and RLOs report annual outcomes and proposed changes to Board</li> </ul>
<b>32. Development of policies to support Aboriginal and Torres Strait Islander GPR</b>		
<ul style="list-style-type: none"> <li>Board Annual Review</li> </ul>	<ul style="list-style-type: none"> <li>Policies in place</li> </ul>	<ul style="list-style-type: none"> <li>Policy for Board approval in July 2006</li> </ul>
<b>33. Increase support mechanisms and opportunities offered to RLO's</b>		
<ul style="list-style-type: none"> <li>RLO Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLO Review</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLOs report annual outcomes and proposed changes to Board</li> </ul>
<b>34. Increase support mechanisms and opportunities offered to SLOs</b>		
<ul style="list-style-type: none"> <li>SLO Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>CEO and SLO Review</li> </ul>	<ul style="list-style-type: none"> <li>CEO and SLOs report annual outcomes and proposed changes to Board</li> </ul>

## Goal 10

### **Refine Registrar placement mechanisms**

<b>Outcomes</b>		
<b>35. Refinement of the term placement process to meet individual GPR and training needs</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
<ul style="list-style-type: none"> <li>Board Annual Review</li> <li>GPR Annual Evaluation</li> <li>Supervisor Annual Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Selection Process Review</li> <li>GPR Annual evaluation of the CCC ME program</li> <li>GPR Exit Interview Report</li> <li>Supervisor Annual Evaluation of the CCC ME program and admin procedures</li> </ul>	<ul style="list-style-type: none"> <li>97% of quota filled</li> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> <li>All exiting GPRs interviewed</li> <li>80% response rate and 80% of respondents choose "satisfied" or "very satisfied"</li> </ul>

## Goal 11

### **Refine Registrar support and feedback mechanisms**

<b>Outcomes</b>		
<b>36. Refinement of induction experiences that emphasise the differences between hospital medicine and General Practice</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>

GPR Annual Evaluation	<ul style="list-style-type: none"> <li>Registrar Evaluation of induction process</li> <li>GPR Annual evaluation of the CCC ME program</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose “satisfied” or “very satisfied”</li> <li>80% response rate and 80% of respondents choose “satisfied” or “very satisfied”</li> </ul>
RLO Annual Evaluation	<ul style="list-style-type: none"> <li>RLO Annual Evaluation of the CCC ME program</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLOs report annual outcomes and proposed changes to Board</li> </ul>
MEC Annual Report	<ul style="list-style-type: none"> <li>MEC Annual Evaluation of Registrar support mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>Annual review</li> </ul>
Board Annual Review		

<b>37. Refinement of induction experiences that emphasise the unique challenges and rewards of Rural General Practice for Rural Pathway Registrars</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
GPR Annual Evaluation	<ul style="list-style-type: none"> <li>Registrar Evaluation of Rural 4 Day Workshop</li> </ul>	<ul style="list-style-type: none"> <li>80% response rate and 80% of respondents choose “satisfied” or “very satisfied”</li> </ul>
RLO Annual Evaluation	<ul style="list-style-type: none"> <li>RLO Annual Evaluation of the CCC ME program</li> </ul>	<ul style="list-style-type: none"> <li>CEO and RLOs agree on changes required (prior to induction) annually.</li> </ul>

***KRA 7 Business Development***

**Goal 12**

***Address GPET and Departmental Expectations with respect to Business Diversification, Broader Education Integration Strategies and developing Research and Evaluation Capacity***

<b>Outcomes</b>		
<b>38. Development and Implementation of a CCCT Business Development Plan</b>		
<i>KPI</i>	<i>Measurement</i>	<i>Target</i>
Board Quarterly Review	<ul style="list-style-type: none"> <li>Feasibility study</li> <li>Implementation Plan</li> </ul>	<ul style="list-style-type: none"> <li>Board Approval of up to 4 Projects for 2006/2007 by July 2006</li> <li>Implementation of up to 4 projects by December 2007</li> </ul>
<b>39. Exploration of the Feasibility and Utility of creating a CCCT GPR Research Curriculum</b>		
Board Quarterly Review	<ul style="list-style-type: none"> <li>Report on Feasibility of implementing a Research Curriculum</li> <li>CCCT Research Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>CCCT Research Collaboration Group Report to February 2006 Board Meeting</li> <li>Curriculum in place by January 2007 (subject to feasibility)</li> </ul>
<b>40. Development and Implementation of a CCCT Research and Evaluation Plan</b>		

Board Quarterly Review	<ul style="list-style-type: none"><li>• Research and Evaluation Plan</li><li>• Presentation to CCCT Board post-task completion</li></ul>	<ul style="list-style-type: none"><li>• CCCT Research Collaboration Group to develop plan for presentation to February 2006 Board Meeting</li><li>• As required</li></ul>
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