

# A tribute to Dr Gregory John Kesby AM



**Dr Greg Kesby AM**

Courtesy of Ms Vanessa Ballard

The Editorial Panel, authors and contributors of this edition of *Good medical practice* acknowledge the contributions of the late Dr Greg Kesby AM, who was editor-in-chief at the beginning of this project in 2021 and contributed to shaping the publication until his passing on 25 October 2021 at the age of 58.

Dr Greg Kesby BSc(Hons), MBBS(Hons) NSW, PhD(Cantab), DDU, ASUM, FRANZCOG, CMFM, MAICD initially studied for a double degree in science and medicine at the University of New South Wales, and graduated with honours in both fields. Following research at the Physiological Laboratory at the University of Cambridge, Dr Kesby was admitted to the degree of Doctor of Philosophy. His interest in physiology, maternal-fetal medicine, genetics and fetal therapy led Dr Kesby to pursue specialist training in obstetrics and gynaecology in both the UK and Australia. He was a Fellow of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists and a specialist in maternal-fetal Medicine. He worked as a maternal-fetal medicine specialist at both Sydney Ultrasound for Women and the Department of High-Risk Obstetrics and Fetal Medicine at the Royal Prince Alfred Hospital in Sydney. For more than 10 years, Dr Kesby was an examiner and a member of the Council of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists. He was a passionate teacher throughout his career.

Dr Kesby made a significant contribution to medical regulation, and ethics and professionalism in medicine, serving on the Medical Council of NSW for more than 10 years (including 3 years as President), as a Director of the Australian Medical Council, Chair of the NSW Board of the Medical Board of Australia, and Chair of the Professionalism and Ethics Advisory Committee and Professional Standards Committee of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists.

We acknowledge and thank Dr Kesby and hope that this new edition meets the high standards that he would have expected.

# Acknowledgements

This publication had its genesis in 1994 with the first edition of *Good medical practice: professionalism, ethics and law*. The book has been updated in three subsequent editions – the most recent fourth edition (published 2016) was written by Kerry Breen, Stephen Cordner and Colin Thomson. The current edition has been written by a large number of contributors, some of whom updated chapters from the fourth edition, while others wrote completely new chapters. The overall scope of the book owes much to the original three authors, and we thank them for their work on the previous editions and their generous gifting of the intellectual property in the fourth edition to the Australian Medical Council to form the backbone of the fifth edition.

We acknowledge, along with the many listed contributors to this edition, many medical and other health professional colleagues, lawyers, academics, administrators and regulators, and others whose help on this project has been invaluable. The publication would not have been able to reach the high standard that it has without their assistance.

They are Katrina Anderson, Sara Bird, Marie Bismark, Kerrie Bradbury, Andrew Brown, Ngiare Brown, Stuart Carney, Dan Corkery, Amanda Frier, Tessa Ho, Sue Kirsas, Caroline Lamb, Kate Leslie, Jennifer Martin, Fiona McDonald, Eleanor Milligan, Patrick Mitchell (UK), Susan O’Dwyer, Maree O’Keefe, Philip Pigou, Kiri Rikihana, Jenny Ryan, John Topfer, Simon Walker, Tamara Weaver and Choong-Siew Yong.

We thank Darlene Cox, Chief Executive Officer, Health Care Consumers’ Association of the ACT, who provided health consumers’ reflections on good medical practice in this book’s introductory chapter.

We thank Anne Tonkin AO, who has not only been a member of the GMP Editorial Panel, but also authored and contributed to several chapters, and acted as content editor of this book. Anne’s work has enabled the completion of this edition.

We also thank SuperScript Writing & Editing, Anthouse Communications, Master Indexing and the Editorial Panel and Editorial Project Team led by Caroline Watkin at the Australian Medical Council.

## About the Editorial Panel

**Helen Milroy AM** MBBS, FRANZCP, CATCAP is a Palyku woman of the Pilbara region of Western Australia but was born and educated in Perth. Helen was WA 2021 Australian of the Year and joint winner of the 2020 Australian Mental Health Prize. Currently Helen is the Stan Perron Professor of Child and Adolescent Psychiatry at the Perth Children's Hospital and University of Western Australia. Helen is an Honorary Research Fellow at the Telethon Kids Institute; Chair of Gayaa Dhuwi (Proud Spirit) Australia; and a board member of Beyond Blue. Helen has been a longstanding advocate for cultural safety and the wellbeing of children.

**Anne Tonkin AO** BSc(Hons), BMBS, M.Ed, PhD, FRACP, FRACMA (Hon) was the Chair of the Medical Board of Australia from 2018 to 2024, having previously chaired the South Australian Board from 2012 to 2018. Anne trained as a general physician with a subspecialty in clinical pharmacology, and practised at the Royal Adelaide Hospital for more than 25 years. She was a clinical academic at the Adelaide Medical School for 22 years, becoming Professor in Medical Education and Director of the Medicine Learning and Teaching Unit. Anne also served the Australian Medical Council as a council member and had longstanding involvement in its accreditation processes for medical schools and specialist colleges until her appointment to the Medical Board of Australia.

**Theanne Walters AM** is Deputy Chief Executive Officer of the Australian Medical Council. Theanne has worked on standards of health and medical education for more than 20 years. She contributes nationally and internationally to projects and forums to advance good practice in program accreditation and standards of medical education. She is an advisor to the World Federation for Medical Education and in the Western Pacific Region contributes to external evaluations of medical schools and accreditation development through the Western Pacific Association for Medical Education.

**Tim Wilkinson** MBChB MD, MClEd, PhD, FRACP, FANZAHPE, FAMEE is Professor in Medicine and Medical Education at the University of Otago, Aotearoa New Zealand. He was the MBChB programme director 2013–2021 and Dean of the Otago Medical School 2022–2024. His research interests are assessment of clinical competence and performance, workplace learning, selection into medical school, career paths, and professionalism. In 2002 he was an inaugural winner of the Minister of Education/NZQA Tertiary Teaching Excellence Award (for sustained excellence in tertiary teaching). In 2016 he was awarded the Australian and New Zealand Association for Health Professional Educators' highest award for outstanding achievement in the field of health professional education in Australia, Aotearoa New Zealand and internationally. He holds editorship roles on several medical education journals, and works as a consultant physician in geriatric medicine.

## About the authors and contributors

**Vanessa Ballard** JD (Hons), GradCertProfLegalPrac, GradDipMedSon, BAppSc(MedImaging) is the Executive Officer at the NSW Health Care Complaints Commission. With a background as a medical radiation scientist and sonographer, she has held several senior leadership roles across both public and private health sectors in NSW. Vanessa is also admitted as a lawyer of the Supreme Court of NSW and has dedicated the past six years to health and medical regulation, primarily in the areas of research, investigations, policy and governance.

**Ruanne Brell** BA, LLB (Hons) is a senior legal advisor in the Advocacy, Education and Research division at Avant, Australia's largest medical indemnity insurer. Ruanne has more than 20 years' experience in health law, assisting and advising doctors on a wide variety of medical and health law issues. She researches and contributes to medicolegal education and advocacy positions for doctors, including on topics such as medical records, consent and privacy. Previously Ruanne was a civil litigation lawyer and also co-authored the National Disability Insurance Scheme Handbook.

**Will Cairns OAM** BA, MB BS, FRACGP, FACHPM has retired from clinical practice as a specialist in palliative medicine and remains active in the ongoing development of palliative medicine and palliative care across Australia. He is currently a Member of Queensland's Voluntary Assisted Dying Review Board. He was very active in the palliative care response to the COVID-19 pandemic, with particular reference to the need for advance care planning and triage and resource allocation decision making.

Earlier in his career he worked as a GP before moving across to palliative medicine where for many years he was the sole doctor specialising in palliative medicine in northern Queensland. He was the Founding Director of the Townsville Palliative Care Service, and at various times Clinical Director of the Townsville Cancer Centre, and Clinical Director of Cancer Services for North Queensland. He served two terms as President of ANZSPM and one as President of the Australasian Chapter of Palliative Medicine, during which time he led the successful application for the recognition of the specialty of Palliative Medicine.

**Caroline Clarke** BM, DM, FRACP, FRACMA, is a retired Medical Administrator and Paediatrician. She has over 40 years' experience in health care. She has held a number of senior clinical and administrative roles in the acute public health sector with responsibilities ranging across clinical workforce, clinical governance and risk, operational management, digital health and research. Her most recent appointment was as Chief Medical Information Officer at the Royal Victorian Eye and Ear Hospital in Melbourne. She practised clinically for many years as a paediatric endocrinologist with a particular interest in diabetes, and as an adolescent physician.

In 2020/21 she chaired the Australian Medical Council's (AMC) Medical Workforce Digital Capabilities Advisory Group. She is currently the Chair of AMC's Recognition of Medical Specialties Committee and a member of the AMC Specialist Education Accreditation Committee. She has been on a number of AMC Specialist College accreditation teams.

**Jemma Collova** has Italian heritage, and was born and raised on Whadjuk Noongar country (Perth). Jemma is a postdoctoral Research Associate at the School of Indigenous Studies at the University of Western Australia, and works in partnership with Aboriginal and Torres Strait Islander peoples to improve cultural safety in mental health services. Jemma has worked at the intersection between academic research and government, including working for the Australian Government Office of Industry Innovation and Science, and for WA Police.

**Darlene Cox** is an experienced consumer advocate and has been active in the health consumer movement since the late 1990s. Darlene has been the Executive Director of the Health Care Consumers' Association since 2008. She is an eminent advocate for health consumers with an excellent knowledge of the health system, both locally and nationally. Darlene has a long, strong, practical understanding of community engagement principles. She contributes to local and national health committees including the Australian Commission on Safety and Quality in Health Care, AMC, Australian Health Practitioner Regulation Agency (Ahpra), Australian Digital Health Agency, Capital Health Network and ACT Government.

**Brendan Crotty AM** MB BS, MD, FRACP is a retired gastroenterologist and general physician. He was the Foundation Dean of the Deakin Medical School (2006–2011) and then Executive Dean of Deakin's Faculty of Health (2011–2019). He is a member of the AMC Prevocational Accreditation Standards Committee and was chair of the AMC working party overseeing the development and implementation of the National Framework for Prevocational Medical Training. He was also a member of the working party that recently reviewed the AMC standards for medical schools. He is a board member of the Barwon Health Board and the board of the Victorian Doctors Health Program.

**Sue Dawson** LLB, MURbPI, BSW, is a recognised Australian leader in strategy and public policy, as well as in sector wide and organisational transformation. Prior to her current appointment as Independent Expert Reviewer to lead the review of complexity in the National Registration and Accreditation Scheme for health practitioners, Sue held the position of NSW Health Care Complaints Commissioner. She formerly occupied senior leadership roles in the Commonwealth and NSW public sectors.

Sue has formal qualifications as a lawyer, an urban planner and a social worker. In relation to her recognised qualification in public sector policy and service delivery, Sue is an Executive Fellow of the Australia and New Zealand School of Government (ANZSOG). Her passion is promoting collaboration within and between organisations, to deliver practical and innovative solutions and with the overarching consideration of delivering better outcomes for the community.

**Jen Desrosiers** works as a Researcher at the AMC. Her background in academic roles and specialist medical colleges is in public health with a focus on cultural safety, health systems science and medical education. Jen's previous experience includes contributing to health equity working with marginalised people and humanitarian response to those affected by conflict, violence or disaster. Jen has published journal articles about global health, cultural safety, HIV, sexual and gender diversity and medical education.

**Antonio Di Dio** MBBS, DipRANZCOG, FRACGP, GAICD, CHIA, AFACHSM, FAMA is a GP based in Canberra, and is also the Director of the Professional Services Review. He is a past state Australian Medical Association (AMA) president and board member and has served on numerous panels and committees, including for RACGP and Ahpra, and in helping doctors and the profession. He serves on many boards including the national Drs4Drs board and the Medical Benevolent Association of NSW-ACT, and is the Executive Chair of the National Doctors Health & Wellbeing Leadership Alliance. Associate Professor Di Dio has served for 30 years on on-call panels for doctor wellbeing, and is passionate about psychosocial safety and workplace culture. He is devoted to standards, professionalism, respect and care of our colleagues, and promoting good medical practice. He is the current SES Champion for the Public Sector Neurodiversity Community of Practice and is involved in the Australian National University medical school.

**Richard Doherty** MBBS (Hons), DOBst RCOG, FRACP is trained in paediatrics and in paediatric infectious diseases. He is currently joint Deputy Chair of the board of the Royal Children’s Hospital in Melbourne, honorary consultant physician in Paediatric Infectious Diseases at Monash Children’s Hospital in Melbourne and an Honorary Professor in the Department of Paediatrics, Faculty of Medicine, Nursing and Health Sciences, Monash University. Professor Doherty was previously Dean of RACP, Head of the Department of Paediatrics and Associate Dean for Teaching Hospitals at Monash University, Medical Program Director (Children’s Program) at Southern Health, consultant physician at the Royal Children’s Hospital in Melbourne and Deputy Director of the Macfarlane Burnet Centre for Medical Research (subsequently the Burnet Institute). He was also Chair of the Board of Examiners and ex-officio Director at the AMC. Professor Doherty has served on a wide range of national committees including National Health and Medical Research Council (NHMRC) grant review panels, the 2016 Intern Review, and the National Medical Training Advisory Network, as well as Victorian Department of Health immunisation, workforce and medical training advisory committees.

**Roy Donnelly** MBBS, MBA, LLB, FRACMA, FCFM RCPA is a barrister working in medical negligence, health practitioner regulation and health law. Roy is qualified in both medicine and law. Roy worked for many years as a senior medical administrator at Royal Prince Alfred Hospital, Sydney, and later as a legal advisor to the local health district. He was a legal representative and a deputy chair for the RPA Human Ethics Research Committee. Roy has also worked as a senior medical manager and legal advisor to the NSW Justice Health and Forensic Mental Health Network.

Roy was admitted as a NSW legal practitioner in 2007 and as a barrister in 2017. He was called to the bar of England and Wales in October 2023. He currently works at Pump Court Chambers London where he is primarily instructed in health practitioner regulation matters and coronial inquests. He maintains a NSW based practice in medical negligence and health law at 7 Garfield Barwick Chambers Sydney. Roy has particular experience advising on complex matters of health law, and matters at the interface of law, clinical care, and medical ethics.

**David Ellwood AO** MA, DPhil (Oxon), MB, BChir (Cantab), FRANZCOG (CMFM), DDU is an obstetrician and gynaecologist with a subspeciality qualification in maternal-fetal medicine. He is a past-President of the AMC, and chaired the Medical Schools Accreditation Committee from 2011 to 2017. He is Professor of Obstetrics & Gynaecology at Griffith University, Queensland and until recently was Head of School of Medicine and Dentistry and Dean of Medicine. He is clinically active and is currently the Medical Director of Maternal-Fetal Medicine at Gold Coast University Hospital. He is also the Co-Director of an NHMRC-funded Centre of Research Excellence in Stillbirth at the Mater Research Institute, Brisbane, and has wide-ranging research interests in the prediction and prevention of adverse outcomes of pregnancy.

**Michael E Franco** MBBS, FRACP, FACHPM, FAIDH is a consultant medical oncologist and palliative medicine specialist. He is an adjunct associate professor in the faculties of Medicine, Nursing & Health Sciences and Information Technology at Monash University in Victoria. Michael played an integral role in establishing the Palliative and Supportive Care Clinical Trials Program at Monash Health; he is an NHMRC Grant Assessor and has been Principal Investigator on national and international trials. He is on the Specialist Committee of the Thoracic Oncology Group of Australasia and was the inaugural Co-Chair of the Supportive and Palliative Medicine Subgroup. Michael is eminent in medical accreditation and is a Fellow of the Australasian Institute of Digital Health, holding positions of national standing with the Postgraduate Medical Council of Australia, Confederation of Postgraduate Medical Education Councils and International Association for the Study of Lung Cancer.

**Christine Gee AM** is Chair of the Medical Board of Australia's National Special Issues Committee (Sexual Boundaries and Family Violence) which is the delegated committee responsible for regulatory decisions on matters relating to sexual boundary violations and family violence. She was first appointed as a Community Member of the Queensland Board of the Medical Board of Australia in 2014. Christine is also the Chief Executive Officer of Toowong Private Hospital and holds a number of local, state and national board appointments. She is the National President of the Australian Private Hospitals Association and a board member of the Australian Commission on Safety and Quality in Health Care.

In 2023, Christine was appointed as a Member (AM) of the Order of Australia for significant service to the community, particularly through hospital administration. Christine's personal philosophy puts patients at the centre of care, and both acknowledges and values the power of lived experience in the planning, design, delivery, measurement and evaluation of care.

**Lynn Gillam AM** is a clinical ethicist, and Academic Director of the Children's Bioethics Centre at the Royal Children's Hospital, Melbourne. Lynn provides clinical ethics case consultation and policy advice, and leads research in paediatric clinical ethics. She is also Professor in Health Ethics at the University of Melbourne, in the Department of Paediatrics, where she teaches ethics in the MD course, and ethics and qualitative research design in other health professional courses.

**Peter Greenberg OAM MD, PhD, FRACP** is a consultant physician in general internal medicine who is currently an Honorary Emeritus Physician in the Department of General Medicine at the Royal Melbourne Hospital, Honorary Principal Fellow in the schools of Medicine and Population & Global Health at the University of Melbourne and Adjunct Associate Professor in the School of Public Health and Preventive Medicine, Monash University. Peter chaired the NHMRC working committee, which developed the 2006 NHMRC toolkit *Making decisions about tests and treatments: principles for better communication between healthcare professionals and healthcare consumers*. Another of his publications is *Difficult physician-patient encounters*, co-authored with Kerry Breen. Peter continues to tutor University of Melbourne medical students in professional practice, which includes aspects of communication and ethics.

**Julie Hamblin** has worked for more than 30 years as a lawyer and policy consultant in health law, clinical risk, disability and international development. In addition to her own legal practice in health law and ethics, she has served on numerous government and other advisory bodies in the health sector, including the Australian Research Integrity Committee, the NSW Health Ethics Advisory Panel, the MBS Review clinical committees for obstetrics and gynaecology and the Attorney-General's International Pro Bono Advisory Group. She has a particular interest in sexual and reproductive rights, having worked with the United Nations Development Programme and other organisations on projects relating to public health and HIV/AIDS in more than 20 countries in Asia, the Pacific, Africa and Eastern Europe.

Julie is an experienced non-executive director. She chairs the boards of Australian Volunteers International and Maluk Timor Australia and is the Independent Board Director for the Royal Australian and New Zealand College of Obstetricians and Gynaecologists.

**Karin Hammarberg RN, BSc, PhD** is adjunct senior research fellow at the School of Public Health and Preventive Medicine at Monash University and was senior research officer at the Victorian Assisted Reproductive Treatment Authority from 2011 to 2024. Karin is a registered nurse with 20 years' experience as clinical coordinator of IVF programs. She has significant clinical and research expertise in the psychosocial aspects of reproductive health including fertility health promotion and assisted reproductive technology. Since completing her PhD in 2006, Karin has published two books, nine book chapters and more than 100 peer-reviewed papers.

**Amandeep Hansra** BMed(Hons), MPH&TM, ACCAM, GlobalEMBA, FRACGP, FAIDH, GAICD is an adjunct associate professor in Biomedical Informatics and Digital Health at the University of Sydney as well as a practising GP in Sydney, Australia. Amandeep is recognised as a leader in telehealth and digital health and has set up telehealth businesses both locally and internationally. She is a board director and adviser to many digital health companies. Amandeep sits on the board of AMA NSW, Healthdirect, the Australian Council on Healthcare Standards (International) and MoleMap New Zealand. Amandeep also leads the Australian Clinical Entrepreneur Program in NSW and is an advocate for healthcare innovation and entrepreneurship among clinicians.

**Felicity Hawker AM** MBBS, FCICM is an intensive care specialist who worked for over 30 years in intensive care units in NSW and Victoria. She currently works as a Director of Professional Affairs with the College of Intensive Care Medicine of Australia and New Zealand.

**Jeremy Hayllar** BA(Hons), MB(Hons), MSc, MD, FRACP, FRCP, DTM&H, FACHAM, attended Birmingham Medical School, after a law degree at Oxford. He trained in general medicine and gastroenterology in London. His MD examined the GI effects of NSAIDs. From 1992 he spent 10 years in the hard-drinking mining community of Mount Isa as Director of Medical Services and general physician.

Between 2004 and September 2025 he was Clinical Director, Alcohol and Drug Service, Metro North Mental Health, and since 2018 has been a pre-eminent Senior Medical Officer. He represented the RACP during planning for real time prescription monitoring (QScript) and was a member of the Queensland Medicinal Cannabis Expert Advisory Panel. He helped in updating Queensland Health guidelines into withdrawal management and opioid use disorder, as well as the national pharmacotherapy guidelines and alcohol- and drug-related resources with the Australian College of Rural and Remote Medicine.

**Georgie Haysom** BSc, LLB(Hons), LLM(Bioethics), GAICD, GC, PsycBM is the General Manager, Advocacy, Education and Research at medical indemnity provider Avant. She is a lawyer and has worked in health law for 30 years, assisting, advising and educating doctors on a wide range of medicolegal issues, including several years representing doctors in medical negligence litigation. For the past 10 years she has worked in the advocacy, education and research division at Avant, which aims to improve quality, safety and professionalism in medical practice. In that role she has written on many topics, including informed decision making and privacy, for a variety of audiences and in a range of formats.

She has a longstanding interest in the interaction between law, medicine and ethics, and the way in which the law impacts on medical practice. She is a member of the Australian Digital Health Agency's Privacy and Security Advisory Committee and the South Eastern Sydney Local Health District's Clinical Ethics Committee.

**Philip Hébert** MD, PhD, FCFPC is a professor emeritus in the Department of Family and Community Medicine at the University of Toronto. More than 25 years ago he founded and then directed the ethics program at the medical school in Toronto. Although retired, he continues to teach and write. His core interest is in professional ethics and he has written two books on the topic: *Doing right: a practical guide to ethics for physicians and medical trainees* (4th edition, in association with Wayne Rosen, Oxford University Press, 2019) intended for learners and practitioners; and *Good medicine: the art of ethical care in Canada* (Doubleday Canada, 2016) aimed at a wider audience.

**Kathryn Sarah Hutt** MBBS, BSc(Med), MPH, MA(AppliedEthics), GAICD is a GP working in urban and remote communities in NSW; she is also an experienced medical administrator. Kathryn is currently the Medical Director of Doctors' Health NSW, an independent registered charity providing 24/7 support to doctors and medical students and also delivering education, contributing to research and advocating for doctors' health and wellbeing. In previous roles, Kathryn gained considerable experience at a senior management level in hospitals of all sizes, and as an adviser on medical workforce, training and service planning at a state level. She also has extensive experience in human research ethics and professional regulation. Kathryn recognises the fundamental importance of a healthy and respectful professional culture, and the many benefits of improving doctors' health and wellbeing, for individuals and for the communities in which they serve

**Michael Isaacs** BSc, BA, MD is a medical registrar for the Department of Medicine at Ipswich Hospital, Queensland. He has a strong background in industrial advocacy in the medical field, as a union delegate for Australian Salaried Medical Officers' Federation Queensland and previous Chair of the AMA Queensland Committee of Doctors in Training (CDT) Industrial Relations Special Interest Group. In these roles he assisted in the negotiation of a new state enterprise bargaining agreement for medical officers (MOCA 6). He also has a keen interest in philosophy and ethics, stemming from his undergraduate studies. He was awarded the Eric W Peet Memorial Prize in Medical Ethics during his medical degree, and is presently the CDT representative on the AMA Ethics and Medicolegal Council.

**Louise Johnson** GAICD, BSc(Hons), DipEd, DipManagement, MRegulatoryStudies was Chief Executive Officer for the Victorian Assisted Reproductive Treatment Authority for 16 years, involved with the regulation of the assisted reproductive treatment industry in Victoria, management of the donor conception registers and public education about assisted reproductive treatment and the prevention of infertility. Louise is currently a board director of Central Highlands Rural Health, and Chair of the NHMRC Embryo Research Licensing Committee, and a consumer representative on the Australasian College for Emergency Medicine's Council of Advocacy, Practice and Partnerships (CAPP). Louise was previously a panel member on the Victorian Patient Review Panel, a member of the Victorian Board of the Medical Board of Australia and Occupational Therapy Board of Australia, and Chair of Women's Health Victoria.

**Joanne Katsoris** MBBS has been an experienced medical regulator for more than 25 years, having worked for the Medical Practitioners Board of Victoria before being appointed to the position of Executive Officer to the Medical Board of Australia in 2009.

Joanne is a medical practitioner who previously worked in a range of hospital-based clinical and administrative positions in Melbourne and at the Australian Red Cross blood service.

**Margaret Kay AM** MBBS(Hons) PhD, FRACGP, DipRACOG, GAICD is a general practitioner with clinical and research expertise in both doctors' health and refugee health. In 2013, she completed her PhD in physician health, focusing on how doctors access health care for themselves, and has published extensively in the area of doctors' health. Dr Kay holds an academic title as Senior Lecturer with the Faculty of Health, Medicine and Behavioural Sciences at the University of Queensland and enjoys teaching doctors and medical students about physician health. She is also the Clinical Lead in Multicultural Health with the Brisbane South PHN. In 2022, she was awarded Membership of the Order of Australia for significant service to medicine, to medical education, and to migrant health.

**Ian Kerridge** BA, BMed(Hons), MPhil(Cantab), FRACP, FRCPA is Professor of Bioethics and Medicine at Sydney Health Ethics at the University of Sydney, Honorary Professor in the Department of Philosophy at Macquarie University and Staff Haematologist/Bone Marrow Transplant physician at Royal North Shore Hospital, Sydney. He is also Chair of the South-Eastern Sydney LHD Clinical Ethics Committee, Steering Committee member of the Australian Ethical Health Alliance and a Director of Praxis Australia—an Australian not-for-profit organisation devoted to education in research and research ethics. He has previously been Chair of RACP's Ethics Committee and a member of the Australian Health Ethics Committee. Ian trained in medicine at the University of Newcastle, in bone marrow transplant (BMT) at the Royal Free Hospital and University College Hospital in London, and in philosophy at the universities of Sydney, Newcastle and Cambridge. He is the author of six textbooks of ethics and over 500 papers on ethics, philosophy, haematology and BMT.

**Nicole Lawless** BA, PGDip(ForensicPsych), LLB, LLM was the Executive Director of Legal Services at the Health Care Complaints Commission; she commenced at the Commission in October 2021. Nicole also held the statutory role of the Director of Proceedings. Nicole was admitted as a solicitor in 2002. Prior to joining the Commission, Nicole was the NSW Deputy Ombudsman, where she led the Complaints and Investigations Branch. Nicole previously worked in the NSW Ombudsman's Office as a legal advisor and Counsel Assisting the Ombudsman. Nicole has also held roles as a prosecutor at the NSW Office of the Director of Public Prosecutions, as the Deputy Director of the Criminal Law Review Division in the NSW Attorney General's Department, as a policy advisor in the Department of Premier and Cabinet on the prevention of violence against women, and heading up the legal and strategy team representing the Department of Family and Community Services in the Royal Commission into Institutional Responses to Child Sexual Abuse.

**Wendy Lipworth** BSc(Med), MBBS, MSc, PhD is Professor of Bioethics in the Discipline of Philosophy at Macquarie University, Sydney. Her work sits at the intersection of ethics and epistemology. She has led multidisciplinary research on commercial influences on health care and biomedical science and is an author of RACP's Guidelines for ethical relationships between health professionals and industry (fourth edition, 2018). She is President of the Australasian Association of Bioethics and Health Law and Co-Director of the Macquarie University Ethics and Agency Research Centre. She is a member of the steering committees of the Australian Ethical Health Alliance (representing PRAXIS Australia) and Brain Cancer Australia.

**Erwin Loh** MBBS, LBB(Hons), MBA, MHSM, PhD, FRACMA, FACLM, FAICD is President of the Royal Australasian College of Medical Administrators (RACMA). He was most recently National Director of Medical Services for Calvary Health Care. He was previously Group Chief Medical Officer at St Vincent's Health Australia, Chief Medical Officer at Goulburn Valley Health and Chief Medical Officer of Monash Health. He has qualifications in medicine, law and management. He is a barrister and solicitor of the Supreme Court of Victoria and High Court of Australia. He has adjunct professorial appointments at Monash University, University of Melbourne and Macquarie University. He has been an invited speaker at local and international conferences, and has published books, book chapters and journal articles on health leadership, health law, clinical governance, AI and health technology. He is a member of the Association of Professional Futurists. He received the Distinguished Fellow Award from RACMA in 2017 for 'commitment to governance, research and publication'.

**Tamara Mackean** MBBS, MPH, FAPHM is a Waljen woman, Professor of Aboriginal and Torres Strait Islander Public Health Research with the College of Medicine and Public Health and the inaugural Research Lead: Indigenous Research Strategy with the Deputy Vice-Chancellor, Research at Flinders University. Tamara conducts a broad range of public health research on health systems and equity,

decolonisation in health research, culturally safe quality health care, workforce development and the multiple determinants of Indigenous health and wellbeing. Through a commitment to decolonisation and working at the interface of knowledge systems, Tamara brings together her public health knowledge and her cultural standpoint to generate new ways of working and new evidence for best practice and policy.

**Peter Martin** MB BCh BAO, MMed, FACHPM is a professor of clinical communication and end-of-life care. Peter has been involved with communication skills training for almost 30 years and has been a clinician for 35 years. He has taught on numerous postgraduate communication skills courses with a variety of health professional disciplines nationally and internationally over the past 15+ years. He is also involved in whole-of-organisation interventions to improve the quality of clinical communication.

**Prudence McEvoy** MBBS, DipPsychotherapy, FRANZCP, Cert Accreditation Child and Adolescent Psychiatry is a senior child and adolescent psychiatrist who is currently Lead Psychiatric Director within the Department of Child Protection in South Australia. This position was created in 2019, and has enhanced the interface between child and adolescent psychiatry and child protection. She was previously Clinical Director of the statewide Child and Adolescent Mental Health Service, and has always worked with infants, children and adolescents who have experienced child maltreatment both in private and public practice.

**Talila Milroy** FRACGP, MBBS, BSc is a Yindjibarndi and Palyku GP and early career researcher. She has research interests in Aboriginal health and women's and children's health. She held an RACGP academic post with the University of Western Australia, where her research project focused on experiences of racism for Indigenous GP trainees. She currently provides primary care services to Aboriginal women and children in a multidisciplinary clinic in Rockingham, WA. She contributes to Aboriginal health and general practice teaching at UWA Medical School.

**Dinesh Palipana OAM** MD, LLB, GradDipLP, CertEM, GAICD was the first quadriplegic medical intern in Queensland. Dinesh is a doctor, and lawyer. Dinesh works in the emergency department at Gold Coast Health. He is a researcher and senior lecturer at the Griffith University. Dinesh was a senior advisor to the Disability Royal Commission. He is an ambassador to the Human Rights Commission's IncludeAbility program, a co-founder of Doctors with Disabilities Australia, and an advisory board member to Healthylife.

Dinesh was Gold Coast Health's Junior Doctor of the Year in 2018. He was awarded the Medal of the Order of Australia in 2019. He was the third Australian to be awarded a Henry Viscardi Achievement Award. He was the 2021 Griffith University Young Alumnus of the Year. Dinesh was the Queensland Australian of the Year for 2021. His autobiography, *Stronger*, was published in 2022.

**Lisa Pritchard** LLB(Hons I), GradDipLegalPrac is Deputy Public Guardian at the Office of the Public Guardian (Queensland). Lisa's responsibilities include acting as Statutory Health Attorney to provide consent to health care as decision maker of last resort, and overseeing investigations into allegations of abuse, neglect and exploitation of adults with impaired capacity. Lisa has over 25 years of experience in consumer protection and complaints management in the UK and Australia, including in human services and health regulation and complaints management as Director of the Professional Standards Unit, Queensland Medical Board; Director Ethical Standards Unit, Queensland Health; and Executive Director, Queensland Office of the Health Ombudsman (Assessment and Resolution). Lisa was a foundational member of the executive team at the Office of the Health Ombudsman at its inception in 2014, and established and led the complaints management and dispute resolution functions.

**John M Quinn AM** MBBS, FRACS, FACS, GAICD is a retired consultant vascular surgeon who worked in public and private practice in Brisbane. Prior to retirement in 2018 he was Director of Vascular Surgery at Princess Alexandra Hospital in Brisbane. John has also been Executive Director for Surgical Affairs at the Royal Australasian College of Surgeons (RACS) since 2005, and in addition is currently Director of Medical Services at St Vincent's Private Hospital Northside (Brisbane). In all of these areas he is exposed to matters of professionalism, ethics and the law, especially transgressions or alleged transgressions in these and related fields. He has been very involved with RACS in the training of vascular surgeons and served as Chair of the Training Board in Vascular Surgery and also as Senior Examiner for Vascular Surgery for RACS.

Dr Quinn was awarded Membership of the Order of Australia (AM) for significant service to medicine in the fields of general and vascular surgery and to professional organisations.

**Gary D Rogers** MBBS, MGPPsych, PhD, FAMEE, FANZAHPE, PFHEA is a health professions educational leader, learning and teaching scholar, public health researcher and GP with a focus on HIV medicine. He is Professor of Medical Education and Dean of the School of Medicine at Deakin University in Victoria, Australia. Gary is a former President of the Australian and New Zealand Association for Health Professional Educators and a current member of the Executive Committee of Medical Deans Australia and New Zealand. He also serves on AMC's Medical Schools Accreditation Committee. Professor Rogers' educational research focuses on the affective learning associated with the acquisition of professional and interprofessional values among health professional students, as well as widening access to health professional education as a health workforce strategy.

**Tim Shaw** PhD, BSc is Professor of Digital Health at the University of Sydney and leads the Research in Implementation Science and eHealth Group. He is recognised as an international leader in digital health and focuses on how health data can be used to transform care and how technology can support new models and approaches to care. He specialises in building partnerships across industry, services, government and universities to deliver high-impact research translation and education. Over the past five years he has been a chief investigator on over 30 competitive or commissioned research and development projects totalling more than A\$124 million.

**Bernadette Tobin AO** MA(Melb), MEd(Melb), PhD(Cantab) is the director of the Plunkett Centre for Ethics, located at St Vincent's Hospital in Sydney, and Reader in Philosophy at Australian Catholic University. She has held adjunct appointments in the medical faculties of the University of New South Wales and the University of Sydney. She served for three triennia on the Australian Health Ethics Committee. She has authored more than 50 articles singly or jointly with others in the peer-reviewed literature. In 2016 she was appointed an Officer in the Order of Australia.

**Tim Usherwood** BSc, MBBS, MD, DMS, FRCP, FRCGP, FRACGP is Emeritus Professor of General Practice at the University of Sydney; Honorary Professorial Fellow at the George Institute for Global Health; and Consultant Emeritus at Westmead Hospital. He was Chair and then Deputy Chair of the Board of Western Sydney PHN (WentWest Ltd) until 2022, having led establishment of WentWest in 2002 initially as the regional general practice training provider for western Sydney. He chaired the General Practice and Primary Care Committee of the 2016–2020 MBS Review, and was Head of Westmead Clinical School 2019–2020. Professor Usherwood's research has focused on the development and evaluation of interventions to improve health outcomes in chronic disease and primary care, with particular application to healthcare access, vascular disease, depression and asthma. He has published more than 250 refereed research papers on these and related topics. Professor Usherwood practised clinically at Western Sydney Community Controlled Aboriginal Health Service for almost 20 years, and subsequently at Western Sydney Sexual Health Centre and Public Health Unit.

**Emma Warnecke** MBBS(Hons), FRACGP, MMH, Grad Cert LT Health Professionals is a Medical Practitioner and Associate Professor at the University of Tasmania, School of Medicine. Emma has a long-held interest in effective communication and shared decision making, and wrote an article for Australian Family Physician in 2014 on the art of communication. Emma also has an interest in mental health and doctor wellbeing.

Emma found herself on the other side of the doctor–patient relationship after being diagnosed with triple negative breast cancer in 2018, in her 40s. Emma has written an article about her journey (<https://insightplus.mja.com.au/2021/42/when-the-doctor-becomes-the-patient-my-breast-cancer-journey/>). With this lived experience of the patient perspective through the lens of a doctor, Emma continues to be a passionate advocate for patient empowerment through enhancing communication.

**Susan Wearne** BM, PhD, MMedSci, FACRRM, FRACGP, MRCGP, DCH, DRCOG, DFFP, GCTEd, GAICD is Senior Medical Adviser, Health Workforce Division in the Australian Government Department of Health, Disability and Ageing. She works on the Australian Government policies and programs that teach and train quality health professionals and promote their distribution to underserved areas. This role capitalises on her experience as a GP and academic in Alice Springs, which included work at an Aboriginal Medical Service and for the Royal Flying Doctor Service.

As a UK graduate, Susan hopes her chapter on the Australian healthcare system gives other international medical graduates the information that she learned opportunistically from generous students and colleagues when she moved from Yorkshire to Central Australia and then Canberra.

**Mark Wenitong** MBBS has Kabi Kabi and South Sea Islander heritage and holds a significant leadership role in First Nations health and mental health fields covering clinical governance, strategic primary healthcare planning, research and policy. He is a past president and founding member of the Australian Indigenous Doctors' Association, the inaugural Co-Chair of the Queensland Health statewide First Nations Clinical Network. He is currently a National Mental Health Commissioner. He sits on the national Aboriginal and Torres Strait Islander genomics advisory group, and the national advisory group for the implementation of the national Aboriginal and Torres Strait Islander health plan. His main area of clinical interest is Aboriginal and Torres Strait Islander primary health care and translation of research into practice, and has been heavily involved in research translation in remote Aboriginal and Torres Strait Islander primary health care in Cape York and the Torres Strait.