

LIST OF RECOMMENDATIONS

Recommendation 1

4.25 The committee recommends that all parties with responsibility for addressing bullying and harassment in the medical profession, including governments, hospitals, speciality colleges and universities:

- acknowledge that bullying and harassment remains prevalent within the profession, to the detriment of individual practitioners and patients alike;
- recognise that working together and addressing these issues in a collaborative way is the only solution; and
- commit to ongoing and sustained action and resources to eliminate these behaviours.

Recommendation 2

4.27 The committee recommends that all universities adopt a curriculum that incorporates compulsory education on bullying and harassment.

Recommendation 3

4.30 The committee recommends that all universities accept responsibility for their students while they are on placement and further adopt a procedure for dealing with complaints of bullying and harassment made by their students while on placement. This procedure should be clearly defined and a written copy provided to students prior to their placement commencing.

Recommendation 4

4.32 The committee recommends that all hospitals review their codes of conduct to ensure that they contain a provision that specifically states that bullying and harassment in the workplace is strictly not tolerated towards hospital staff, students and volunteers.

Recommendation 5

4.35 The committee recommends that all specialist training colleges publicly release an annual report detailing how many complaints of bullying and harassment their members and trainees have been subject to and how many sanctions the college has imposed as a result of those complaints.

Recommendation 6

4.37 The committee recommends that a new inquiry be established with terms of reference to address the following matters:

- **the implementation of the current complaints system under the National Law, including role of AHPRA and the National Boards;**
- **whether the existing regulatory framework, established by the National Law, contains adequate provision for addressing medical complaints;**
- **the roles of AHPRA, the National Boards and professional organisations – such as the various Colleges – in addressing concerns within the medical profession with the complaints process;**
- **the adequacy of the relationships between those bodies responsible for handling complaints;**
- **whether amendments to the National Law in relation to the complaints handling process are required; and**
- **other improvements that could assist in a fairer, quicker and more effective medical complaints process.**