

Policy

Subject: Funding of Education Activities in the College
Approval Date: 6 November 2000, Revised 25 July 2003, November 2008, July 2014, December 2018
Review Date: December 2022
Review By: BEA
Number: 8/2000

Introduction

This Policy, for funding of Education activities within the College, is based on the following principles and assumptions.

1. Education is a core function of the College.
2. Education should meet the priorities and expectations of Fellows and Trainees and be readily accessible (financially and geographically). Fellows and Trainees who work in isolated areas should have reasonable equity of access to education activities. This should be viewed from both an Australasian and global perspective. Strategies should be developed to meet these expectations.
3. Education should be interpreted in its widest sense - including Continuing Professional Development Programme (CPDP), the Journal, Annual Scientific Meeting (ASM), meetings, courses, interactive learning via the web etc.

Fellows will continue to offer their time and expertise for College education without remuneration.

- i The Pathology Update Conference has a specific policy “Speakers Concessions for Annual Pathology Update”) and with regard to sponsorship the Guideline “The Relationship Between Fellows and the Healthcare Industry”.
 - ii Expenses incurred by Fellows in providing education for the College for such things as travel, accommodation should be reimbursed.
4. Sponsorship by external organisations of education activities is acceptable, provided it does not give rise to ethical concerns.

Principles

All education activities should be identified and be accounted for in the relevant budget. The true expenditure on education for each Fellow and Trainee should also be identified and widely publicised. This should be broken up geographically (overseas and state). Issues of equality should be ensured by the Board of Education and Assessment and reported to the Board of Directors.

Special Education Activities

1. The following education activities should be budgeted so that they will make a small profit. Fees for such activities should be kept as low as possible. Income for the educational activity would include registration fees and any sponsorship:

- Pathology Update; Other Courses; Regional Conferences.

Of note, the College may choose to sponsor these activities and such sponsorship monies to be included in the budget

2. Registration fees should not be a barrier to access the activity. The College may sponsor Fellows and Trainees to attend courses to ensure that this is the case. Budgets for Courses may include a contribution for each Trainee and Fellow to attend, allowing for a lower fee for Fellows and Trainees. This means the College will be *subsidising* educational activities for Fellows and Trainees while other outside members will pay a higher registration fee.

In the event of a surplus, this should be returned to College (education) funds. Deficits should be paid out of College (education) funds.

3. The Management Team and the organising committee for the activity should prepare the budget. (This has become necessary as a consequence of the GST). Any disputes will be referred to the Board of Directors for discussion.
4. Each activity will be provided with separate funds outside the budget to allow a mechanism for the contents of the activity to be more freely available - eg. Internet course notes (from general education funds). With authorisation from course speakers, the notes will be made available on the Web page at a specified time after the Course.
5. Each activity may include in its budget income from sponsorship of the above courses and conferences. This will form part of the income stream to these activities. It would be prudent to ensure that this is spent entirely on the designated activity. (As stated previously the College may also directly sponsor events).
6. A grant may be available to each State and Regional Committee for designated educational purposes as per Policy 4/1999 "State Educational Activities". (This has to be applied for under guidelines developed by the Board of Education and Assessment).

Other Education Initiatives

1. Other educational activities such as the Visiting Lecturers, Journal, CPDP, and Education Modules for Trainees and Fellows will be funded either from the Education and Research Fund or through general subscriptions.
2. Specific education activities for Trainees should be further developed. The annual training fees for Trainees should be reviewed and an amount for education identified. This amount should be expended on education for Trainees. A fee increase will be needed initially to fund this, as there is only a very small surplus in the Education and Assessment's account. The size of the increase will depend upon the programs developed.
3. Issues of equity in access should be dealt with separately from the individual education activity and could be contained in a separate fund specifically for Fellows managed by the Board of Education and Assessment. This would be a means of addressing access issues. Whether it is spent on Fellows as a subsidy for registration, accommodation, transport or any other way, would be the role of the Board of Education and Assessment to determine based on need. This fund would be used, for example, to aid in education of Fellows in part time employment or those suffering financial hardship.
4. Sponsorship and educational grants for other education activities will be encouraged provided it does not give rise to ethical concerns in relation to content of the education activities.