***F2F MELBOURNE 2/3 March 2019***

**Saturday/Sunday at Hilary’s**

1. **Outcome weekend/ what do we want out of this weekend**

* Reviewing the last year
* Absolute decisions about the Intensive
* The Leaders Weekend planning
* Being together
* Financial direction
* Where the Society is going in Aus and NZ
* Being able to look at things reflectively
* How do we hold the society that is more than the Workshop, i.e. thinking about the work we do. How do we solve problems and talk about the challenges and share wisdom.
* To speak about capacity vs enthusiasm
* Outside-of-Board business - Essay competition, Balint in Medical Schools Group, medical students, new members, how to connect with these.
* New Board members and their needs
* What Balint work is happening around the 2 countries
* Perhaps Governance has been sufficiently attended to and developed in past F2F, what else?
* How can we better involve the Balint community?
* Values of our grassroots work informs our decision-making
* Spreading the load in committees, how do we involve other people
* Finding ways to involve people
* 2 to 5 year plan with new activities
* Improving our communication

1. **What we have done - key achievements of Balint Society**

* Established governance practices and a practical valued Constitution
* Establishment of a well respected and internationally acclaimed training programme and the development of a cohort of accredited leaders and leader trainers. Currently 13 active leader pathway trainees and 2 leader trainer trainees
* Thoughtful development of leading and co-leading practices of preparation and working together and formation of a Leaders Group at a workshop.
* Yearly success of high quality ABGW
* Two medical student bursaries, 2017, 2018
* ALW 2017, 2018
* Healthy bank accounts
* Admin Assistance to support Board capacity
* Indemnity Insurance
* Medical Student Essay Prize 2015, 2017 and 2019
* Balint in Medical Schools Collaborative Interest Group
* Website and its revitalisation
* Newsletter (1) and *Bulletin from the Board* (2) in 2018
* Members involved in Balint Research, IBF Presentations, workshops and publishing papers and leading groups
* The GP/psychotherapist mix continues
* But Membership of Society has decreased below 80

1. **Why we have done it – aims and values of the Balint Society**

* Balint work works and is valued for that
* The enjoyment of running Balint groups and enjoying the relationship with co-leaders
* Passionate about the value of training that is offered
* The experience of community and understanding and empathy so validating, contributing something
* Regeneratively giving back and the Balint work is nourishing
* Relational underpinnings of the Society holds us in our practices
* On the Board, the commitment, the discovery of working alongside different professions learning a lot
* Validating to do work that expresses itself in practical assistance
* Being ‘bitten oneself’ so other people get ‘bitten’ Its work-sustaining and self-sustaining.
* The service role of supporting colleagues is valued
* To inform, educate and demonstrate the value of Balint reflective practice for health professionals and the quality of patients’ care
* To develop Balint reflective practice skills and processes in leaders and leader trainers
* To assist leaders in ongoing professional development and in building a supportive Balint leader community
* To foster the growth of Balint work in the broader health community
* Maintaining relationships with international Balint Societies
* In the Constitution are the purposes and objectives of the Balint Society

**NB The Constitutional ‘Purpose’ needs to change to be brought to the next AGM: Needs to include**

* ***Psychotherapists***
* **Possibly *Fostering the growth of the Balint community*.**
* **Read the Constitution.**

**4. The health and capacity of the Board and relations across the Tasman**

Revisiting the formation and establishment of the Society

**ALL relationships among groupings**

**Fruitful discussion ensued involving elephants.**

* Difficulties in relationships are not new and localities grow differently and create and develop their different mores that can create tensions
* Dynamics of change in human organisations means playing out of grief and grievance and unconscious processes such as parallel processes
* Some in NZ believe there is a profound philosophical and practical difference between Aus and NZ They would like a *no holes barred with respect* discussion.
* MOTION: A Scientific meeting involving papers on these issues and discussion in 2020 mooted.
* MOTION: A Letter To the workshop organising committee. A Board expression of appreciation. *On behalf of the Board, with names, Thank you for your feedback which was presented to the Board and generated useful discussion. We have been informed of your disagreement with the decision and reasoning concerning the 2018 ABGW and acknowledge the importance of discussing this openly towards developing mutual understanding. We recently discussed how this could best happen and believe that convening an event such as a conference or Study Day/s might provide the most fruitful discussions in exploring all aspects of difference and commonality.*

**5. What Balint work are each of us doing?**

Prue: co-leader of an allied health team over 6 years; a Balint Group for physiotherapists in future

Judy – Palliative care interest; GP group for 11 years with 5 original members; a second group different kinds of doctors

The GP Registrar programme is online

Advertising of online groups when people live in remote locations

Hilary leads groups with Ruth and one evening group as sole leader of mixed professions but no doctors at present

Di runs a group with John.

Frank -2 online groups, one is an IBF international group, the other is GP Mums group, both with buoyancy and reliable commitment and connecting strongly between meetings and a F2F group. F2F groups tend to drop off.

Online FaceBook group then choose to form a Balint Group. From grassroots desire rather than our desire.

Ruth **–** Approached to run 2 Balint groups for young doctors in medical practices with a Balint Group at lunchtime; GP registrars appreciate it too, hearing the experienced doctors speak about their cases; and 3 other groups, all daytime. One group in Geelong with Joy.

Chel and Kerrie **–** A Saturday morning group for some years mostly with psychiatrists who live outside Brisbane but travel in for the group; and an early morning online mixed mental health professional group that has a lot of commitment and energy

Hamish **–** runs ‘clinical reflective practice’ (modified Balint) groups with medical students

**6. Future Planning - What is needed and what are we interested in?**

**The five-year vision plan developed in 2018 – Aim: generative and innovative**

* Balint Groups for young doctors and indigenous medical centres
* Online discussion groups on Balint work
* A Balint Conference
* Outreach and communication to members and the public – such as newsletter, FaceBook page
* Psychology and Social Work student’s Bursary

- “Scientific Meeting” 2020 – Objectives – provide presentations of Balint philosophy and practice papers with discussions to air and understand differences. Include Balint Groups and the AGM.

ACTION: A small committee to form to develop a document regards this by sending out an Expressions of Interest generally to be involved in organising the conference with a balance Aus/NZ. Invite and articulate what we want to do. Including a general brief of objectives and vision/ideas and of how it would look. Set up a panel to vet papers. Be clear this is a Board-driven event.

* ABGW 2019, 2021 What do we do about training needs in between?
* ALW 2021
* Online Balint Groups
* Balint Groups for Medical Students Formation at the local level of Aus/NZ
* 2019 student essay competition – Anne Malecki’s time ok – more hours this time – and the prize money needs to be recorded as part of our budget?
* **The Interest Group of Balint in Medical Schools Collaborative Interest Group** (Alexa’s initiative with Hamish involved) - Internationally wide meetings but no feedback and no forward progression in medical schools in Aus/NZ.

Noted that Jenny Presser in a senior academic role and well situated to assist in Australia. Discussed a **need to establish a local Aus/NZ Balint in medical schools group.**

Frank spoke of the new rural pathway for medical students where they do a year in the country and would benefit from an online group

Governance: We need consistency in our protocols and processes

**Online groups the way of the future**

**7. Communication –** How to get lists of Balint Groups from people? What are the blocks to communication? What do we want to know and why do we want to know it? To be informed where’s the energy and what are people involved in?

Noted: The value and success when groups ask for someone to run Balint groups

A 4-hour ‘pop-up’ ‘taster’ workshops with a template KCS, CQ

Is there a clearing house for Balint Group enquiries? FM

What’s happening out there? How do we find out? Social Media DN

What does it mean to the Society?

ACTION: Communication with members: Di will send out a request to leaders to update info. Bulletin/Newsletter will include a note on online groups as an exciting development click on the link to give info on your online group to be collated. Write a letter to all our leader trainers to ask who is running online groups, details about the groups and vacancies.

**8. Major Society Activities Review**

**8.1** **Annual Balint Group Workshop** –

* Discussion of Ruth’s recommendations.
* Leaders of workshop
* Board issue of conflict of interest
* Discussion of an ethical matter as complaints received about one participant’s behaviour at the ABGW. CQ and RD will take this up with the person
* Need to appoint an ethics person
* Reviewing and revisiting jobs and responsibilities of Chair of Leaders Group and Chair of Workshop. See ToR of Chair, Ruth’s report and recommendations.
* Ethics issue - Ruth and Chel to follow up on this.
* **Key role of a Board is risk management –**

**ACTION: Develop an ethics policy appoint Ethics team of Bill Betts and Bill Farrell with Frank on the Board as the Chair/Board liaison. Frank will approach both.**

**9. Privacy Laws and Security of data**

Why is the Privacy Act important to us?

The information kept on individuals in the leadership training programme. How is data stored? How can it be accessed? If someone is unable to continue in the role what are the procedures to safeguard/access risk-sensitive information held in confidence.

Not for profit less than 3 mil and not involved with the EU then

If a breach of security what to do. Steps to follow to mitigate and reduce the impact and redress.

How long do you store data. 7 years. Who holds it and how.

The BSANZ approach to working with trainees transparency of processes and reports is helpful.

AC Security of data discussed. Held in Ruth’s care.

UK Balint Society Privacy Policy – Data Protection Officer

What does Anne Malecki think about this? Chel also re legal advice.

**Professional Ethical Practice is a key focus in Balint work.**

**10. 2019 ABGW**

**Appointing the Chair**

**Requirements**

* ALT
* Experience and credibility
* Gravitas
* Got to be able to work with people
* Not necessarily on the Board
* There needs to be a designated Board member who works closely with the ABGW Chair. A member of the AC most suitable.
* The Chair attends the Board meeting each month for part of the time.
* The importance of the ‘holding’ function of the Chair and also the organising committee

As a Board we value the strength in extending and opening up to the membership and ALs and ALTs.

**Chel as Chair of ABGW 2019 Motion for Board Meeting**

**The vice president and past president will step into the role of President as needs be.**

**Note to members in a newsletter and on the website**

**Bulletin from the Board**

**Supporting the President as Chair and the Society**

**CQ Accepted the role of chair and as it has a considerable worksload there may be times when the during the year when the vice president or past president carries out some of the role.**

**11. Finance**

* A breakdown of surplus/deficit figures of each activity would be helpful. How much does each activity cost? Fully cost each activity.
* ABGW, ALW, Governance, Medical Student Essay Competition, Pathway Training including Observation costs
* Where does the contribution from a benevolent donor, (A G-O) show on our books? The Prize is in the Society’s name but the prize money does not pass through our books. It is the BSANZ that offers the Essay Competition. It is the donor who gives the prize money.
* Recognition of A G-O as the donor will go in the President’s Report.
* $53200 Total Investing the surplus?
* **MOTION: Cost of the workshop set the fee to be set at $50 more than last year.**
* **MOTION for AGM: Change the Financial year to 1 Jan – 31st Dec.**
* **MOTION for AGM: Honourary Members to have voting rights.**
* **MOTION for AGM: Constitutional Change to *PURPOSE* to inclusive of psychotherapists**

**12. Succession Planning**

* **AC** Ruth and Di settling in at this time. Will consider bringing in another member from outside the Board onto AC in six months. 13 Leader Pathway people and 2 Leader Trainer Pathway people.
* **Constitutional Requirements:** 2 GPS, 2 NZ/AUS, male/female balance
* We have 2 NZ and 2 doctors. Minimum
* What does the Board need? Who would be suitable to join the Board?
* Suggestions of people: Rutger de Ridder, Andrew McKenzie, Lachlan Angus, Michael Fitzgerald
* Chel as President can be elected for another year (to AGM in 2019) and then past president.
* Ruth as Vice President doesn’t want to be President. Ruth keen to stay as AC Chair until 2020.
* Kerrie will stay as Secretary
* Hilary will stay and be WOC Chair 2019
* Judy will stay and hold Privacy Portfolio.
* Should we try to bring on the Board a medical student, a young person?
* Prue is committed to being Treasurer
* Frank will stay if something found for him
* Di 7th year on the Board and feeling burnt out, Di will stay on AC and Website
* Priority: Clarifying tasks and the art of delegating

**13. Future/Strategic Planning – 3 years**

**2019** Communication, engagement using Newsletter, Bulletin from the Board, Membership Drive, AGM when? BGW October, Training programme, Balint in Medical Schools Initiative, Balint Online Initiative,

Medical Student Essay Competition

**Motion: To Change the name of the ABGW to the Intensive Workshop**

**2020** Balint Congress in Brisbane – 2 days of papers, and groups with AGM, no training involved. Venue: Brisbane locate and secure the venue, Judy Griffiths, Meredith Waugh, Karen Belbin.

Membership Drive

**2021** BGW (NZ), Medical Student Essay Competition, ALW (NZ?)

**Appointments**

* **Newsletter Editor for The Annual BSANZ Newsletter Editor – Suggested people are Aus Meredith Waugh, Karen Belbin, or NZ?**
* **Bulletin from the Board – KCS, CQ and JG every two months.**
* **Balint in Medical Schools AUS/NZ ‘hub’– Frank Meumann, Jenny Presser and Judy Griffiths**
* **Online Groups – Frank Meumann, Di Nash Will put out the call- Who is interested in running online groups? And provide a hub for establishing and supporting the development of online groups.**

**14. Accredited Leaders Weekend -** Terms of Reference, clarify processes**. Not addressed.**

**15. Outreach to other organisations** – **Not addressed**

**16. Committees and meeting structures and processes:**

**Procedural Issue raised but not able to be addressed: Process by which decisions are made regarding leader trainer pathway**

**Summation**

Appreciation of Chel as Chair, the Agenda we set and worked through, our being able to grapple with difficult issues, inclusive of all, and acknowledging there is unfinished business.

**F2F Meeting Closed at 3pm Sunday 3rd March**