

Ivan Goldberg AM, Censor-in-Chief of the Royal Australian College of Ophthalmologists, 1993 – 1999

Clinical Associate Professor Ivan Goldberg was born in Johannesburg, South Africa on 25 April 1947. He received his early education in Johannesburg from 1954 to 1961 before attending Hendon Grammar School in London from 1961 to 1962 where he was the Senior School Swimming Champion. After immigrating to Sydney he attended Vacluse High School where he was First Speaker of the Debating Team, School Prefect in 1963 and School Captain in 1964. In 1964 he won a scholarship at the Sydney University Summer Science School and was also awarded the Rotary Citizenship Award for NSW.

Ivan gained his MB BS at Sydney University in 1971 and worked at the Sydney Hospital from 1971 to 1973 before taking up ophthalmology registrar positions at the University of New South Wales and Prince of Wales and associated Hospitals from 1973 to 1977. During Ivan's training program at the Prince of Wales Hospital, Professor Fred Hollows and Drs John Sarks and Ivan Cher became his mentors. He was awarded FRACS and MACO in 1977 and continued with further study in Glaucoma at Washington University School of Medicine, St Louis, Missouri from 1978 to 1980.

On returning to Sydney in 1980 he pursued clinical and academic activities in ophthalmology and especially in glaucoma. During the years that followed he provided editorial support for the College journal and was initially involved on the Part I Board of Examiners as a Physiology examiner before taking over as Chair. Ivan stepped down from this position after six years to take up the position of Censor-in-Chief for another six years. The Censor-in-Chief chairs the Qualification and Education Committee (QEC) which is responsible for all aspects of education and training assisted by various sub-committees and regional QECs in each State and New Zealand. Many College Fellows have contributed to the development and implementation of education and training services as clinical educators, supervisors, examiners, committee and working party members, and as mentors.

Dr Goldberg was mindful that ophthalmologists were privileged individuals in that they worked in a field that they loved; that they worked with their hands, eyes, minds and hearts, helping individuals to preserve their independence and human dignity; and they worked on a one-to-one basis which allowed development of therapeutic partnerships and enrichment as human beings. He was encouraging of the Fellows to work together ever more as a team to coordinate efforts and to think deeply and act decisively.

Ivan regarded the College first and foremost as a higher educational institution and learned society, with the mission to assure and enhance continuously the already high standard of eye care in Australia and New Zealand. He advocated that the central objective to the College's vocational training program (VTP) was to produce ophthalmologists of the high standard required to deliver quality eye care through a clearly defined pathway including research, in postgraduate medical education leading to an internationally respected specialist professional qualification. As a learned society, the College's Journal had a long and proud tradition of promulgating research.

An increasingly complex external world brought about by new scientific developments, new surgical procedures, changing patient and community expectations together with changing government policies and regulations combined to create a rapidly changing and increasingly complex professional environment for the practising ophthalmologist. Political challenges arose through external scrutiny of medicines' and ophthalmology's traditional roles and standing in the community, and by application of competition policy, which Ivan considered to be inappropriate. As well as facing challenges posed by changes in the broader education and training environment, scientific and technological advancements had to be accommodated along with changes within the health sector itself. Ivan considered it ironic that the external pressure came at a time of explosive scientific advances providing patients with therapeutic results previously only dreamed about. He recognised that the training program had to equip trainees with knowledge and skills to work successfully in the new professional environment. Therefore, under Ivan's leadership, every aspect of the VTP was progressively reviewed by the QEC to meet the challenges posed by the changes.

In the initial years of Ivan's occupancy of the role as Censor-in-Chief, with assistance from Professor Lawrie Hirst, he attempted to implement a Matching Program for First to Third Year Trainees but this was put on hold as delays in receiving information were encountered. In 1997 Ivan watched over the introduction of the National Ophthalmic Matching Program (NOMP) under the direction of Dr Des Coote, a previous Censor-in-Chief. In 1998 the Medical

Training Review Panel (MTRP) released its report, otherwise known as the Brennan Report, which recommended implementation of a best practice framework for trainee selection in order to increase the transparency and objectivity of the process.

Under Ivan's leadership, workshops had been held at Lancemore Hill in Victoria in 1996 and 1997 to review the curriculum, and seven key roles and associated competencies were identified. These were: ophthalmic expert and clinical decision maker, communicator, scholar, collaborator, manager, health advocate and professional. Selection, supervision, educational strategies, assessments and evaluation were also addressed. These workshops provided a framework to develop new approaches to training. In 1998 a formal subcommittee was established to drive the process forward to achieve a revised training program to mark the start of the new century and the seven key roles with their associated competencies underpinned every aspect of developing the training program. The Curriculum Review Project was launched in November 1998 with seven working groups involving 35 Fellows. These covered trainee selection, supervision, assessment, education strategies, curriculum content, evaluation, and implementation. All participants made their contributions through a web group established on the College web site.

One of the most important elements in the delivery and review of the VTP was the accreditation of training posts. This enabled the QEC to identify the scope, quantity and quality of opportunities to gain clinical training experience, and to assess the quality of specialist supervision in each proposed and existing post. In 1996 AMWAC recommended that the College provide six additional posts by the year 2001 and another six by the year 2006: the Commonwealth Government made funds available towards establishing some of these posts. An Inspectorate of Training Posts for the purpose of evaluating new posts and the surveillance of established posts when the State QEC Chairs identified posts for reinspection had been maintained for years. However, in 1998 under Dr Goldberg's guidance the QEC reviewed the management of this process and recommended that an Inspector of Training Posts be appointed as an *ex-officio* member of the QEC. Dr Frank Taylor was appointed to this post and he set about establishing an integrated inspections program, covering some 100 posts available for training at all levels in the training program. Finding the right mix of posts at the required level and standard was a challenge. Shifts from the traditional hospital environment to Day Clinics and moves to private medicine meant that there were fewer patients available in traditional posts therefore accreditation of posts outside the traditional hospital setting was brought about. Ivan initiated a survey with trainees regarding training posts, the results of which conveyed that, although they were generally satisfied with their training there was inadequate supervision; a range of medical and surgical experience should be made available; there was limited Library and study facilities; and time to study was difficult to fit in with their hospital service schedules. A system for trainee assessment of posts was therefore implemented and this enabled trainees to comment on the training experience available in each post which was then used to monitor and improve the quality of training arrangements.

The trainees' dual role in the hospitals: that as an integral part of the health delivery system providing services while at the same time as postgraduate medical students, created conflicting demands on them. Apart from pressure from examinations, their performance was monitored through continuous formative assessment to assess against the standard expected of them for their level of training and to provide constructive feedback. The continuous formative assessment was through regular reports from supervisors, the trainees' surgical audit record, and their own assessment report at the end of their second year of training. Under Ivan's watch, to support the supervisors in their roles, Dr Paul McCartney was appointed to the QEC as Director of Supervisors to develop guidelines for supervisors and others in clinical roles, and to work closely with the Inspector of Training Posts. To support trainees as they juggled the conflicting demands of service, training and their personal lives, a mentor system was introduced.

Continuing Medical Education (CME) was another aspect of education and training. The aim of the program was to provide a structured framework for Fellows for self-directed learning. The objective of CME, which focussed on education and maintenance of professional standards, was to improve performance in all aspects of service delivery throughout the Fellows' careers. Supporting the Censor-in-Chief in this, the Director of CME, Dr Geoff Crawford in 1993 organised a voluntary trial survey of a points system and this was continued on a voluntary basis. Although it remained voluntary there was an expectation that all Fellows would participate in CME, including participation in scientific meetings and the special interest groups (SIGs). Industry initially supported the distribution of "Focal Points". Through the Committee for the Maintenance of Professional Standards (MOPS) of the Combined Medical Colleges, work was undertaken to identify and prioritise areas of common concern among Colleges.

Initiated by Ivan in accordance with the mission to improve the already high standard of eye care, the College defined and delivered training to other eye care professionals including the Up-skilling Program for General Practitioners, set up under Drs John Colvin and Trevor Hodson. State QECs assisted with development of training activities for optometrists and an Undergraduate Ophthalmic Education Panel was undertaken by Associate Professor Hector Maclean. The Overseas Trained Specialists Panel chaired by Dr Bruce Crawford from Victoria and then by Dr Geoff Crawford from WA, continued to assess applicants for RANZCO Fellowship who had qualified in other countries.

Therefore, Dr Goldberg contributed an immense amount of time and effort to the advancement of the College's education review as well as contributing to community organisations. He recognized the generous input to the numerous Qualification and Education activities by the many Fellows of the College and he deemed that support for research and for teaching eye care skills to non-ophthalmologists such as general practitioners for the sake of the communities served, was implicit to enhance the high standards. One of the developments Ivan was happy about was the writing and the adoption of the Oath that trainees avow when they graduate as it set a high mark which helped to benefit the whole profession.

Ivan was presented with the Distinguished Service Award by the Asia Pacific Academy of Ophthalmology (APAO) and also an Achievement Award by the American Academy of Ophthalmology, both in 2007; from 2006 - 2008 Ivan was President of the World Glaucoma Association: and was the Congress President for the APAO Congress held in Sydney in 2011. He was founding President of the South East Asia Glaucoma Interest Group from 1997 - 2007 and was elected as founding President of the Asia Pacific Glaucoma Society in 2012. In 2011 he was awarded Member of the Order of Australia for services to medicine, particularly in the field of ophthalmology through national Glaucoma support organisations, and to education. In the same year he assumed the Presidency of Glaucoma Australia, having been Vice President from 2000 and a Councillor from 1988.

In his spare time Ivan enjoys books, music, going to live theatre, concerts, ballet, the opera, and spending time with his family. Ivan and his wife Vera, whom he considers to be his rock and salvation, have three children: one son and two daughters, who are married and between them, have given them five grand-children.