



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE



Become a Deadly Doctor



Our role

We connect, train and represent over 30,000 medical specialists and trainee specialists from 33 different specialties, across Australia and Aotearoa New Zealand.



Educate

Through the RACP, we work together to educate and train the next generation of specialists to deliver quality care, and provide continuing professional development and education to Fellows.



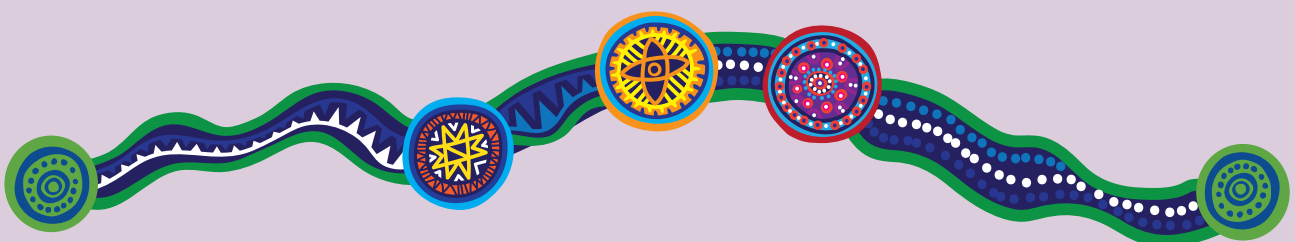
Advocate

Our specialists work together to develop and advocate for policies that promote the interests of our profession, our patients and our communities



Innovate

We collaborate to lead innovation in the delivery of specialist medicine in a constantly changing world, and support innovative medical research through our Foundation.





“People often talk about a career in medicine being lifelong learning. It’s true. You need to be a person who always wants to learn and be prepared to learn, because there is no end to the learning.”



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Dr Tamara Mackean

MBBS, BSci (Hons)
Diploma of the Royal Australian and
New Zealand College of Obstetrics and Gynaecology
Fellow of the Australasian Faculty of Public Health Medicine

Member Engagement and Support



With input from members, our Member Engagement and Support team is focused on:

- embedding Indigenous cultural components into meetings and events including our Flagship Event series and Convocation Ceremonies
- promoting and encouraging members to undertake cultural safety training
- implementing guidelines to support appropriate use of endorsed Indigenous cultural elements
- implementing the Indigenous Data Governance Framework to support progress of the Indigenous Strategic Framework.

Member Support Centre (MSC)

The primary responsibilities of the Member Support Centre (MSC) are to:

- provide a first point of contact for members via phone, email and webchat – we operate Monday to Friday, 8.30am to 5.30pm (AEST)
- ensure the efficient and timely management of inbound enquiries and feedback from members with the aim of resolving as many as possible at first contact (currently achieving 60 to 65 per cent)

- provide support to record CPD hours
- provide systems access and navigation support
- triage enquiries to the appropriate Subject Matter Experts with the College.

Contact Us

Australia - 1300 697 227
(+61 2 9256 5444)

Aotearoa New Zealand - 0508 697 227
(+64 4 472 6713)

Regional offices

- strengthen connections and relationships with local Aboriginal organisations
- advocate for positive outcomes for Aboriginal communities across a broad range of government and related systems reforms
- offer regional-specific educational events to increase the cultural competency of our members
- work to adopt signage and locally commissioned art in each regional office to acknowledge the local custodians.

“I love what I do. A career in medicine is very fulfilling and I am so pleased it gives me an opportunity to care for my people and to influence Indigenous health policy. If you are thinking about a career in medicine, then I say go for it. I have never looked back.”



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Professor Noel Hayman

BSc App; MBBS; MPH; FAFPHM (RACP); FRACGP
Member, RACP Aboriginal and Torres Strait Islander Health Committee
Inala Indigenous Health Service
Queensland's Australian of the Year 2011

Policy & Advocacy



With input from Fellows and trainees, our Policy and Advocacy team:

- develop documents and strategies backed by evidence to contribute to key healthcare issues
- make submissions on a wide range of health matters
- maintain relationships with a wide range of key stakeholders across the healthcare sector, State/Territory and Federal Governments in Australia and National Government in Aotearoa New Zealand
- advocate on behalf of patients, the community, physicians and paediatricians on healthcare issues.

Key activities Indigenous members are involved with, or can be involved with, include:

- [Aboriginal and Torres Strait Islander Health Committee](#)
- [Māori Health Committee | RACP Board Committees](#)
- [Kids COVID Catch Up campaign](#)
- [Healthy Climate Future](#)
- [#Make It The Norm | Policy and Advocacy](#)
- [Advocacy e-resource](#)
- [Evolve](#)
- Development of position statements, such as *Indigenous child health in Australia and Aotearoa New Zealand* (2020).

[Raise the Age Campaign](#)

The RACP is a member of the Raise the Age Campaign which

- calls for lifting the minimum age of criminal responsibility in all Australian jurisdictions from 10 years to at least 14 years. Children and young people involved in the youth justice system often experience trauma, developmental challenges, and health issues. This disproportionately affects First Nations children and young people, who make up more than half of those in the youth justice system and reflects systemic inequities. The RACP advocates for a health-first approach, led by pediatricians and guided by First Nations leadership, to drive meaningful youth justice reform.



Education, Learning and Assessment



Education, Learning and Assessment (ELA) is responsible for coordinating the College's:

- annual cycle of trainee registration and [progression to Fellowship](#);
- written and clinical [exams](#);
- [Education Renewal program](#) to ensure our physician training remains world-class;
- accreditation of healthcare workplaces training our physicians;
- activities to grow the Indigenous physician workforce; and
- education for physician supervisors and [trainee support](#).

The Indigenous Leadership Fund to provide funding to strengthen clinical and cultural connection and leadership capabilities.

Key initiatives include:

- The [Fee Initiative](#) to cover the cost of annual training and exam fees for eligible trainees throughout basic and advanced training.
- The Indigenous Leadership Fund to provide funding to strengthen clinical and cultural connection and leadership capabilities.
- providing trainees with access to tailored and culturally safe support for trainees.
- Wellbeing and performance coaching is available to support trainee success, health and wellbeing.

- [complimentary physician briefcase](#) with equipment for trainees eligible to sit the Divisional Clinical Exam or other relevant clinical assessments.
- The College's partnership with AIDA through the [AIDA Specialist Trainee Support Program](#), providing trainees with access to tailored and culturally safe support for trainees.

For enquiries or more information, get in touch via email

DeadlyDoctors@racp.edu.au

Dr. Elkie Hull is the first Aboriginal female paediatrician in Australia, a remarkable achievement that highlights her extraordinary journey. Throughout her educational path, she has demonstrated unwavering determination in her pursuit of a paediatric medical career. Her commitment goes beyond her clinical practice; she actively works to make a positive difference in her community and inspires future Indigenous paediatricians.



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Dr Elkie Hull

FRACP, General Paediatrician at John Hunter Hospital
Staff Specialist Paediatrician, ADHD Service Member,
Aboriginal and Torres Strait Islander Health Committee

RACP Foundation



The RACP appreciates the value and experience Indigenous doctors can provide to the health sector and communities, particularly when treating Indigenous health issues. It annually offers the following opportunities to those interested in pursuing a medical career as a physician.

RACP Indigenous Health Scholarships and Prizes

RACP Indigenous Health Scholarship Program

The Scholarship Program provides a funded pathway through Basic, Advanced, Faculty or Chapter Training in Australia and Aotearoa New Zealand to current and prospective trainees, who identify as Aboriginal and/or Torres Strait Islander, Pacific Islander or Māori.

AChAM Indigenous Prize

The prize is offered by the Australasian Chapter of Addiction Medicine and supports medical students and junior medical officers, who identify as Aboriginal and/or Torres Strait Islander to attend the International Medicine in Addiction Conference or APSAD Scientific Alcohol and Drug Conference in alternating years.

AChSHM Indigenous Scholarship

The Scholarship offers the opportunity to attend the Australasian Chapter of Sexual Health Medicine Annual Scientific Meeting to medical students, junior medical officers, registrars and physician trainees who identify as Aboriginal and/or Torres Strait Islander.

Jameson Investigator Award

Presented by Queensland Committee, the award recognises the best oral research presentation related to Indigenous health issues.

T.C. Butler and F.R.T. Stevens Prize

Awarded to the best essay on work completed in Tasmania affecting the health of a vulnerable group of society.

Supporting the next generation of public health professionals, the John McLeod Indigenous Australian and Māori Health Scholarship in Public Health Medicine is one of several scholarships offered through the RACP Indigenous Health Scholarship Program. This scholarship is made possible by the Australasian Faculty of Public Health Medicine in honour of the late Dr John McLeod. Dr McLeod was a respected Māori public health physician, renowned for his leadership and lifelong dedication to improving health outcomes for Māori and Indigenous communities.

Professional Practice



Professional Practice develops resources to promote and support RACP members' education and engagement on the importance of culturally safe practice and issues of health equity. It provides advice, guidance and support to engage members on their CPD in these areas. It also oversees the application and assessment process for overseas trained physicians (OTP).

The RACP [Aboriginal, Torres Strait Islander and Māori Cultural Safety Curated Collection](#) has been designed to support physicians in Australia and Aotearoa New Zealand to provide more impactful, meaningful, culturally safe care for Indigenous patients, their families, whānau and communities. It can help physicians understand and implement culturally-safe practices in their workplace.

The Collection presents a detailed library of resources that can be filtered by theme, country, resource type and level of experience. It includes links to relevant RACP and external resources, such as websites, research papers, position statements, tools, frameworks, online courses, videos and podcasts.

Physicians critically analyse their environment to understand how colonialism, systemic racism, social determinants of health and other sources of inequity have and continue to underpin the healthcare context.

Consequently, physicians can recognise their interfacing with, and contribution to, the environment in which they work to advocate for safe, more equitable and decolonised services and create an inclusive and safe workplace for all colleagues and team members of all cultural backgrounds.

Further RACP online learning resources relating to cultural safety or issues of health equity are available to members through [RACP Online Learning](#). These include:

- [Aboriginal, Torres Strait Islander, and Māori Cultural Safety online course](#)
- [Specialist Care for Aboriginal & Torres Strait Islander online course](#)
- [Genomics for Aboriginal & Torres Islander People online course](#)
- [Pomegranate Health Podcast episodes](#)
- Lectures, webinar recordings, and video scenarios on [Medflix](#).



Culturally Safe Supervision Project

The RACP recognise the critical importance of culturally safe supervision for Aboriginal and Torres Strait Islander trainees.

The RACP has developed a comprehensive suite of educational tools to help supervisors embed culturally safe practices into supervision.

In the spirit of collaboration and shared progress, these resources are freely available to members of all specialists' medical colleges, to support an uplift in the provision of culturally safe supervision across the healthcare sector.

Resources have been developed under the guidance of an Indigenous-led Working Group and through the insights and experiences of participating Aboriginal and Torres Strait Islander trainees.

Resources available

- **Webinars** featuring presentations, panel discussions, and Q&As with trainees, subject matter experts, and supervisors.
- **Video interviews**, including a deep-dive conversation on "What is Culturally Safe Supervision" with Wendy Edmondson (RACP Marnu Wiru) and Dr Gavin Cleland (RACP Supervisor).
- **Case-based video scenarios** with supporting materials to encourage critical self-reflection and discussion about the impact of culturally safe supervision on health service delivery, trainee wellbeing, and retention.
- **Supplementary readings**, tools, and frameworks to support ongoing learning.

Accessing the resources

The RACP and other specialist medical college members can access these resources through the **Culturally Safe Supervision** hub on RACP Online Learning.

Funded by the Australian Government's Flexible Approach to Training in Expanded Settings (FATES) program, demonstrating a national commitment to improving healthcare outcomes for Indigenous Australians.

“Empowering future physicians through comprehensive training in kidney care is essential to bridging health gaps and ensuring that every community, particularly Aboriginal and Torres Strait Islander peoples, receives the care they deserve.”



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Dr Scott Jones

Worimi

FRACP, Nephrologist at John Hunter Hospital
Network Director of Physicians Education (NDPE) for the
Hunter Regional Physicians Training Network

“In the health setting and within our communities, let us embody the unwavering determination of Indigenous peoples—committed to lifelong learning, healing, and growth for all, as we work together to create stronger, better health outcomes for Aboriginal and Torres Strait Islander communities”



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Dr Kimberley Male

Chair of the Aboriginal and Torres Strait Islander Health Committee
Queensland Trainees' Committee
RACP Paediatric Basic Physician Trainee

Public Health

Australasian Faculty of Public Health Medicine



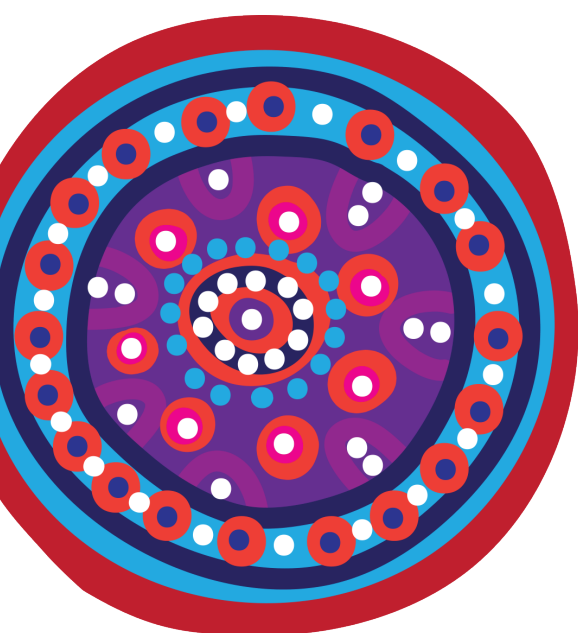
Australasian Faculty of
Public Health Medicine

Health for All:
Prevention, Promotion, Protection



The [Australasian Faculty of Public Health Medicine \(AFPHM\)](#) provides training and continuing education for Public Health Medicine Fellows and trainees. Public health physicians are committed to protecting, promoting, and improving population health across Australia and Aotearoa New Zealand. Through evidence-based practice, advocacy, and leadership, they strive to ensure every community has the opportunity to achieve optimal health.

The Faculty recognises the unique position of the Aboriginal and Torres Strait Islander peoples and Māori in Australia and Aotearoa New Zealand's culture and history.



The bi-national AFPHM Council provides oversight of the AFPHM committees and guides the broader work of the AFPHM. Each Australian state and territory has its own Regional AFPHM Committee, and Aotearoa New Zealand has a dedicated AFPHM Committee. Regional Education Coordinators support Advanced Trainees in Public Health Medicine and are available to answer any questions regarding the specialty and training pathway.

The AFPHM has developed a publication entitled [Public Health Physicians: Protecting, Promoting and Improving Health for the Whole Community](#).

This publication provides a good introduction to public health medicine, articulating the value of public health physicians, credentialled as Fellows of the AFPHM, to the contemporary public health workforce and their capacity to contribute to the broader health system.

Regional, Rural, and Remote



Principles

The following principles have been endorsed by the Board and should be embedded in any RRR workforce initiatives:

- 1. Grow your own “connected to” place.**
- 2. Select trainees invested in rural practice.**
- 3. Ground training in community need.**
- 4. Rural immersion—not exposure.**
- 5. Optimise and invest in general medicine.**
- 6. Include service and academic learning components.**
- 7. Join up the steps in rural training.**
- 8. Plan sustainable specialist roles.**

Building our Regional, Rural and Remote Physician Workforce

The RACP developed the [Regional, Rural and Remote Physician Strategy](#) to improve health outcomes in regional, rural, and remote (RRR) areas of Australia and Aotearoa New Zealand. Its goal is to:

- increase the availability and quality of physician training settings
- encourage physicians to work and stay in RRR areas
- support RRR communities by fostering collaboration between the RACP, governments, and employers.

Key initiatives include developing rural training networks, expanding supervision and mentorship models, and advocating for RRR-focused workforce and training initiatives.

One of the five key themes is respect, promote, and acknowledge Indigenous peoples. Thus, the Strategy embeds principles endorsed within the RACP’s [Indigenous Strategic Framework 2018–2028](#).

The Strategy recommends selection into training procedures that prioritise the needs of Indigenous applicants to RACP training programs and encourages training selection panels to have Indigenous representation where possible.

Ostini R, O’Sullivan B, Strasser S. Principles to guide training and professional support for a sustainable rural specialist physician workforce. [Med J Aust 2021; 215 \(1 Suppl\): S29–S33](#)

Specialist Training Program (STP)

“ As a junior doctor working in an Indigenous community, I had a bit of an epiphany when I realised that a lot of the things that drew me to international health and global health were actually present in our backyard.” Dr Anna Holwell, Alice Springs Hospital (pictured below)



The Specialist Training Program (STP) supports expansion of vocational training for specialist registrars (trainees) into accredited training settings outside of traditional metropolitan teaching hospitals, including:

- regional, rural and remote areas*
- the private health sector
- non-hospital settings like aged care, community health and Aboriginal and Torres Strait Islander medical services.

The program provides Salary Support, Rural Support Loading and Private Infrastructure and Clinical Supervision payments to approved, filled and managed positions.

STP aims to improve the quality of the future specialist workforce by providing non-GP specialty trainees with exposure to a broader range of healthcare settings, while having a positive long-term influence on future medical workforce distribution within Australia.

For more information, get in touch

Visit the [STP section](#) on the RACP website.



* Regional, rural and remote areas are those with Modified Monash Model (MMM) classification of 2–7.

RACP Deadly Doctors Spotlight: Dr Jaqui Hughes

Trailblazing Excellence in Indigenous Health and Nephrology

Dr Jaqui Hughes is a proud Torres Strait Islander woman from the Wagadagam and Panay tribes, currently living and working on Larrakia Country. A Fellow of the Royal Australasian College of Physicians (RACP), she is a leading nephrologist and Clinical Research Professor in Aboriginal and Torres Strait Islander Health Advancement at Flinders University's College of Medicine & Public Health. Her work is grounded in a deep commitment to health equity, cultural safety, and ethical research. Dr Hughes has dedicated her career to improving health outcomes for Aboriginal and Torres Strait Islander communities, particularly in rural and remote regions.



“ **Wherever Australians live, they have the right to access high quality healthcare. It’s about health education, delivering research and understanding what people need.**

And it’s a really great cycle of learning, delivering, giving back, learning, delivering, giving back. ”

Honours and Awards. Dr Jaqui Hughes

- **Arthur E Mills Memorial Medal (2025)** Awarded during the RACP Convocation in Sydney, recognising her outstanding contributions to Indigenous health and ethical research.
- **Honorary Fellow of the Australian College of Health Service Managers (2025)** Recognising her leadership in health system and service innovation.
- **New Start Dialysis Transition Program (2019–2025).** A culturally responsive, multidisciplinary model of care led by Aboriginal and Torres Strait Islander health professionals, supporting adults beginning dialysis.
- **Lowitja Institute Cranlana Award for Ethical Research Leadership (2023)**
– Honouring her commitment to community-led, ethical research.
- **Australian Indigenous Doctor of the Year (2019)** – Celebrated for her mentorship and dedication to culturally safe healthcare.
- **Kidney Yarning Circles – Pathway to My Home (2017–2022).** Designed and delivered culturally safe group consultations for kidney health, involving patients, clinicians, and support persons.



L to R: Dr Karen Nicholls FRACGP, Associate Professor Phillip Mills OAM FRACP (Hon), and Professor Jaquelyne Hughes FRACP



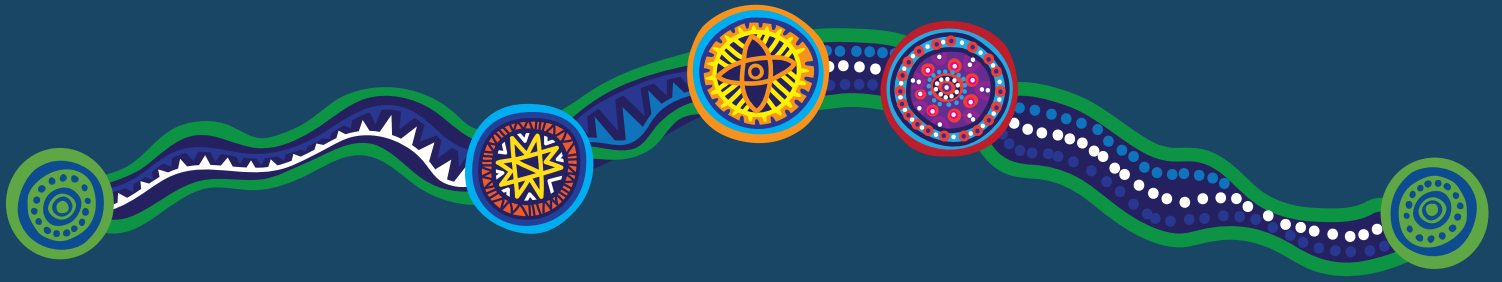
Professor Jaquelyne Hughes FRACP

Leadership and impact

- Lead Investigator on multiple national studies (research projects) addressing kidney disease in Indigenous populations.
- Keynote Speaker at conferences including the Lowitja Institute International Indigenous Health and Wellbeing Conference.
- Mentor and Educator – Actively supports Indigenous medical students and junior doctors through RACP and university programs.
- 28th Australia and New Zealand Prevocational Medical Education Forum 2024. Co-Chair National Indigenous Kidney Transplantation Taskforce, working with Commonwealth government and kidney health teams across Australia to improve Aboriginal and Torres Strait Islander peoples access to transplantation.
- Advocate for Health Equity – Regularly contributes to policy discussions and advisory panels focused on closing the gap in health outcomes.
- Inaugural co-chair Zenadh Health Science Research and Education Council (Torres Strait).



L to R: Associate Professor Tamara Mackean FRACP, Dr Elkie Hull FRACP, Dr Kimberly Male ATSIHC Chair and Professor Jaquelyne Hughes FRACP.



For more information, get in touch:

DeadlyDoctors@racp.edu.au

or

MemberServices@racp.edu.au

Join our RACP Deadly Doctors Group page to connect with peers, share insights, and build a strong professional network. Let's grow together.

www.linkedin.com



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