



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE



Become a Deadly Doctor



Our role

We connect, train and represent over 33,000 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.



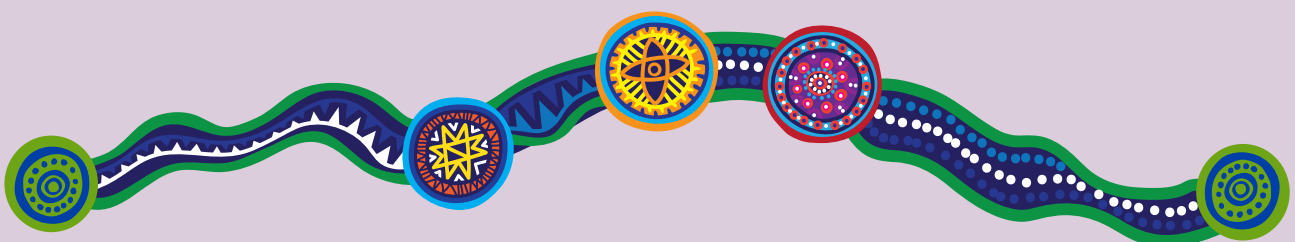
Advocate

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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Professor 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
- supporting members to raise, navigate and resolve concerns including bullying, discrimination, and harassment complaints.

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 – Monday to Friday, 8.30am to 5.30pm (AEST)
- provide support to record CPD hours
- manage inbound enquiries, complaints and feedback from members with the aim of resolving as many as possible at first contact
- provide systems access and navigation support
- triage enquiries to the appropriate Subject Matter Experts within the College
- provide support for members using Training Management system (TMP)
- support other RACP initiatives that benefit from centralised interaction management.

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.

Member Health and Wellbeing

Your wellbeing matters

Being a doctor is rewarding, but it can also be challenging. The demands of training, clinical work, cultural responsibilities, family commitments and community expectations can affect wellbeing. Looking after yourself is an important part of providing safe, compassionate care for others. RACP encourages all members to prioritise their health, seek support early, and stay connected to colleagues, family and community.

Strong doctors, strong communities

RACP members have shared their personal wellbeing stories to help reduce stigma and remind others that they are not alone. These stories highlight that mental health challenges can affect doctors at any stage of their career, and that seeking support is a sign of strength, not weakness. Sharing our experiences, connecting with trusted people and accessing help early can support healing, growth and resilience.

Wellbeing through connection

The [**RACP Wellbeing Advocates**](#) program promotes a culture where doctors support one another, foster psychological safety and create healthier workplaces. Taking care of your physical, mental, social, emotional, cultural and spiritual wellbeing can help you thrive throughout your medical career.

Support for First Nations doctors

Dedicated, culturally safe support is available for Aboriginal and Torres Strait Islander doctors and trainees.

[**First Nations Helpline**](#) (Converge)

1300 287 432

Need Help Now?

If you or someone you know is experiencing distress or needs urgent support:

- Emergency Services Australia - 000
- Emergency Services New Zealand - 111
- [**13YARN**](#) (Aboriginal & Torres Strait Islander Crisis Support) - 13 92 76
- RACP Support Program (24/7 confidential support) [**Caring for First Nations Communities**](#) - 1300 687 327
- [**Lifeline Australia**](#) - 13 11 14
- [**Lifeline New Zealand**](#) - 0800 543 354

Remember

You don't have to do it alone. Reaching out for support, talking with trusted colleagues, connecting with culture, and accessing professional help are positive steps towards wellbeing for yourself, your family, your patients and your community.

Learn more about RACP wellbeing resources, member stories and support services:

[**www.racp.edu.au/wellbeing**](http://www.racp.edu.au/wellbeing)

“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 AM

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:

- advocate on behalf of patients, the community, physicians and paediatricians on healthcare issues.
- 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.

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

- [Aboriginal and Torres Strait Islander Health Committee](#)
- [Māori Health Committee](#)
- [Kids CatchUp \(AU\)](#)
- [HealthClimate Future](#)
- [#Make It The Norm](#)
- [Advocacy e-resource](#)
- [Evolve](#)
- Development of position statements, such as *Indigenous Child Health in Australia and Aotearoa New Zealand* (2020).
- development of submissions on consultations such as Medical Council of New Zealand draft statement on cultural competence and cultural safety, and statement on Hauora Māori.

[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 and wellbeing issues. This disproportionately affects Aboriginal and Torres Strait Islander children and young people. The RACP advocates that meaningful youth justice reform must prioritise the health and wellbeing needs of children and young people.

“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

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
- education for physician supervisors and [trainee support](#).

Training support for our Deadly Doctors

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 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. The RACP Foundation offers a range of opportunities focused on First Nations' health annually.

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 AChSHM Annual Scientific Meeting to medical students, junior medical officers, registrars and physician trainees who identify as Aboriginal, Torres Strait Islander or Māori.

Jameson Investigator Award

Presented by the 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.

“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

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 (OTPs).

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 how they interface and contribute to, the environment in which they work. Enabling them 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 Strait Islander People online course](#)
- [Pomegranate Health Podcast episodes](#)
- [Culturally Safe Supervision online course](#)
- Lectures, webinar recordings, and video scenarios on [Medflix](#).

Culturally Safe Supervision Project

The RACP recognises 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.

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.



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 \(AFPHEM\)](#) 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.

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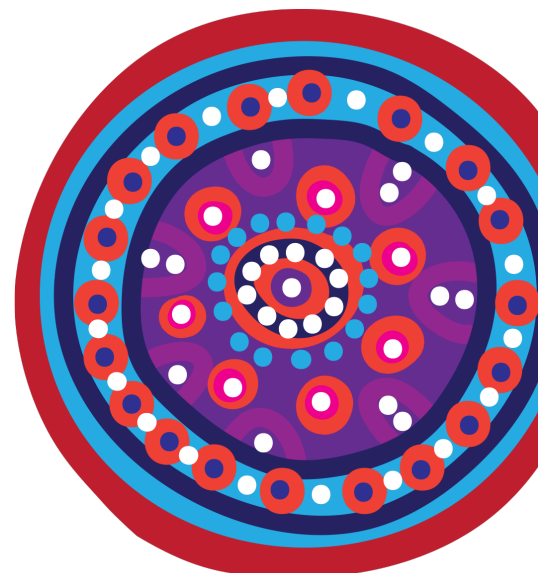
The bi-national AFPHEM Council provides oversight of the AFPHEM committees and guides the broader work of the AFPHEM.

Each Australian state and territory has its own Regional AFPHEM Committee, and Aotearoa New Zealand has a dedicated AFPHEM Committee.

Regional Education Coordinators (Australia) and an Aotearoa NZ Education Coordinator support trainees in public health medicine and are available to answer any questions regarding the specialty and training pathway.

The AFPHEM has developed a publication titled [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 AFPHEM, to the contemporary public health workforce and their capacity to contribute to the broader health system.



Regional, Rural and Remote (RRR) Physician Strategy

Principles

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

- **Grow your own “connected to” place.**
- **Select trainees invested in rural practice.**
- **Ground training in community need.**
- **Rural immersion – not exposure.**
- **Optimise and invest in general medicine.**
- **Include service and academic learning components.**
- **Join up the steps in rural training.**
- **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 RRR 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 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.

RRR Physician Special Interest Group

Members are encouraged to join the RRR Physician Special Interest Group (SIG). When applying, you identify your areas of interest and are contacted only about these. There are no fixed meetings or standing commitments and members contribute on an interest-based, as-needed basis.

For more information visit the [EOI page](#).

Suggested reading

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.



RACP Deadly Doctors Spotlight: Professor Noel Hayman AM

A lifetime dedicated to transforming Aboriginal and Torres Strait Islander Health

Professor Noel Hayman AM is a proud Wakka Wakka and Kalkadoon man, public health physician, general practitioner, educator and advocate whose life's work has transformed Indigenous health care in Australia. For more than three decades, he has championed culturally safe health services, Indigenous workforce development, and health equity for Aboriginal and Torres Strait Islander peoples.



“Improving Aboriginal and Torres Strait Islander health requires more than treating illness. It means empowering communities, building a strong Indigenous health workforce, and ensuring health services are culturally safe and accessible for all.”





Building a legacy in Indigenous Health Care

Professor Noel Hayman AM has made a profound contribution to Aboriginal and Torres Strait Islander health through his vision, leadership and commitment to culturally safe care. In 1995, he co-founded the Inala Indigenous Health Service, transforming a small community clinic into a nationally recognised model of multidisciplinary primary health care.

As Clinical Director, he pioneered a holistic approach that brought together doctors, nurses, specialists and allied health professionals to improve health outcomes and access to care. The service's success led to the establishment of the Southern

Queensland Centre of Excellence in Aboriginal and Torres Strait Islander Primary Health Care, integrating clinical care, education, training and research. Through this work, Professor Hayman has helped shape a more equitable and culturally responsive health system for Aboriginal and Torres Strait Islander peoples.

Leadership, Advocacy and Mentorship

Professor Hayman's impact extends far beyond clinical practice. As a founding Board Member of the Australian Indigenous Doctors' Association (AIDA), he helped establish a strong national voice for Indigenous doctors and supported programs that strengthen cultural, academic and professional development pathways for Aboriginal and Torres Strait Islander medical practitioners.

He has dedicated his career to mentoring Indigenous medical students and early-career doctors and has played a pivotal role in growing the Indigenous medical workforce across Australia. His influence can also be seen through his contributions to universities, the National Health and Medical Research Council, and numerous advisory bodies shaping Indigenous health policy, research and workforce development.

A strong connection with the RACP

Professor Hayman has maintained a longstanding relationship with the Royal Australasian College of Physicians (RACP) as a Fellow specialising in public health. He previously served as Chair of the RACP Aboriginal and Torres Strait Islander Health Committee and continues to contribute as a committee member, helping guide the College's efforts to improve health and social outcomes for Aboriginal and Torres Strait Islander peoples.

He is also a passionate supporter of the RACP Indigenous Health Scholarship Program, helping create opportunities for the next generation of Indigenous physicians and reinforcing the importance of Indigenous leadership within the medical profession.



RACP Indigenous Members and Staff (L-R) Lee Bradfield, Dr Blake Jones, Professor Jaqui Hughes, Dr Elkie Hull, Dr Scott Jones, Professor Tamara Mackean, Professor Noel Hayman AM, Hope Finneran and Alexandra Kinsey.

Recognition and lasting legacy

Professor Hayman's extraordinary contributions have been recognised through numerous honours, including:

- Officer of the Order of Australia (AM) (2026) for significant service to medicine, particularly to Indigenous health care and medical education.
- The National Health and Medical Research Council (NHMRC) as one of Australia's 100 High Achievers in Health and Medical Research (2011 to present).
- Doctor of Medicine, University of Sydney (2021).
- AMA Queensland Gold Medal (2020).
- Queensland Australian of the Year (2011).
- RACP College Medal (2010) for exceptional contributions to Indigenous health.
- In 2026, the University of Queensland further honoured his remarkable legacy by naming the Professor Noel Hayman Reconciliation Garden in recognition of his transformative impact on Indigenous health care and reconciliation.



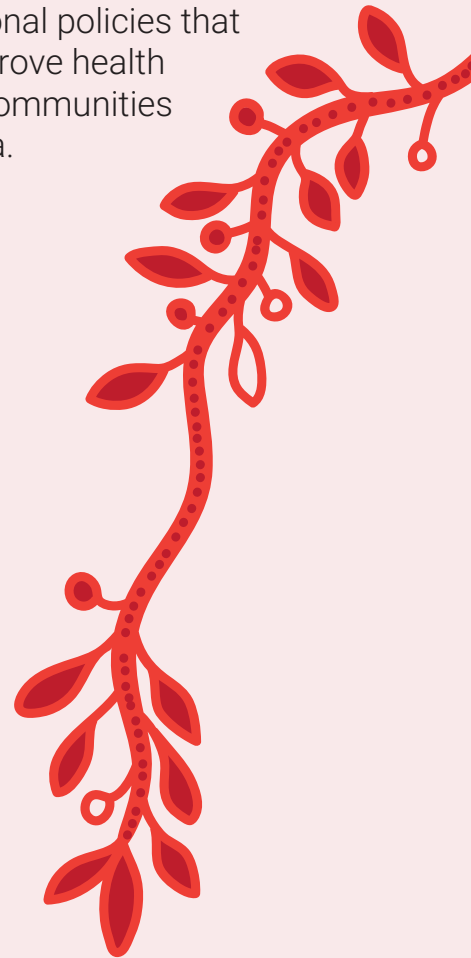
Professor Noel Hayman AM with his family at the naming ceremony for the "Professor Noel Hayman Reconciliation Garden."

A legacy that continues to inspire

Professor Noel Hayman AM's career demonstrates the power of leadership, vision and community-driven care. Through clinical excellence, advocacy, mentorship and unwavering commitment to culturally safe health care, he has improved the lives of countless Aboriginal and Torres Strait Islander peoples and inspired generations of Indigenous health professionals to follow in his footsteps.

His legacy continues to shape a stronger, more equitable health system for all Australians.

As a respected educator, researcher and mentor, he has also helped strengthen Indigenous medical leadership, advanced innovative models of primary health care, and influenced national policies that continue to improve health outcomes for communities across Australia.





Contact information

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