



RACP Board Statement of Strategic Intent

In July 2018 the Board met over two days and worked collegially and cooperatively to reach consensus on a number of short term priorities. We publish these priorities in the knowledge that the current Strategic Plan is due for renewal by the end of 2018. A widely consultative approach will be taken to that planning process, engaging with all parts of the College and our external stakeholders across Australia and New Zealand.

The new Board agreed that the statements about the long-term goals of the College and its purpose as described in the Strategic Plan (2015 to 2018) are still current. We are an organisation that aims to contribute to excellence in health and medical care and our core purpose is to provide high quality training and education for the physicians of the future, offer continuing professional development to existing Fellows, advocate to further the health and wellbeing of the community, promote research, and support the health and wellbeing of Fellows and trainees.

We note that none of this is possible without the enormous contribution of Fellows and trainees to the life and work of the College and the professional support of the staff of the College. We are united in our commitment to ensure a safe, positive, healthy and respectful culture for all people who are involved in College activities, whether they be Fellows, trainees or staff.

Informed by some excellent recent work by Fellows, trainees and staff on the member journey within the College, we have committed ourselves to the following values, principles and behaviours:

- collaboration
- being proactive
- being relevant
- being transparent and
- recognising the deeply human nature of our joint endeavors

In line with the results of the recent election, in the short term, we intend to achieve outcomes in the following areas:

- Respectful, inclusive engagement with trainees and Fellows
- Ensuring the ongoing credibility of the College in healthcare policy and advocacy
- Continuous improvement of structures and processes to optimize member engagement
- Effective and sustainable operations and internal procedures
- Monitoring, evaluating and reporting on performance

In order to achieve these outcomes, we intend to:

1. Develop respectful, inclusive engagement with trainees and Fellows

- a. Research and develop new ways to engage listen and talk with members
- b. Establish a way to better understand what trainees and Fellows want and need
- c. In consultation with the membership, staff and external stakeholders, develop the next strategic plan (2019 to 2023) by the end of 2018

2. Ensure the ongoing credibility of the College in health care policy and advocacy

- a. Reconsider the balance between policy and advocacy to ensure that both receive appropriate commitment
- b. Develop pathways that translate/increase the influence of our policy and advocacy work in government and civil society
- c. Establish ways to enable and support the devolution of policy and advocacy to the different parts of the College and Fellows with specific expertise

3. Revise and improve structures and processes to optimise member engagement

- a. Along with members, create communities of practice that will support the discussion of issues relevant to them and the work of the College
- b. Commit to culture change at all levels that puts our members at the center of the design and implementation of our work
- c. Upgrade and enhance our IT system to enable Fellows and trainees to better connect and contribute
- d. Conduct *Conversation with the Board* events in training centres across both countries to improve accountability and transparency

4. Provide effective and sustainable operations and internal procedures

- a. Review and streamline decision making processes to reduce bureaucracy
- b. Review College By laws to align them with the Constitutional changes that came into effect in May 2018
- c. Support ongoing development and implementation of a health and well-being strategy and culture for Fellows, trainees and staff
- d. Re-establish the governance committee of the Board
- e. Review and revise the guidelines and policies to support this strategic direction

5. Monitor, evaluate and report on performance for transparency and accountability

- a. Benchmark against comparable organisations
- b. Ensure that our progress is measured against clear outcomes and reported in a transparent and accountable fashion
- c. Develop a monitoring and evaluation framework that informs continuous improvement and learning at all levels of the organisation
- d. Establish communication mechanisms with employer organisations/health services as a vehicle for dealing with Fellow and trainee concerns about the interface between College and employer responsibilities.

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