



2022-2024 Strategic Plan

THE ROYAL AUSTRALIAN
AND NEW ZEALAND
COLLEGE OF OBSTETRICIANS
AND GYNAECOLOGISTS

ranzcog.edu.au





RANZCOG acknowledges and pays respect to the Traditional Custodians of the lands, waters and communities across Australia, on which our members live and work, and to their Elders, past, present and future.

RANZCOG recognises the special status of Māori as tangata whenua in Aotearoa New Zealand and is committed to meeting its obligations as Te Tiriti o Waitangi partners.

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Message from the President

I am delighted to present the RANZCOG Strategic Plan 2022–2024, which will guide the College as it consolidates its position as the peak body for obstetrics and gynaecology and women's health in Australia and Aotearoa New Zealand.

While the delivery of education and training is our core business, we will also be focused on several key priorities to support members and trainees deliver the best possible health outcomes for women and their families.

Our strategic priorities are:

- Education and Training
- Member Engagement
- People and Wellbeing
- Sustainable Organisation
- Stakeholder Engagement
- Community, Equity and Advocacy

The COVID-19 pandemic undoubtedly disrupted the well-established, traditional structure of medical education. RANZCOG responded and rose to the challenge, realising the urgency to adapt with rapid and flexible new processes, thanks to the knowledge, skills and dedication of the RANZCOG family.

It is with this same focus we turn our attention to the future, with this Strategic Plan reflecting the continually changing world that RANZCOG works within – a social, political, economic and regulatory environment – both historical and contemporary – that guides its strategic direction and activities.

The distinctive capabilities of RANZCOG and what has been achieved in the past by all of us working and striving forward together, are the base from which we can further grow.

The Strategic Plan is a roadmap for the next three (3) years. It is a clear agenda, that directs where we focus our strengths, expertise, energy and resources. It commits us to thoughtful progress that advances our capabilities to support members and trainees throughout their careers.

This Strategic Plan has benefited from a comprehensive development process, and I would like to thank everyone who participated and provided feedback in the consultation phase, ultimately bringing this Strategic Plan to life.

On behalf of the RANZCOG Board I commend this document to all members, trainees, staff and external stakeholders, and I look forward to working with you to achieve the strategic priorities and outcomes articulated in the Strategic Plan.



Dr Benjamin Bopp
President, RANZCOG



Vision

Excellence and equity in
women's health

Mission

To continue to lead in education
and training in obstetrics and
gynaecology, and advocacy in
women's health

Values



Advocacy

We are a leading voice for equity, social justice, fairness and evidence-based policy.



Education

We embrace the opportunity to learn, share knowledge and experience through innovation, discovery and research.



Excellence

We are committed to performance at the highest standard in our work, training, research and support.



Integrity

We act honestly, ethically and with accountability towards everyone and in everything we do.



Kindness

We act with compassion and care towards ourselves and one another.



Respect

We expect and promote inclusivity, valuing individual rights, beliefs and choices.



STRATEGIC PRIORITY:

Education and Training

Committed to the delivery of contemporary education and training that enables quality outcomes for the community, and life-long learning and development for our members.

Key Objectives

- Ensure alignment of the College's education and training with the Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ) standards
- Finalise and implement a renewed curriculum for each of the College's training programs in line with the CanMEDS Framework to provide contemporary medical education
- Implement new advanced training modules to expand the scope of advanced training to better suit the needs of our trainees and the community
- Improve our trainees' learning experiences through better scope and monitoring of accreditation standards across all programs
- Improve the quality, accessibility and delivery of assessments including workplace-based assessments, and explore innovative, cost-effective methods for exam delivery
- Offer innovative training and learning opportunities and facilitate career-long professional growth and high standards of workplace performance across our diverse membership

STRATEGIC PRIORITY:

Member Engagement

Committed to building strong, supportive relationships with members and trainees, increasing overall engagement, and advocating and influencing key decision-makers to meet diverse member needs.

Key Objectives

- Improve the effectiveness of processes for member feedback and enquiry resolution
- Continue to deliver and improve support for all our members, as well as provide guidelines for safe practice and respectful engagement
- Review and implement a more streamlined and efficient College communications approach with our members
- Increase local engagement through support initiatives, mentoring and networking opportunities
- Improve and broaden member engagement opportunities through increased access and promotion of College events and activities

STRATEGIC PRIORITY:

People and Wellbeing

Committed to prioritising and advocating for the wellbeing and inclusion of all our members, trainees and staff.

Key Objectives

- Foster a positive culture that reflects the College's organisational values and enables staff, members and trainees to thrive
- Support our members and staff through their career lifecycle and journey
- Proactively engage with health services about prevention of Discrimination, Bullying, Sexual Harassment and Harassment (DBSH), and establish processes and systems to identify and address unacceptable behaviour
- Continue to provide effective wellbeing initiatives to members, trainees, and staff and foster diversity and inclusion
- Provide gold standard support for, and recognition of, members, trainees, and staff during pregnancy and women's health issues
- Improve respectful workplace behaviour training for all our trainees, members and staff across their career span



STRATEGIC PRIORITY:

Sustainable Organisation

Committed to being a sustainable organisation through all of our operations, initiatives and practices.

Key Objectives

- Adopt an innovative and agile approach to service delivery in a rapidly evolving world
- Ensure the ongoing financial viability, risk mitigation and process improvement across the organisation
- Improve and leverage our research capacity to support evidence-based policy development and initiatives for better health service delivery
- Contribute towards a sustainable and diverse O&G workforce, that can meet future women's health needs
- Strive to become an Employer of Choice by creating a workplace environment that attracts and retains high calibre staff
- Embed social and environmental sustainability practices into all College operations
- Make considered decisions on all financial outlays, balancing the needs of the College against the members' and trainees' fees required to cover these costs

STRATEGIC PRIORITY:

Stakeholder Engagement

Committed to proactive engagement with our diverse group of stakeholders, to create mutually beneficial and valuable relationships in pursuit of excellence and equity in women's health.

Key Objectives

- Enhance relationships with a diverse range of external stakeholders to maintain our status as the peak body for women's health in Australia and Aotearoa New Zealand
- Strengthen our relationships with Aboriginal and Torres Strait Islander and Māori organisations to support health equity for women
- Advance our relationships with international stakeholder groups including other medical colleges and societies
- Continue proactive engagement with Aotearoa New Zealand government and state and federal governments in Australia, to facilitate and improve outcomes for our members and trainees, as well as women and their families
- Maintain mutually viable relationships with industry partners to support the delivery of the College's strategic priorities and initiatives
- Grow collaborative relationships with the College's Consumer Network to ensure consumer voices inform College work at all levels
- Working collaboratively with the other professions involved in the care of women and babies as part of the broader health system

STRATEGIC PRIORITY:

Community, Equity and Advocacy

Committed to advocating for high quality, equitable gynaecological and maternity services that are equipped to deliver safe and comprehensive care for our diverse community.

Key Objectives

- Be a recognised and respected voice for advocacy across all matters pertaining to women's health and maternity care
- Advocate for equitable health care and improved outcomes for the women in Australia and Aotearoa New Zealand
- Lead by example through policy that aims to achieve equity for members, trainees, and staff
- Advocate for more effective health services access for members of migrant, refugee and rural communities as well as people with disabilities
- Enact RANZCOG's commitment to Te Tiriti o Waitangi through implementation of Te Rautaki Māori me Te Ara Whakamua
- Enact RANZCOG's commitment to Aboriginal and Torres Strait Islander health through increasing Aboriginal and Torres Strait Islander workforce (members and staff), teaching culturally appropriate obstetric and gynaecological care, and the review and implementation of the Reconciliation Action Plan
- Build the capacity of the O&G workforce in Pacific Island countries through support for training, education and research



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