



The Royal Australian  
and New Zealand  
College of Obstetricians  
and Gynaecologists  
*Excellence in Women's Health*

2020

# Wellbeing Position Statement

of the Royal Australian  
and New Zealand  
College of Obstetricians  
and Gynaecologists

[ranzcog.edu.au](http://ranzcog.edu.au)



The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG), believes a healthy workforce and medical profession is integral to patient safety, quality of care and the sustainability of the medical workforce. We call on government, other colleges, employers, regulators, doctors' health services, senior leaders, Training Supervisors, colleagues, staff and doctors themselves to make their health and wellbeing a priority.

The College is committed to supporting the health and wellbeing of our Members, Trainees including, Fellows, Specialist International Medical Graduates, Diplomates and our staff across Australia and New Zealand. We understand that our different membership groups and our staff face different and varying challenges.

Wellbeing is defined in many ways, but crucially it includes having good mental health, high life satisfaction and a sense of meaning or purpose. Integral to both individual and workplace wellbeing is the ability to recognise internal and external

stressors and being aware of helpful resources for yourself and others. Wellbeing is the experience of health, happiness, and prosperity.

In our commitment to upholding wellbeing, all parties connected to the College have a shared responsibility to promote and support the wellbeing of Members Trainees and staff. The College encourages all Members, Trainees and staff to regard health and wellbeing as a collective and individual responsibility. This will benefit not only themselves but importantly their colleagues, families and will foster better patient care and outcomes.



## Key to our Member's Trainee's and staff's Health and Wellbeing are RANZCOG's Organisational Values

### Advocacy

- Raise awareness across the O&G profession and RANZCOG workplaces about factors that may impact health and wellbeing, including but not limited to, physical health, mental health, and social connectedness
- Promote a positive workplace and educational environment where physical and mental health is supported, and healthy lifestyle choices are valued and encouraged
- Promote and encourage participation in health and wellbeing initiatives within and outside the workplace.

### Education

- Promote and establish wellbeing activities as core at all RANZCOG education and training activities
- Evaluate and improve the delivery of implemented wellbeing initiatives through use of evidence-based methods
- Provide E-Learning and courses to support wellbeing of Members and Trainees
- Provide resources and information sessions to allow learning, tools and skills to support individual wellbeing and being better equipped to support others.

### Excellence

- Commit to performance at the highest standard, in our work, training, research and support as well as our own wellbeing
- Contribute to a harmonious, safe, and productive environment/culture through sharing knowledge, experience through innovation, discovery, research and professional workplace relationships
- Continually strive for a workplace environment for staff where open conversations about wellbeing can occur.

### Integrity

- Foster a culture where health and wellbeing is encouraged, and we act honestly, ethically and with accountability to everyone, and in everything we do.

### Respect

- Expect and promote inclusivity, valuing individual rights, beliefs and choices.

### Kindness

- Encourage all doctors, medical students and staff to act with compassion and care towards themselves as well as one another
- Support colleagues in maintaining wellbeing and seeking help when needed.

### Leadership

- Lead, endorse and support the importance of the health and wellbeing
- Provide appropriate training for Training Supervisors to undertake a leadership role, including education on performance management, providing constructive feedback, and communicating about difficult issues
- Model behaviour that supports the psychological safety and wellbeing of everyone around us.

## What RANZCOG is currently doing

### Members and Trainees

- Offering a Member Support Program, Converge, which provides confidential support to Trainees, SIMGs and, Fellows (and their immediate family members) across Australia and New Zealand
- Providing support for all Trainees and Training Supervisors available through our Training Support Unit
- Encouraging all Members and Trainees to raise wellbeing ideas or concerns through our Wellbeing Coordinator
- Establishing a Member run Wellbeing Working Group to consult on, determine and establish a range of appropriate wellbeing initiatives and functions that provide ongoing support and assistance for Trainees and Members
- Maintaining a Bullying, Harassment and Discrimination Policy and Complaint Policy and Process.

### Staff

- Offering an Employee Support Program, Converge, which provides confidential support to staff (and their immediate family members) across Australia and New Zealand
- Communicating relevant health and wellbeing information and consulting with staff about work health and wellbeing matters
- Providing activities to support engagement and social connectedness between staff
- Ensuring staff are informed of the range of support resources available to them so if experiencing low wellbeing they know where they can reach out to
- Ensuring regular opportunities for staff to provide genuine feedback.

## What RANZCOG is working towards

- Providing more support for Trainees with their return to training after extended time off
- Providing a mentoring framework for Trainees, Fellows, Diplomates, and SIMGs
- Running wellbeing webinars or seminars to provide resources, tools and information
- Pre-approved wellbeing education that can count towards CPD points
- Dedicated social media channels sharing wellbeing resources, stories, and ideas
- Establishing a wellbeing network by appointing local wellbeing advocates across hospitals and health districts in Australia and New Zealand
- Identifying existing wellbeing activities across health services and encouraging collaboration across sites
- Facilitating and consulting with Trainees, Members and staff to identify wellbeing gaps and potential initiatives.

This document will be updated annually, or as required, to reflect the current work undertaken by the College. The RANZCOG Wellbeing Working Group, Staff Wellbeing Committee and Wellbeing Coordinator welcome feedback.



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