RANZCO
Strategic Plan 2017-2020
THE LEADERS IN COLLABORATIVE EYE CARE

The Royal Australian and New Zealand College of Ophthalmologists has completed a review of its Strategic Plan 2013-2016 and established an updated approach to the coming four years that builds on the successes to date, yet more clearly articulates our vision, mission and strategic priorities.

We will use this plan to maintain our focus on:

<table>
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<tr>
<th>Best patient outcomes</th>
<th>Aiming to ensure equitable access to the highest quality eye health for all</th>
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<tr>
<td>Education and training</td>
<td>Providing contemporary education, training and continuing professional development</td>
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<td>Evidence based decision making</td>
<td>Using research to underpin improvements in education, training and eye health care</td>
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<td>Collaboration</td>
<td>Working with others involved in the delivery of eye health care nationally and internationally</td>
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<tr>
<td>Collegiality</td>
<td>Supporting trainees and Fellows through all stages of their career</td>
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OUR WORLD

We are the leaders in collaborative eye care – focused on our commitment to:

- Working with others involved in the delivery of eye health care nationally and internationally, including working with government on policy development; and
- Providing best quality education, training and continuing professional development.

OUR VISION AND MISSION

We have articulated our vision and defined our mission.

VISION:
To be recognised as a world leader in eye care education, training, and setting of policy and standards.

MISSION:
Improving eye healthcare through education, communication, collaboration and advocacy, nationally and internationally.
RANZCO will realise its vision and deliver on its mission by way of five strategic priorities, all underpinned by our commitment to ethics and achieved through collaboration.

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<th><strong>Education, Training &amp; Accreditation</strong></th>
<th><strong>Advocacy &amp; Awareness</strong></th>
<th><strong>Member Engagement</strong></th>
<th><strong>Standards</strong></th>
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<td>Facilitate the highest quality practice of Ophthalmology through evidence based education, training and accreditation.</td>
<td>Lead the policy debate as the trusted, authoritative source of information and research; and promote Ophthalmology as a medical specialty, body of knowledge and career.</td>
<td>Represent, support and foster our members’ interests; and build engagement, ownership and collegiality among them.</td>
<td>Set, monitor and maintain standards for the provision of highest quality Ophthalmology practice in Australia and New Zealand.</td>
<td>Deliver superior service and value to our members, partners and stakeholders to ensure ongoing sustainability.</td>
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STRATEGIC PRIORITY 1
Education, Training & Accreditation

We will facilitate the highest quality practice of Ophthalmology through evidence based education, training and accreditation.

Key Programs, Projects and Activities
- Develop strategic and proactive responses to developments within the training network.
- Undertake a comprehensive Education and Training Review to ensure we are aligned to best practice in professional education, standards and resources.
- Consider adding additional education/training options to ensure adequate access to eye care for the whole community.
- Develop programs to meet government requirements around CPD and revalidation/recertification.
- Develop resources to meet Practice Accreditation standards.
- Develop programs that support Trainers and Trainees and meet the needs of our Members for education on the key issues of diversity, inclusion, bullying and harassment.

STRATEGIC PRIORITY 2
Advocacy and Awareness

We will lead the policy debate as the trusted, authoritative source of information and research; and promote Ophthalmology as a medical specialty, body of knowledge and career. We will endeavour to build capacity in the Asia-Pacific Region.

Key Programs, Projects and Activities
- Develop strategic and collaborative initiatives to address maldistribution and other workforce planning issues.
- Undertake national, state, territory and branch level advocacy on issues of importance to our members and the profession.
- Build and enhance key relationships (hospitals, GPs, Optometry Australia, NZ Association of Optometrists, and CPMC/CMC).
- Expand our effectiveness by working more collaboratively with GPs, optometrists, orthoptists, practice managers, nurses and vision scientists.
- Develop a public awareness strategy and campaign that is relevant and appropriate and delivers on the objectives of this plan.
- Develop a plan to deal with Indigenous/Maori/Pacific Islander eye health and access issues.
- Promote Ophthalmology in the Asia-Pacific region and advocate for the building of capacity in this area.
STRATEGIC PRIORITY 3
Member Engagement

We will represent, support and foster our members’ interests; and build engagement, ownership and collegiality among them.

Key Programs, Projects and Activities
• Ensure appropriate and ongoing development of innovative membership services and structures (including counselling and other support services).
• Grow and promote our Congress to be the leading medical eye care event in the region; and, support/develop other relevant events.
• Maintain our strong position of promoting research through working collaboratively with ORIA and the Human Resources Ethics Committee and supporting the CEO Journal.
• Work with the Eye Surgeons’ Foundation on areas of mutual interest which support RANZCO objectives, particularly in relation to international development and Indigenous eye health initiatives.

STRATEGIC PRIORITY 4
Standards

We will set, monitor and maintain standards for the provision of the highest quality Ophthalmology practice in Australia and New Zealand.

Key Programs, Projects and Activities
• Be proactive in developing clear clinical/standard positions and policies for eye health.
• Maintain AMC and MCNZ standards.
• Uphold AHPRA and MCNZ policies appropriate to Ophthalmology and service provision.
• Develop and articulate our position on clinical standards in order to provide the necessary leadership to the profession.
• Develop appropriate policies and processes for enhancing the skills of Fellows (including reviewing terms of reference for various existing committees).
• Support the work of the special interest groups in Australia and New Zealand.
• Monitor and maintain Member adherence to our Professional Standards and Code of Conduct.
STRATEGIC PRIORITY 5
College Activities

We will deliver superior service and value to our members, partners and stakeholders to ensure ongoing sustainability.

Key Programs, Projects and Activities
• Ensure our structure, human resources and processes are designed to effectively support our strategic direction and member needs.
• Ensure we have in place policies and programs to develop appropriate diversity, equity and inclusiveness in College activities and committees.
• Ensure we have policies and programs to educate and appropriately manage bullying, discrimination and sexual harassment.
• Consider appropriate areas to target for increasing membership numbers, and how they will be supported (GPs, nurses, orthoptists, and vision scientists).
• Develop integrated sub-strategies to address:
  • International – where we will focus our efforts on South East Asia and the Pacific. We will work on capacity building, supporting the enhancement of educational and professional standards, supporting/increasing the effectiveness of our partnerships and improving communication.
  • Diversity – where we will develop policies and an action plan to increase the diversity (including Indigenous/Maori/Pacific Islander) of ophthalmologists in Australia and New Zealand.
  • Relationships – where we will build and/or enhance strategic and collaborative relationships with key groups, societies, organisations, governments and NGOs interested and/or engaged in eye health and eye care.
• Ensure we have in place appropriate systems to identify and retain staff to support activities.
• Consider activities to support service delivery to Indigenous communities.
• Work closely with the Eye Surgeons’ Foundation to fund activities aligned with our Strategic Plan.

GLOSSARY OF TERMS
AMC: Australian Medical Council
AHPRA: Australian Health Practitioner Regulation Agency
CMC: Council of Medical Colleges (NZ)
CPMC: Committee of Presidents of Medical Colleges
GP: General Practitioner
MCNZ: Medical Council of New Zealand
ORIA: The Ophthalmic Research Institute of Australia
NGO: Non-Government Organisation