

# 2022 – 2025 Strategic Plan



The Royal  
Australian &  
New Zealand  
College of  
Psychiatrists



## Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander Peoples as the First Nations and the traditional custodians of the lands and waters now known as Australia, and Māori as tangata whenua in Aotearoa, also known as New Zealand.

We recognise and value the traditional knowledge held by Aboriginal and Torres Strait Islander Peoples and Māori.

We honour and respect the Elders past and present, who weave their wisdom into all realms of life - spiritual, cultural, social, emotional, and physical.

## Acknowledgement of Lived Experience

We recognise those with lived and living experience of a mental health condition, including community members and RANZCP members. We affirm their ongoing contribution to the improvement of mental healthcare for all people.

## Our vision



Excellence and equity in the provision of mental healthcare.

## Our purpose



To support our members, advance psychiatry, and advocate for the best mental health outcomes for our communities.

## Our outcomes

### For our profession

The psychiatry profession is trusted, valued, effective and contemporary.

### For our communities

All communities are supported, empowered, and have the knowledge to understand their mental health.

### For our members

All College members are supported, engaged, respected and heard.

### For our college

The College is highly relevant and a recognised leader in the mental health sector.

## Our priorities



## Our values

### Respect

through empowerment, diversity and equity in all we do.

### Collaboration

for increased effectiveness, influence and impact.

### Excellence

for our communities and our profession.

### Action

backed by evidence-informed policy.

# Achieving our priorities

## Training, education and learning that increases capability and quality

We are committed to training, continued learning, education, and research that builds capability and facilitates the delivery of high-quality psychiatric treatment, care, and support to the community. We will:

- » Deliver best practice psychiatry training and professional development programs across the career span, from trainee level to advanced specialisation, mid-career, and retirement.
- » Ensure the College remains adaptive and contemporary in its delivery of high standard assessments.
- » Develop, disseminate, and maintain contemporary evidence-informed clinical and practice resources to support the profession to deliver care for those with lived experience and strengthen the provision of culturally safe and inclusive psychiatric care.
- » Support research, leadership, and policy changes that drives innovation.
- » Adapt our educational processes to meet the needs of all communities.

## Advocacy and collaboration to improve access and equity

We will continue to lead and collaborate on initiatives that reduce barriers and stigma, and promote equitable access to psychiatric treatment, care, and support. We will:

- » Engage and collaborate with governments and external stakeholders on psychiatry workforce strategies and to support high quality care.
- » Elevate the voices of people with lived experiences of mental illness and advocate for and with them.
- » Advocate for improved health outcomes for Māori and Aboriginal and Torres Strait Islander peoples.
- » Partner on solutions and approaches that address the social determinants of mental health, including race, culture, gender, sexuality, age, socioeconomic, disability, and more.
- » Promote the role of psychiatry in early intervention and prevention and in collaborating with other mental health professionals.
- » Enhance awareness of the role of psychiatrists and psychiatry to increase understanding and reduce stigma.
- » Leverage College programs to attract interest into psychiatry and mental health education.

## Connected and contemporary College for community and member benefit

Our members and employees are committed to being part of an accountable, connected and contemporary organisation. We will:

- » Engage with and actively listen and respond to members and stakeholders openly and transparently.
- » Support members overall health and wellbeing and connection to College activities, the profession and each other.
- » Deliver on our commitment to diversity, inclusion, and empowerment within the College.
- » Provide contemporary, effective, and inclusive governance structures, compliance, and processes.
- » Advance the College's capacity to be efficient and innovative, by strengthening our technological capabilities.
- » Reinforce the financial and environmental sustainability of the College.
- » Promote the positive organisational culture of the College and invest in its current and future workforce to be recognised as an employer of choice.

On behalf of the membership, the RANZCP Board will strive to achieve our priorities in a collaborative and professional manner supported by effective organisational governance, collaboration, communication, and relationship management.

Throughout the duration of the Strategic Plan, the RANZCP Board will ensure the College is flexible and responsive to opportunities and needs that arise within the mental health sector.

The delivery of the Strategic Plan will be supported by the RANZCP Operational Plan.

#### RANZCP Board

**Associate Professor Vinay Lakra**  
President (2021-23)

**Dr Elizabeth Moore**  
President-Elect (2021-23)

**Professor Neeraj Gill**  
Elected Director (2022-24)

**Dr Mark Lawrence**  
Elected Director (2022-24)

**Dr Sue Mackersey**  
Elected Director (2022-24)

**Dr Nick O'Connor**  
Elected Director (2022-24)

**Dr Melanie Turner**  
Elected Director (2022-24)

**Dr Pramudie Gunaratne**  
Appointed Director, Trainee (2022-23)

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**Associate Professor Beth Kotzé**  
Board Director (2020-22)

#### Contact us

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[ranzcp.org](http://ranzcp.org) | [yourhealthinmind.org](http://yourhealthinmind.org)