

Plan on a Page



Our Purpose:

To lead, connect and be accountable for strengthening psychiatry in Australia and Aotearoa New Zealand

Our Vision:

Leading the transformation of how mental illness is understood, experienced and treated

Our Values:

Collaboration

We are consultative and listen with humility.

We foster a connected profession and work in partnership across disciplines, systems and communities.

We know that meaningful progress in mental health requires shared responsibility and collective effort.

Equity

We are committed to fairness, inclusion and cultural safety.

We seek to actively address inequities.

We embed diverse perspectives, including those of Aboriginal and Torres Strait Islander peoples, Māori, and people with lived and living experience, across all that we do.

Integrity & Respect

We act with honesty, transparency and accountability, and uphold dignity and professionalism in all our interactions.

We create environments where people feel safe to speak, to be heard, and to contribute.

Impact

We translate intent into action.

We are purposeful, responsive and focused on delivering meaningful and measurable improvements in psychiatry and mental health systems.

Our Priorities and Initiatives:

A future-ready and sustainable College

To deliver on this priority, we will:

1. Build a **professional College** environment, with a focus on member service and value, and where staff are supported and fulfilled.
2. Deliver **governance reform** to strengthen accountability, decision-making and organisational effectiveness.
3. **Modernise systems and processes**, with better use of digital platforms, data and analytics.
4. Diversify income streams and improve **financial sustainability** for long-term impact.

A thriving psychiatric profession

To deliver on this priority, we will:

1. **Enhance the Fellowship** by fostering a strong sense of belonging, shared professional identity and collective responsibility across all career stages and practice settings.
2. Expand and sustain the **psychiatry workforce pipeline** to meet current and future system demand, with capability and capacity aligned with the needs of mental health systems and those with lived and living experience of mental illness.
3. Strengthen **leadership capability across the career span** by supporting supervision, mentoring and peer connection, and by developing psychiatrists as clinical, educational and system leaders.
4. Modernise **training and assessment frameworks** to be future-ready, fair and fit for contemporary psychiatric practice.
5. Enhance the **health and wellbeing** of our members.

Collaborative system leadership

To deliver on this priority, we will:

1. Lead and influence **system reform through collaboration** across professions, services and sectors.
2. **Collaborate with government and stakeholders** on medical workforce strategy, as well as strengthening **joint working with regulatory bodies**, other colleges, peak bodies and international colleges of psychiatry.
3. Position the College as a **trusted international leader** in psychiatry and taking responsibility for advancing mental health care across systems beyond Australia and Aotearoa New Zealand.

Trusted partnership with communities

To deliver on this priority, we will:

1. Establish our **social contract with the community**, building public understanding of people experiencing mental illness and the role of a psychiatrist.
2. Work in **partnership with patients, carers, communities, First Nations and lived and living-experience leaders**, embedding co-design principles, shared responsibility and accountability in our advocacy and system engagement.
3. **Challenge stigma and discrimination** by using the College's voice to **promote equity, dignity and safety** in how people living with mental illness, regardless of their background, are treated within health systems and the broader community.