



Operating plan 2022–2025

How we're ensuring a strong
GP profession for a healthy Australia



Our purpose and goal

Our purpose – the reason we exist

Ensure a strong GP profession that keeps Australia healthy

Our goal – what we want to achieve

Australia's health outcomes improve because every person in Australia, regardless of their postcode or their vulnerabilities, can – and does – regularly see a GP



Strategic objectives

 1. Career attractiveness More doctors see the GP specialisation as their first choice of medical career	 2. Optimal coverage All communities in Australia have access to well-trained, competent GPs who deliver high-quality, evidence-based care	 3. Whole-person care People in Australia regularly visit a GP as an essential part of maintaining and improving their health and wellbeing	 4. Supportive regulatory settings The value that the community places on GPs is reflected in policy settings and funding arrangements to support quality and sustainable patient services	 5. Connection and lifelong learning GPs choose to be members of the RACGP in order to be part of a supportive community of practice in which they can gain and share knowledge, resources and experiences throughout their career
 6. Great employer People want to work at the RACGP because we do meaningful, challenging work that is rewarded and supported by an extraordinary culture				
 7. Financial stewardship We use members', public, and other funds responsibly and sustainably				

Operating plan 2022–2025 – Summary

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Our ambition is that by 30 June 2025, the following will have been achieved/delivered						
<div>1.1 Intent of medical students to become a GP increases from 2022 baseline</div> <div>1.2 Growth in RACGP AGPT applications at least matches growth in number of Australian medical graduates</div> <div>1.3 Growth in doctors attaining RACGP fellowship matches or exceeds the growth in other specialisations</div> <div>1.4 International Medical Graduates who choose to pursue the RACGP Fellowship pathway increases from 2022 baseline</div> <div>1.5 Reduction in GP specialists leaving general practice prior to retirement from 2022 baseline</div>	<div>2.1 The RACGP has been delivering GP training funded by the Federal Government continuously since transition of training from RTOs to the college</div> <div>2.2 Demand exceeds capacity in every RACGP training program, demonstrating a demand for our programs and driving an increase in federal funding</div> <div>2.3 GP training is effective in enabling GPs in training to attain Fellowship</div> <div>2.4 Reduction in the shortfall of demand for GPs in rural, remote and underserved areas</div> <div>2.5 The RACGP is recognised as the body best-placed and best-qualified to set and maintain the standards for general practice, including clinical guidelines and standards for general practices</div>	<div>3.1 Members of the public are using an RACGP resource as part of a proactive approach to health and wellbeing</div> <div>3.2 Members of the public understand and value the certification of quality signified by Fellowship as a GP Specialist</div> <div>3.3 Incentives to regularly see a GP are a key benefit of health and life insurance policies</div> <div>3.4 The Federal Government has taken meaningful, tangible steps to promote regular visits to GPs</div>	<div>4.1 The state and federal governments provide increased funding for general practice care (including MBS, practice support, rural, procedural, and team-based)</div> <div>4.2 Unnecessary administrative work required of GPs to operate within the health system (eg Departmental approvals for prescribing particular medication) has been reduced</div> <div>4.3 The RACGP has stronger evidence-based research regarding the financial sustainability of general practice</div> <div>4.4 There is a stronger and more sustainable general practice research community supporting all levels of member interest in research</div>	<div>5.1 Members are using the products and services offered by the RACGP</div> <div>5.2 Members see value in the RACGP membership</div> <div>5.3 Members and other doctors nominate the RACGP as their CPD home</div> <div>5.4 Members can and do engage and collaborate with each other</div> <div>5.5 Members are given meaningful opportunities to contribute to the future of the college and profession</div>	<div>6.1 We attract and retain talented employees to work at the RACGP</div> <div>6.2 Our employees view the RACGP culture, flexible ways of working and employee value proposition as a critical enabler of achieving our goals and a reason to stay</div> <div>6.3 Every RACGP employee has a clarity about their role requirements and a clear link between their performance objectives and the objectives of the organisation</div> <div>6.4 Our people reach their full potential through professional development opportunities</div> <div>6.5 We are an employer of choice recognised externally and internally</div>	<div>7.1 We have diversified our sources of revenue to supplement membership fee revenue and have clear product/ service lifecycles in place to strengthen our underlying financial and sustainability position</div> <div>7.2 Key operational processes and systems (including membership renewals, finance operations, refunds, contract management, procurement, onboarding/offboarding, vendor/resourcing management, customer support/sales order pipeline) have been improved over 2021 baseline</div> <div>7.3 Systems and core applications to support member facing activities are contemporary, stable and secure with flexibility for future expansion</div> <div>7.4 Our flexible workforce is supported with fit for purpose facilities, systems and resources</div> <div>7.5 Our business practices deliberately and actively consider the impact on the environment, the community (including, specifically, First Nations people) and good governance practices</div>



RACGP