



ANZSOM

The Australian and New Zealand
Society of Occupational Medicine Inc



STRATEGIC PLAN 2018 – 2021

Endorsed by ANZSOM General Council November 2017

OVERVIEW

This, the second Strategic Plan of the Australian and New Zealand Society of Occupational Medicine, builds on the significant achievements of the last three years and sets out an agreed direction for the organisation for the next planning period that will guide operations and secure the future of the organisation as a sustainable and relevant contributor in the field of occupational health. The plan will be used by the Executive, General Council and the Secretariat to direct and manage operations, and as a basis for reporting to the members. The organisation will develop an annual Operational Plan based on the Strategic Plan.



BACKGROUND

The Australian and New Zealand Society of Occupational Medicine (ANZSOM) was formally established in 1972, with aim of supporting and representing doctors involved in occupational medicine. In 2008, the society amalgamated with the Australian College of Occupational Health Nurses and now represents medical, nursing and other professionals involved in workplace health. The society has branches in all states and territories and has approximately 250 members.

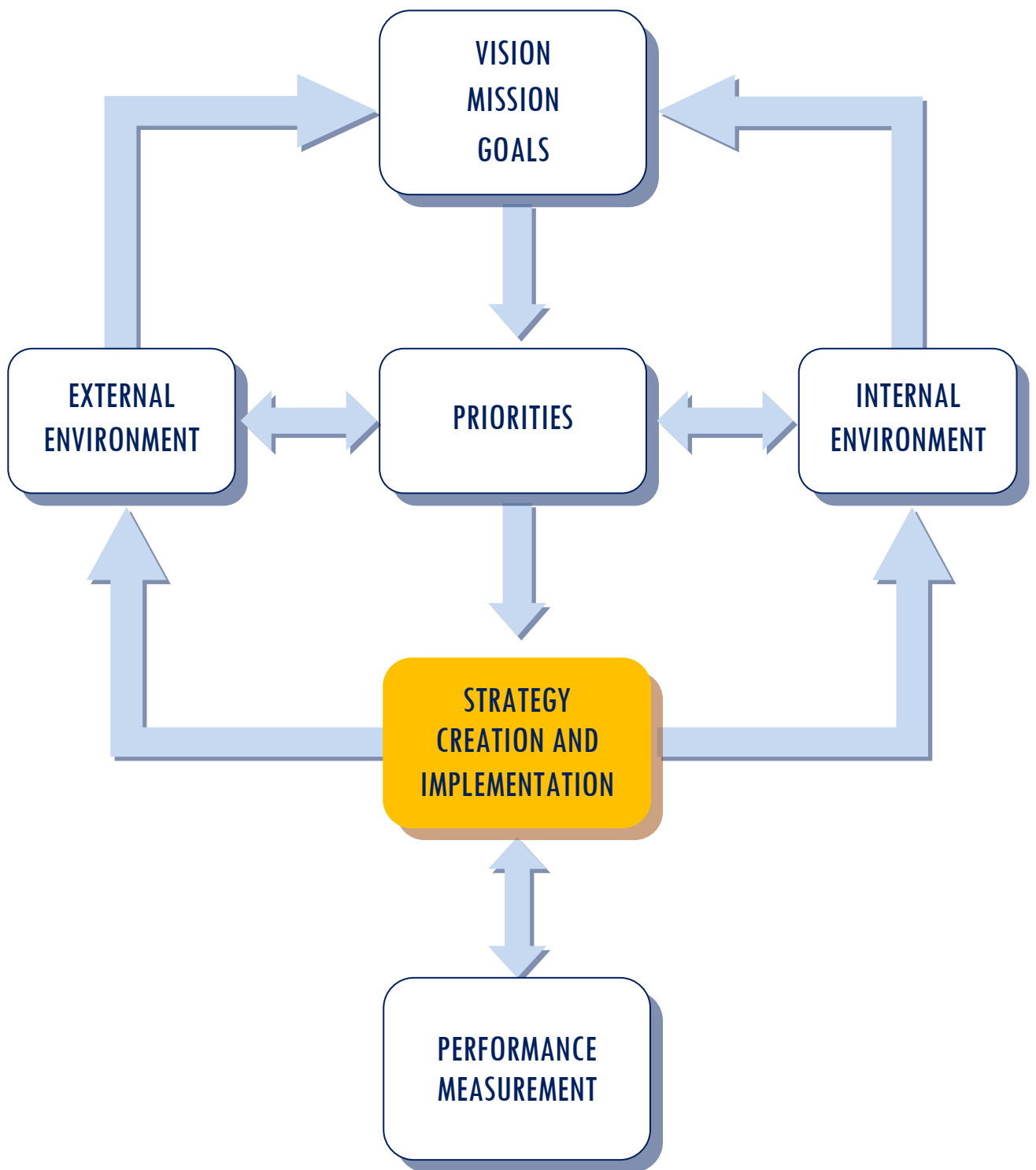
In 2010, the society committed to establishing a more formalised secretariat function in order to put in place appropriate systems and infrastructure to better meet the society's legal obligations and to support delivery of member services so as to maintain and grow the membership. This was achieved over a period of 4 years, and with that the organisation developed its first strategic plan in 2014. The three-year plan set out a vision for a more outward and forward looking organisation with a commitment to achieve linkages and partnerships, to secure visibility for ANZSOM, improved services for members, and greater influence in the field of occupational health.

Our next phase of development seeks to build on the significant achievements that have flowed from a more strategic and planned approach to the society's activities.

This document represents the outcome of a number of month's work by the society's Executive, General Council and Secretariat. It has been informed by:

- Conduct of an organisational analysis based on an industry tool developed by Association Executive Services
- Conduct of a SWOT analysis involving members of General Council
- Results of a member survey conducted in 2016
- Consultation with various partners and stakeholders

The new plan reflects ANZSOM's ongoing commitment to meet the needs and expectations of our members for the organisation to grow, sustain and engage. We recognise that as a relatively small organisation, we must have successful Annual Scientific Meetings, we must partner with other organisations, and we must ensure the activities of the organisation are relevant and valuable. We must also be visible and ensure the specialities of occupational health and medicine achieve recognition and influence in the general community, as well as amongst the medical profession and within the workplace, academia and government.



Framework for development and implementation of the Strategic Plan

OUR VISION

A society where the highest value is placed on good work, safe workplaces, and healthy workers.

OUR MISSION

To engage and collaborate with our members and other professionals, governments and relevant organisations to facilitate workplaces that are safe, healthy and committed to worker wellbeing.

OUR GOALS

- (i) **Professional development.** To support members in maintaining professional competencies by providing opportunities for continuing education and professional exchange.
- (ii) **Member engagement.** To support and grow member engagement with the activities of the organisation and the activities of other stakeholders.
- (iii) **Collaboration and partnerships.** To foster a culture of collaboration with other health professionals, organisations, government, regulators and consumers, actively seeking opportunities for partnership development across the activities of the organisation.
- (iv) **Advocacy.** To advocate on behalf of members, patients, workers and the general community to support health in the workplace and the prevention and management of occupation-related health conditions.
- (v) **Profile.** To ensure ANZSOM and the speciality of occupational health achieve recognition and influence in the general community, amongst the medical, nursing and other health professions and within the workplace, academia and government.
- (vi) **Good governance, organisational management and leadership.** To ensure sustainability and growth through robust and transparent systems and processes and exemplary leadership.

OUR PRIORITIES

The first Strategic Plan of the organisation (2014-2017) focussed on establishing robust governance and operational systems to secure a firm foundation for growth and sustainability. The next three years will see a focus on the key deliverables of the Society for its members, including education and engagement.

OBJECTIVES AND STRATEGIES

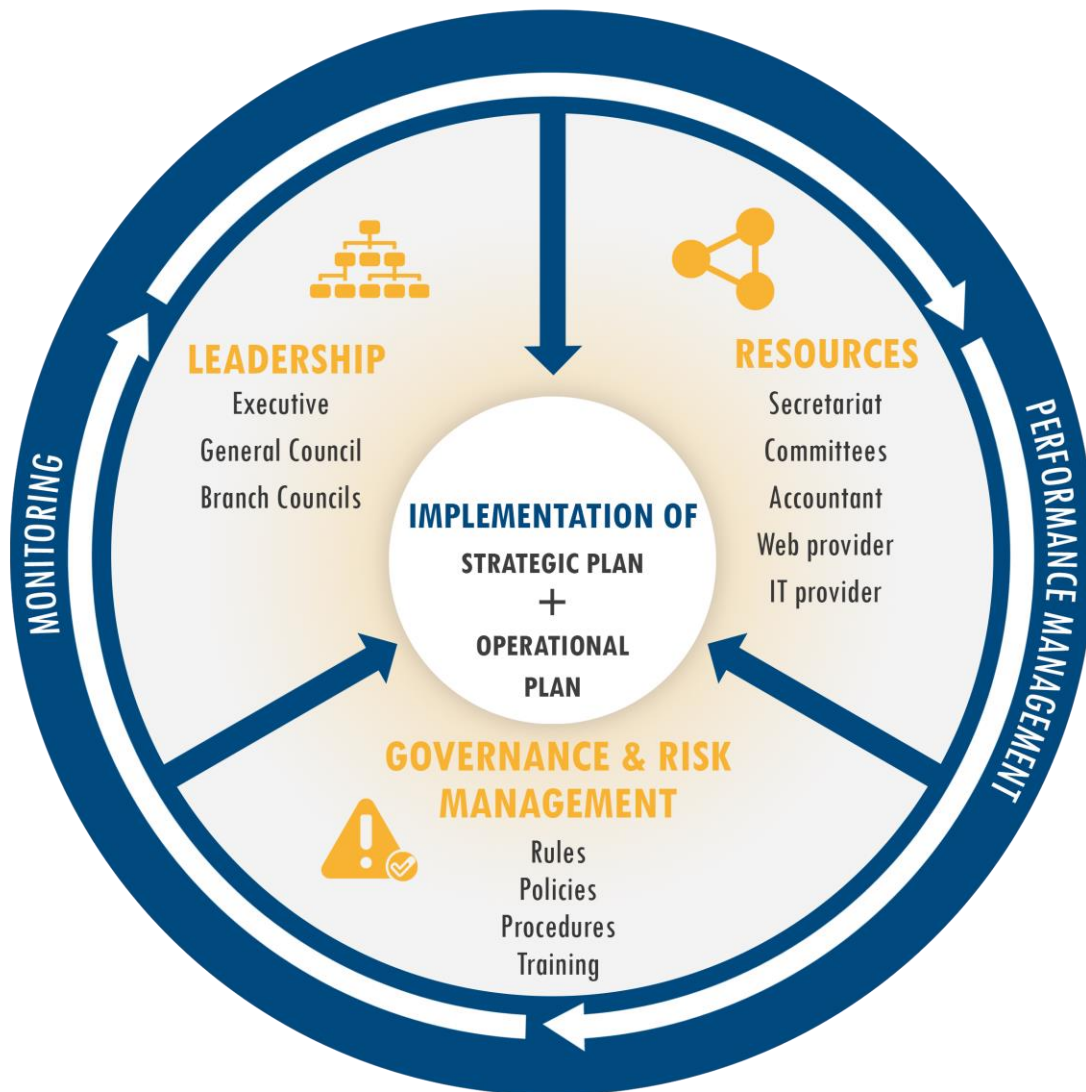
GOAL	OBJECTIVES and STRATEGIES
<p>Professional development Support members in maintaining professional competencies by providing opportunities for continuing education and professional exchange</p>	<p>Conduct a national Annual Scientific Meeting that is of a high quality, relevant to all member groups and contributes to the financial sustainability of the organisation.</p> <p>At a Branch level, offer high quality educational and networking opportunities relevant to and inclusive of all member groups.</p> <p>Partner with other organisations to expand the range of professional development opportunities available to members.</p> <p>Review occupational nurse competencies as a basis for recognition of this membership group and expansion of the membership base.</p>
<p>Member engagement Support and grow member engagement with the activities of the organisation and the activities of other stakeholders.</p>	<p>Innovate to actively seek member engagement, feedback and contribution via a range of mechanisms.</p> <p>Focus on establishing links with early career professionals in occupational medicine and workplace health more broadly.</p> <p>Ensure engagement of occupational health nurses across all branches, and consider strategies for engagement and inclusion of the wide range of professionals working in occupational health.</p> <p>Build on and promote the range of member benefits to promote engagement and long-term commitment to the society.</p> <p>Continue to develop the award/recognition program to recognise contribution to the organisation and excellence in occupational health.</p>
<p>Collaboration and partnerships To foster a culture of collaboration with other health professionals, organisations, government, regulators and consumers, actively seeking opportunities for partnership development across the activities of the organisation.</p>	<p>Focus on developing and sustaining key partnerships to support the goals of the organisation, including with:</p> <ul style="list-style-type: none"> • ANZSOM New Zealand • AFOEM – through the MOC and joint initiatives • ASHPA • ICOH - including through hosting the 2021 ICOH Congress • SIA – including through the Body of Knowledge • AMROA • Government agencies • Equivalent international societies

GOAL	OBJECTIVES and STRATEGIES
<p>Advocacy & Profile</p> <p>Advocacy To advocate on behalf of members, patients, workers and the general community to support health in the workplace and the prevention and management of occupation-related health conditions.</p> <p>Profile To ensure ANZSOM and the speciality of occupational health achieve recognition and influence in the general community, amongst the medical, nursing and other health professions and within the workplace, academia and government.</p>	<p>Actively explore and respond to opportunities to participate in advisory groups for government and non-government agencies.</p> <p>Identify and plan for the development of position statements on topical occupational health issues.</p> <p>Ensure close liaison with bodies such as WorkCover, SafeWork Australia to ensure ANZSOM is linked to their advocacy efforts as appropriate.</p> <p>Develop the capacity to better engage with media and other forms of community communication in order to support the interests of occupational health professionals, employers and employees.</p>
<p>Good governance, organisational management and leadership</p> <p>To ensure sustainability and growth through robust and transparent systems and processes and exemplary leadership.</p>	<p>Maintain a strategic approach to organisational development and management including robust planning and reporting processes.</p> <p>Support effective organisational leadership and accountability through training, policy development, performance measurement and succession planning.</p>

IMPLEMENTATION

Implementation of the Strategic Plan will be guided by annual Operational Plans, developed each year by the General Council and incorporating actions to be delivered nationally as well as locally at the State Branch level.

Success will be dependent on harnessing the voluntary efforts of ANZSOM's members, optimising the effectiveness and efficiency of paid resources and ensuring oversight through robust systems and processes.



Organisational structure and resources supporting implementation of the Strategic Plan