

Member Health and Wellbeing Strategic Plan 2023-2026

Our Vision

Our members flourishing and achieving their full potential in all aspects of life.

Guiding Principles

- The wellbeing of members is essential in all stages of their careers and lives.
- The individual, our College, and practice environments have a collective responsibility for member wellbeing.
- Wellbeing must be embedded into all College activities and culture, and modelled by leadership.
- Our College will advocate for and enable evidence-based practices to promote wellbeing.

Our Values



We **Listen** to members and enable the College to be responsive to members' needs.



We are **Compassionate** towards the needs of members.



We **Advocate** for the improvement of member wellbeing and support members to take control of their own health.



We **Promote** gender and cultural equity, diversity, and inclusion.



We **Indigenise and Decolonise**
We partner, resource, and embed Indigenous knowledge and ways to accelerate culturally safe change, to achieve equitable Indigenous futures.

FOCUS AREA	1 Empower members	2 Educate and advocate	3 Innovate and develop	4 Evaluate
OUR GOAL	WE EMPOWER and EQUIP members to take control of their health and wellbeing.	WE EDUCATE members on wellbeing and self-care, raise awareness of mental distress and challenge stigma.	WE IDENTIFY, FACILITATE ACCESS AND DEVELOP innovative wellbeing programs for our members.	WE EVALUATE the impact of our health and wellbeing initiatives.
PRIORITIES	<ul style="list-style-type: none"> • Enable and promote wellbeing and resilience. • Normalise self-care and wellbeing. • Identify and mitigate barriers that prevent self-care. 	<ul style="list-style-type: none"> • Educate members on wellbeing and self-care as a core competency. • Promote help-seeking behaviour. • Collaborate with College stakeholders to advocate for and promote safe, equitable, and inclusive working environments. 	<ul style="list-style-type: none"> • Promote innovative and successful activities. • Develop evidence-based resources based on member needs. • Identify and mitigate the adverse impact of College systems on wellbeing. • Facilitate access to support services. 	<ul style="list-style-type: none"> • Commit to continuous improvement of wellbeing initiatives. • Encourage ongoing feedback from members.
ACTIONS	<ul style="list-style-type: none"> • Develop a member wellbeing framework illustrating the quadrants of wellbeing. • Develop a self-assessment tool and wellbeing plan with links to relevant resources. • Review and develop RACP policies with a wellbeing lens. • Advocate for better mechanisms to enable trainees to navigate the College. 	<ul style="list-style-type: none"> • Support advocacy for safe and flexible working conditions. • Work with the Membership Diversity Advisory Group, Gender Equity in Medicine Committee, Aboriginal and Torres Strait Islander Health Committee, and Māori Health Committee to advocate for inclusive and equitable working environments. • Develop and run an RACP Wellbeing Campaign. • Provide access to resources and education modules that help members thrive as opposed to survive. • Explore viability of inserting a wellbeing and self-care checkpoint in supervisors' reports. 	<ul style="list-style-type: none"> • Review existing College wellbeing resources and links. • Pilot and evaluate a wellbeing champions program (with the intention to progress to full implementation). • Promote Mentor Match (specifically in the Supervisor Professional Development Program workshops). • Explore career coaching for doctors. • Facilitate access to resources to upskill educational leaders in Mental Health First Aid and coaching. • Include wellbeing benefits in Member Benefits program. 	<ul style="list-style-type: none"> • Evaluate College wellbeing initiatives on an ongoing basis, incorporating member feedback. • Monitor external health and wellbeing initiatives on an annual basis.