



# STRATEGIC PLAN



*Leading Queensland Doctors  
Creating Better Health*



## VISION STATEMENT

That the AMA Queensland Committee of Doctors in Training be a useful, supportive, and integral part of the working lives of doctors in training, and ultimately, the health experience of Queenslanders.

## MISSION STATEMENT

Our mission is to maintain and improve engagement across our diverse membership base. To then transform this engagement into action, in collaboration with stakeholders so that we can deliver positive changes in medical training and medical culture. By valuing the doctor in training experience, we can improve health outcomes throughout the state.

## VALUES

### EQUITY

Equity of access to medical and specialty training regardless of background, geographical location, or financial situation

### RESPECT

Respectful relationships between all stakeholders

### SUSTAINABILITY

Ensuring long term sustainable workforce planning and specialist training pathways, and reducing the environmental impacts of health care provision

### INCLUSIVITY

Ensuring all passionate and interested doctors in training have opportunities to be involved in their areas of interest

### TRANSPARENCY

Striving for transparency of processes throughout the medical training pipeline

## KEY STRATEGY PRIORITIES

- ▶ Member engagement and communication
- ▶ Strong internal and external advocacy based on identified doctor in training concerns
- ▶ Improved collaboration with all stakeholders
- ▶ Ensure a sustainable CDT model and structure



## MEMBER ENGAGEMENT AND COMMUNICATION

- ▶ Identify the current member engagement footprint using appropriate data analytics to better focus CDT resources
- ▶ Ensure doctor in training voices are involved in AMA Queensland communication tool development
- ▶ Work with AMA Queensland to develop an appropriate platform for members to report their concerns
- ▶ Seek out passionate doctors in training and involve them in the appropriate special interest group
- ▶ Create on the ground advocacy guides
- ▶ Better up-skill and empower the CDT hospital representative network
- ▶ Improve the AMA Queensland presence during intern orientation weeks around the state
- ▶ Improve engagement with medical student bodies

## STRONG INTERNAL AND EXTERNAL ADVOCACY BASED ON IDENTIFIED DOCTOR IN TRAINING CONCERNS

- ▶ Identify and focus on key advocacy issues
- ▶ Ensure each CDT Special Interest Group develops a list of, and has a forum to engage with relevant stakeholders
- ▶ Develop and maintain a CDT policy and advocacy guide
- ▶ Work with the relevant parties to update the Resident Hospital Health Check to ensure ongoing relevance to the DiT experience
- ▶ Work with AMA Queensland to continue to improve the presence of doctors in training on other committees and working groups within the organisation



## IMPROVE COLLABORATION WITH ALL STAKEHOLDERS

- ▶ Ensure the CDT Leadership develops and maintains a list of relevant stakeholders
- ▶ Design and implement new forums to engage with leaders in all medical training domains
- ▶ Work with Queensland health to embed doctors in training on relevant committees



## ENSURE A SUSTAINABLE CDT MODEL AND STRUCTURE



- ▶ Develop a CDT web portal to house important documents and ensure appropriate institutional knowledge is retained
- ▶ Better communication and publication of the new CDT model and opportunities
- ▶ Formalise the selection processes for CDT members
- ▶ Work with AMA Queensland to develop personal and professional development plans for the CDT Executive members
- ▶ Regular workload reviews to ensure projects are completed prior to new initiatives being undertaken