



Australian & New Zealand Society of Palliative Medicine Inc

Strategic Document 2018 – 2021

Overview

The Australian & New Zealand Society of Palliative Medicine (ANZSPM) is a not-for-profit specialty medical society for medical practitioners who provide care for people with a life limiting illness in Australia and New Zealand.

ANZSPM works to promote the discipline of palliative medicine, to promote education and training in palliative medicine and deliver professional development opportunities, to provide a representative voice on policies relating to palliative medicine and to promote research in palliative medicine.

Our members are registered medical practitioners with a demonstrated interest in palliative medicine.

Our purpose

To improve health outcomes for every person with a life limiting illness living in Australia and New Zealand.

Our vision

To be renowned for influential medical leadership in palliative care in Australia and New Zealand.

Our mission

We are a society for medical practitioners, aiming to improve health outcomes by working with and influencing the system and community around the person with a life-limiting illness:



Our strategic focus areas

In achieving our mission and aspiration, we have identified five strategic focus areas (three priority areas and two support areas) and key outcomes for each focus area:

Advocate for health outcomes

1. Policy, legislation & funding decisions that drive good health outcomes for people with a life limiting illness & carers
2. Increased knowledge & understanding of the practice of palliative medicine in the wider health sector & the community

Grow the specialty

1. Palliative medicine practitioners are appropriately trained and supported
2. Workforce growth and coverage is in line with demand

Member support & engagement

1. ANZSPM membership is valued as integral to the practice of palliative medicine
2. Increased member engagement
3. Policy and best practice resources are available that support best practice

Research & evidence base

1. A knowledge base exists that underpins our quality of care
2. ANZSPM fosters research for the specialty through support, collaboration and dissemination

Organisational capability & health

1. ANZSPM is financially sustainable
2. ANZSPM is governed and managed responsibly

Advocate for health outcomes

Key strategies:

- ▶ Advocate & provide expert advice on matters of interest to the specialty
- ▶ ANZSPM position on matters of relevance to the specialty is clearly communicated
- ▶ Develop cooperative alliances with other organisations to advance & support the specialty
- ▶ Promote the work of palliative medicine practitioners to government, the media, the community & other stakeholders
- ▶ Draw upon knowledge & experience of members to represent ANZSPM in advancing policy & community awareness to achieve health outcomes

Measures:

- ▶ Number of position statements reviewed/developed
- ▶ Number of consultations & committees with representation
- ▶ Number of collaborations with specific outcomes
- ▶ Number of media releases, publications & online interactions

Grow the specialty

Key strategies:

- ▶ Promote & deliver highest quality education & professional development opportunities
- ▶ Advocate for and develop policy positions that support workforce growth & development

Measures:

- ▶ Number of opportunities communicated (events, careers, research)
- ▶ Number of members & non-members attending ANZSPM events
- ▶ Workforce data

Member support & engagement

Key strategies:

- ▶ Provide benefits & services which promote members' professional growth
- ▶ Provide high quality education and professional development opportunities
- ▶ Promote opportunities for member career development
- ▶ Promote member participation in committees, special interest groups & events
- ▶ Deliver communications, tools & resources that support member engagement

Measures:

- ▶ Number of members increasing
- ▶ Number of members participating in ANZSPM events
- ▶ Number of resources developed/reviewed

Research & evidence base

Key strategies:

- ▶ Expertise in research in our members is supported
- ▶ Dissemination of new evidence is supported through our events & fostering evidence into practice
- ▶ Partner on research to ensure research questions reflect the priorities for improved care (through the lens of palliative medicine specialists)
- ▶ Advocate & collaborate to ensure evidence base informs national policy in relevant areas

Measures:

- ▶ Number of research opportunities shared with members
- ▶ Number of collaborations

Organisational capability & health

Key strategies:

- ▶ Operate to Council approved budget
- ▶ Maintain sufficient cash reserves to cover a year's operating expenditure
- ▶ Robust systems & processes are in place that ensure accountability
- ▶ Create a work environment that encourages employees to be fully engaged towards achieving ANZSPM's mission

Measures:

- ▶ Budget approved each year
- ▶ Cash reserve level
- ▶ CEO reports on progress against strategic plan at each Council meeting
- ▶ Schedule of policy and procedures for development/review maintained
- ▶ Employee satisfaction surveyed

Six dimensions of best practice palliative medicine

As part of achieving ANZSPM's Mission, we have identified six dimensions of best practice palliative medicine, which we want every palliative medicine practitioner to provide, and in support of which ANZSPM will foster strategic initiatives.

