



RMSANZ

Rehabilitation Medicine Society of Australia and New Zealand

STRATEGY PLAN FOR RMSANZ FROM 2025- 2030

Goal 1 Internal focus– **Deliver excellence in Rehabilitation Medicine for People Living With**

Disabilities: To support and facilitate our members and the discipline of rehabilitation medicine in Australia and New Zealand to deliver the highest standard of patient care in rehabilitation medicine

Strategies

1. To conduct a yearly Annual Scientific Meeting for members and colleagues within the discipline that showcases up-to-date scientific research of the highest quality and provides education and training in rehabilitation medicine at a world standard.
2. To improve the international reputation of RMSANZ ASMs as a meeting that attracts internationally regarded leaders in rehabilitation medicine and other scientific fields to both attend and speak
3. To provide fora (both face-to-face and virtual) for members to exchange ideas on best practice in rehabilitation medicine and optimal efficiency in care delivery through electronic discussion groups as well as SIGs and State Branch events.

KPIs

1. Inviting 2 -3 speakers to our ASM who are internationally recognised as scientific leaders in their subject matter.
2. Increase international reputation for the scientific components of our ASM by attracting in excess of 10% of registrants from overseas,
3. Increase the development of high level research contributions to the ASM by attracting a minimum of 10% of registrants being early career fellows (<5years) and trainees to present local research including research based on AROC analysis
4. To annually fund an internationally accepted scientific leader in rehabilitation medicine to address each state branch and SIG online meetings per year
5. To financially and administratively support each branch and sigs to undertake 2-3 online or face to face CME events per year (webinars, on line discussion groups and facebook open discussions)
6. To develop a remote and rural SIG
7. To develop an award for rehabilitation units that integrate knowledge gained at ASMs into patient care initiatives in any setting.

Time frame

These KPIs should be reached within 3 years of the announcement of this plan

Goal 2 External focus – Enhance visibility to encourage better access to rehabilitation services by the public: To promote and advocate for the profession in order to enhance the reputation of the profession to the public, our colleagues and governments.

Strategies

1. To engage a lobbyist/advisory consultancy to ensure that RMSANZ are able to present the views of the profession to governments by tendering documents, proposals and/or attending face to face or virtual meetings to government officials
2. To engage with a media agency to monitor rehabilitation issues raised in the media, plan, place and track an advertising campaign to colleagues and the public.
3. To develop a Wikipedia page for the RMSANZ
4. To Increase RMSANZ representation on influential state and federal government committees that are concerned with subacute services, the care of people living with disabilities and medical politics.
5. To increase our representation on university and hospital orientation events or career nights
6. To enhance AROC's capacity to provide health economic data on the value of rehabilitation

KPIs

1. To sign a contract with a lobbyist/advisory consultancy to ensure that RMSANZ are able to present the views of the profession to governments through tendering documents, proposals or face to face or virtual meetings.
2. To sign a contract with a media agency to plan, place and track an advertising campaign to colleagues and the public.
3. To revise the AROC MOU to enhanced collaboration and to support advocacy..
4. To develop a Wikipedia page for the RMSANZ through the communications committee within 6 months
5. To increase the number of clicks on the RMSANZ website and social media by 30% over the next 5 years
6. To appoint members on 5-10 appropriate international (eg ISPRM), regional (eg AOCNR), state and/or federal government committees that are concerned with subacute services, the care of people living with disabilities and medical politics.
7. To increase our representation on university and hospital orientation events or career nights by 10 -15%
8. To develop training workshops at our ASM and a promotional kit for members to learn skills in how to promote rehabilitation medicine to trainees, junior doctors and students.
9. To develop a funding program to encourage trainees to use the AROC database for research, quality improvement and advocacy projects.

Time frame

These KPIs should be reached within 5 years of the announcement of this plan

Goal 3 – Organisational Excellence; To develop and ensure the sustainability of the society, through leadership training, enhancing the board skill set and enlarging our scope of practice.

Strategies

1. To develop a yearly training program for potential leaders among our members
2. To enhance the training of all board members through yearly workshops
3. To ensure that ASM's provide at least 50% of the required yearly funding for the society
4. That the board reflect the diversity with at least 50% of members women, 25% of members under 40yrs of age, 20% of members practicing in rural areas and 2 non-RMSANZ fellow/trainee board members one of whom is a person with lived experience of disability
5. That SIGs and Branches together explore extending the scope of rehabilitation medicine beyond the traditional areas of neuro, MSK/pain and aged care rehabilitation.

KPI

1. That a funded yearly training workshop be run at the ASM for 8-10 young potential leaders selected by members and ratified by the board
2. That all board members are funded to attend board training once per year at courses approved by the governance committee and ratified by the board
3. That ASM's have a profit target of at least 20% of gross revenue or alternatively \$100K
4. That State branches be asked to explore the scope of practice in each state and that a document regarding current scope of practice and future options to expand the scope, be developed with the administrative and financial support of the RMSANZ
5. That the board include a consumer representative and that the governance committee present a report to the board of the feasibility of including non RMSANZ board members with experience in governmental relations, finance, the law and/or marketing.
6. That the board maintain that at least 50% of members are women, at least 25% of members under 40yrs of age, 20% of members practicing in rural areas and that 2 non-member board members, comprise the board

Time frame

These KPIs should be reached within 5 years of the announcement of this plan