



Australian
Medical Council Limited

Strategic Plan 2022-2028



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The AMC acknowledges the Aboriginal and Torres Strait Islander peoples as the original Australians, and the Māori Peoples as the original people of New Zealand.

We acknowledge and pay our respects to the Traditional Custodians of all the lands on which we meet and to their ongoing connection to the land, water and sky.

We recognise the Elders of all these Nations both past, present and emerging, and honour them as the traditional custodians of knowledge for these lands.



AMC Strategy and core business functions

The principal activity of the AMC is as the external accreditation authority for medicine under the Health Practitioner Regulation National Law, functioning as an independent national standards and assessment body for medical education and training.

The AMC develops standards, assesses medical programs of study (Australian and New Zealand medical school programs, medical specialist programs, and programs for endorsement for acupuncture), accredits programs which meet AMC accreditation standards, and assesses doctors trained overseas who wish to be registered to practise medicine in Australia under the provisions of the National Law.

The AMC Strategic Plan focuses on strategic actions and projects to strengthen the relationship between core business functions of standards development, accreditation and assessment and meeting community health needs.

Our strategic actions draw on our relationships with key partners, including the Medical Board of Australia, medical schools, intern training accreditation authorities and specialist colleges, on our stakeholder engagement through our advisory and governance structures, and on building new strategic relationships.

The Objects of the AMC are set out in its [Constitution](#).

The AMC is a registered charity under the Australian Charities and Not-for-profits Commission.

2022 Review of the Strategic Plan

The AMC reviewed its Strategic Plan 2018-2028 to consider progress and changes in its operating environment and policy contexts.

The AMC's vision, purpose, values and the five strategic pillars of the Strategic Plan remain unchanged. Revisions have been made to the actions under the strategic pillars reflecting the refocusing of some strategic actions, and the completion of a number of strategic projects. The revised Strategic Plan 2022-2028 was approved in May 2022.

In conjunction, in May 2022 the AMC implemented its Aboriginal, Torres Strait Islander and Māori Strategy.

The Strategy builds upon the AMC's commitment to ensure that standards of education, training and assessment of the medical profession protect and promote the health of the Australian community including Aboriginal and Torres Strait Islander Peoples.

The AMC is committed to improving outcomes for Aboriginal, Torres Strait Islander and Māori Peoples through its assessment and accreditation processes including equitable access to health services for First Nations Peoples. The AMC plays an important role in the accreditation of medical practitioners in both Australia and New Zealand, therefore making the inclusion of First Nations Peoples of both nations – Aboriginal and Torres Strait Islander People of Australia and Māori People of New Zealand – crucial to the success of the Strategy. The Strategy achieves this by including Aboriginal, Torres Strait Islander and Māori Peoples in assessment, accreditation and strategic initiatives.

VISION
Excellence in healthcare
through a highly trained
medical workforce

PURPOSE
To ensure that standards of education,
training and assessment of the medical
profession promote and protect the health
of the Australian community

**Medical Education and
Training Responsive to
Community Health Needs**

Promoting medical
education and training
that is responsive to the
workforce needs of the
Australian community

**Business
with a Purpose**

Managing our business
in an ethical, efficient
and sustainable way

**Professional Practice
in a Changing World**

Promoting professional and
humanistic practice in a world
of increasing technological,
environmental and system
change

**Promoting Aboriginal,
Torres Strait Islander
and Māori Health**

Ensuring culturally safe
practice to improve
health outcomes

Our Accountability

Promoting and protecting the
health of the Australian community through
working with our partners and stakeholders

Innovation
Cultural safety

Striving for excellence

Openness and accountability

Our Values

Integrity

Collaboration



Our accountability

Promoting and protecting the health of the Australian community through working with our partners and stakeholders

Actions

- 1.1 Partnerships of common strategic intent:** We will identify areas of common strategic intent with the Medical Board of Australia, Australian Health Practitioner Regulation Agency, Department of Health, government health agencies, community groups and other accreditation authorities and build partnerships to undertake joint initiatives in areas of shared interest.
- 1.2 Open and accountable to feedback:** We will demonstrate our openness and accountability through seeking feedback, being clear in our communications and conducting structured evaluations to improve what we do.



E

Enviromental

S

Social

G

Governance



Medical education and training responsive to community health needs

Promoting medical education and training that is responsive to the workforce needs of the Australian communities

Actions

- 2.1** **Responding to communities:** We will ensure that the changing health care needs of Australian communities and corresponding needs of the medical workforce are reflected in the requirements for medical professional practice and education.
- 2.2** **Health equity:** We will work with our partners in medical education to advocate for equity in health using our standards, processes and organisational policy statements. Health equity is about provision according to need and includes culturally safe care, rather than equality which is about the provision of the same opportunities (often ignoring the complexity of underlying social determinants).
- 2.3** **Improving training:** We will work with the Medical Board of Australia and other partners to implement improvements in the quality of training programs, for example doctors' transitions between different stages of their medical education programs.
- 2.4** **Teams and patients:** We will continue to promote team-based practice and patient-centred care.
- 2.5** **Generalist care:** We will work with partners to foster a shared understanding of the changes in medical education and training required to build a medical workforce capable of providing generalist care in broad specialties across urban and rural settings.
- 2.6** **Strengthening assessment:** As the organisation assessing international medical graduates, we will share learning about good practice in assessment and support the continuous improvement of assessment of medical students and practitioners.





Promoting Aboriginal, Torres Strait Islander and Māori Health

Ensuring culturally safe practice to improve health outcomes

Actions

- 3.1 Self-determination:** We will support the right to self-determination of Aboriginal, Torres Strait Islander and Māori Peoples in our work.
- 3.2 Relationships, partnerships and connections:** We will develop and foster strong and mutually beneficial relationships and partnerships with Aboriginal, Torres Strait Islander and Māori partners, stakeholders and communities.
- 3.3 Culturally safe environments:** We will create culturally safe, respectful and supportive environments.
- 3.4 Influence, advocacy and support:** We will advocate, support and promote the goals of Aboriginal, Torres Strait Islander and Māori Peoples, in relation to Aboriginal, Torres Strait Islander peoples and Māori health.





Professional practice in a changing world

Promoting professional and humanistic practice in a world of increasing technological, environmental and system change

Actions

- 4.1 Health reform strategies:** We will consider healthcare reform strategies and priorities to support the currency and relevancy of the work of the AMC and its impacts on workforce development and quality healthcare.
- 4.2 Partnering with consumers:** We will partner with consumers drawing on their expertise and lived experience to inform our strategic projects and core AMC business with the aims of strengthening the connections between consumers and the medical profession; better meeting changing consumer expectations; and improving health experiences, outcomes and access.
- 4.3 Professionalism and ethics:** We will focus on developing doctors' professional and ethical behaviours in response to complexity, uncertainty and ambiguity impacting medicine through our work in exploring established and evolving approaches to good medical practice.
- 4.4 Current, emerging and future technologies:** We will support the development of digital capabilities in medical education through our collaboration with stakeholders, thought leadership, accreditation and assessment with the aim of developing a digitally capable medical workforce that drives higher standards of quality and improves access to healthcare.

- 4.5 Innovative medical roles, pathways and practices:** We will explore how medical education can support medical roles, pathways and practices to better meet emerging population needs; address workforce maldistribution and imbalances; and improve approaches to technological, environmental and system change.
- 4.6 Interprofessionalism and interagency action:** We will engage in interprofessional and interagency action on health priorities, building strong partnership and communities of practice across the health sector which recognise the intersectionality of health and inform our thought leadership, accreditation and assessment practices.





Business with a purpose

Managing our business in an ethical, efficient and sustainable way

Actions

- 5.1 Measuring success:** We will strive for international best practice through evaluation, benchmarking and innovation so that our services contribute to improving and protecting the health of the Australian community.
- 5.2 Data informed practice improvement:** We will use data to enhance our knowledge, our accountability to partners and stakeholders, and to improve our operations.
- 5.3 Our resources:** We will optimise the potential, capacity and value of the AMC's facilities and resources.
- 5.4 Our publications:** We will produce accessible publications that support good medical practice especially in new doctors and doctors new to Australia.
- 5.5 A sustainable business:** We will include the lens of responsible consumption and waste limitation in making informed financially sustainable business decisions.
- 5.6 Supporting local communities:** We will contribute to the resilience of the AMC and local communities by working collaboratively with communities with shared education and health purposes.
- 5.7 Learning and improvement:** We will engage AMC staff, affiliates, partners and stakeholders in activities to share knowledge, information and approaches as we work to achieve the AMC's purpose, vision and values.

