



# Statement of Strategic Intent: 2019–2024

## WHAT WE DO | KAUPAPA

We set and maintain education and quality standards and support our members to provide competent, equitable care to their patients.

“In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.”

Definition of equity, Ministry of Health, March 2019

## WHY WE DO IT | ARONGA

To improve health outcomes and reduce health inequities.

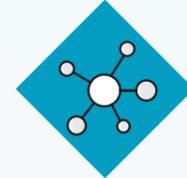
## OUR VALUES | UARA

The College Board, management and staff aspire to apply the following values to our work:



### Service and Stewardship | Kaitiakitanga

A style of leadership that incorporates traditional Māori values such as **Tika** (proprietary), **Pono** (integrity), **Aroha** (compassion), **Manaakitanga** (hospitality), **Mana** (prestige) and **Rato** (service).



### Respect and Collaboration | Whanaungatanga

A commitment to the practices of respect and collaboration by acknowledging the interconnectedness of all things and inter-relationships with people.



### Diversity and Inclusion | Mana tangata

Intrinsically connected to the practises of respect, equity, diversity and inclusion, this value relates to human dignity and respect for all people.



### Innovation and Creativity | Auaha

The desire to be responsive to College staff and members and solution focused in our approach.

## WHAT WE'RE WORKING ON | NGĀ HUA

### 1 Support our members

The College represents New Zealand's general practice and rural hospital medicine workforce within our health sector and, internationally, within our professions. We provide a voice for our members, and we enable their views to be shared on issues that matter to them. We will partner with similar organisations to share knowledge and innovation.

#### We'll know we've achieved this if we:

- > see positive changes to policy, regulation or legislation as a result of our advocacy
- > consistently receive positive feedback from members about the services we provide.

### 2 Become a contemporary and sustainable organisation

We operate in a way that enables staff and members to remain current and adapt to a rapidly changing population and health system.

#### We'll know we've achieved this if we:

- > have a Board, staff and membership that reflects New Zealand's diverse population
- > have a healthy level of staff turnover and good staff engagement and satisfaction metrics
- > have a culture and tools that support members to provide care in an equity-focused way.

### 3 Improve health equity in New Zealand

We're committed to improving training and professional development programmes to ensure that GPs have the capacity and capability to effectively meet Māori patients' health needs. We are committed to addressing health inequities in all communities. We have a role to play in ensuring all our rural members (GPs and rural hospital doctors) can deliver quality primary health care for rural communities.

#### We'll know we've achieved this if:

- > improvements in Māori health outcomes and the elimination of those inequities in Māori health outcomes that are amenable to primary care and general practice are observed
- > we've ensured our GP and rural hospital medicine workforces are distributed equitably across all communities with a focus on rural and high-needs communities
- > we've developed a suite of audit tools that enhance and grow the clinical and cultural safety of College registrars and Fellows.

### 4 Education excellence

We'll provide world-class vocational training and continuing medical education activities.

#### We'll know we've achieved this if we:

- > have increased numbers of registrars (with a focus on Māori, Pasifika and rural registrars) applying for and completing our training programmes
- > develop, deliver and evaluate evidence-based education, assessments and training for registrars and continuing medical education activities for Fellows
- > ensure that the general practice and rural hospital medicine vocational scopes maintain ongoing accreditation.

### 5 Quality general practices

It's important for the College to set quality standards for general practice, and this includes developing and administering programmes to improve their workplace and clinical systems for the benefit of practices and patients.

#### We'll know we've achieved this if we:

- > have 80 percent of practices join the CORNERSTONE® programme and attain and maintain accreditation to the CORNERSTONE® standard
- > consistently receive positive feedback about the perceived value and simplicity of our quality programmes and our wrap-around support.