



Royal Australasian College  
of Dental Surgeons

# Strategic Plan 2017-2020



# Our Story



The Royal Australasian College of Dental Surgeons (RACDS) has been in existence now for 52 years providing a broad range of activities to enhance the professional development of both general and specialist dentists through individually mediated studies, examinations and continued professional development.

Our examinations lead to Membership or Fellowship of the College and, since its inception, the College has supported its candidates as they prepare for the examinations with various educational activities including intensive courses/workshops for both the Primary and Final Examinations, regional tutorials and advanced specialised courses and workshops.

Through its Regional Committees, the College is active throughout Australia, New Zealand, Hong Kong, Singapore and the UK.

College Convocation is held every two years at various venues across the extensive geographic area covered by the College. These meetings offer stimulating and cutting edge advanced level information on scientific and clinical subjects relevant to clinical dental practice.

For general practitioners (GDP) with a commitment to continuing professional development but who are unable to commit the time required to fulfil the Fellowship Examinations, Membership of the Royal Australasian College of Dental Surgeons (MRACDS) GDP is an achievable, flexible program that enables GDPs to advance their clinical skills whilst at the same time gaining valuable CPD credits.

Membership of the Royal Australasian College of Dental Surgeons is also available to specialists (MRACDS in a Specialist Dental Practice). The College has Memoranda of Understanding with the Universities of Western Australia, Queensland, Otago and Sydney which provide post-graduate students the opportunity to present for a conjoint DClinDent and Membership Examination in eight specialist disciplines. Following admission to Membership, progress to Fellowship is via structured professional development and peer review.

Membership and Fellowship is a collegial experience. There are many opportunities to become actively involved in the College at the Regional Committee level, as an assessor, examiner, mentor, membership of a Committee or Board of Studies and ultimately, Council.

The Strategic Plan will guide the work of the College for 2017-2020.

For more information about RACDS, visit the College [website](#).

## Our Vision

To enhance oral health in the community through respected international leadership in the provision of postgraduate education, professional development and educational qualifications in dentistry.

## Our Mission

The RACDS promotes professional excellence in dentistry through the provision of evidenced based dental education, professional development and examination.

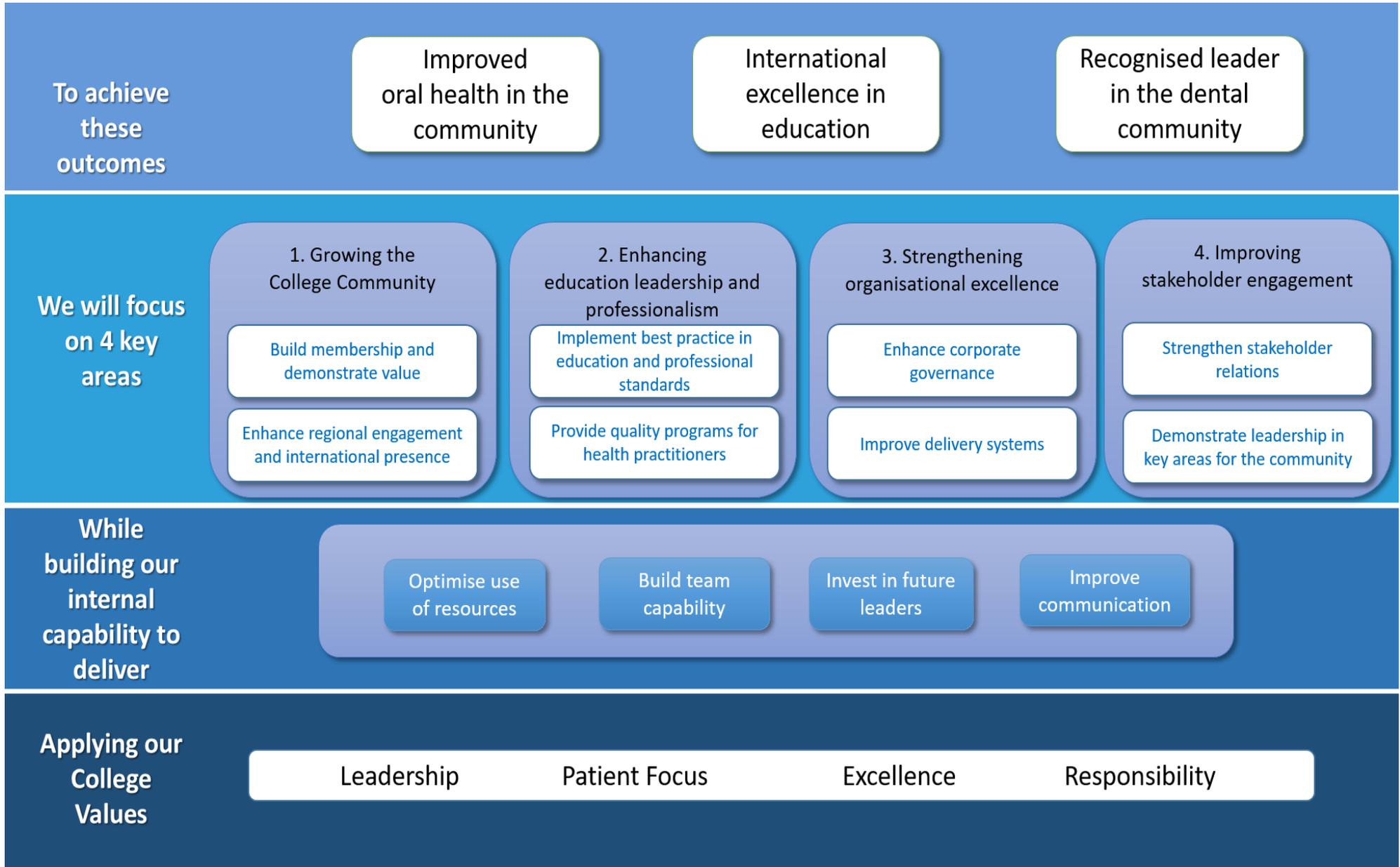
## Our Values

In the delivery of our Vision, we will demonstrate:

- Leadership - upholding professional and ethical values
- Patient focus - working with Members, Fellows and candidates to optimise patient oral health outcomes
- Excellence - performing to and upholding high standards
- Responsibility - using the resources of the College efficiently and prudently



# Strategy Map



# Strategic Plan

## Outcomes

- Improved oral health in the community
- International excellence in education
- Recognised leader in the dental community

These high-level outcomes will be achieved by focusing on four Strategic Areas:

1. Growing the College Community
2. Enhancing education leadership and professionalism
3. Strengthening organisational excellence
4. Improving stakeholder engagement

Strategic initiatives to support the delivery of these outcomes are outlined in the following pages. The College strategies focussed on ‘best practice in education and professional standards’ and on ‘increasing engagement with the dental and broader community’ will contribute to improving oral health in the community. ‘Growing the College Community’ is a key strategy for ensuring that we are able to achieve these outcomes in the long term. ‘Strengthening organisational excellence’ enhances our capability to deliver.



# Strategic Areas

## 1. Growing the College Community – we will strengthen the College through understanding and demonstrating value for members and actively growing membership

Strategic objective	Strategic initiative
Build membership and demonstrate value	<p>Identify value proposition for membership</p> <p>Implement key initiatives to demonstrate value, improve member services and support volunteers to grow membership</p>
Enhance regional engagement and international presence	<p>Progress key relationships and activities in Asia Pacific region and beyond</p> <p>Increase engagement with regions by enhancing communication, processes and collaboration with and between regional committees</p>

## 2. Enhancing education leadership and professionalism – through continuous improvement and leadership we will ensure that the College maintains high educational standards

Strategic objective	Strategic initiative
Implement best practice in education and professional standards	<p>Review, develop and implement appropriate Education Governance to support best-practice</p> <p>Develop and implement contemporary outcome-based framework for education and examination delivery</p> <p>Enhance educational and examination resources</p>
Provide quality programs for health practitioners	<p>Implement quality education and examination programs addressing areas relevant to dental professional workforce and practicing environments, utilising multiplatform delivery</p>

## Strategic Areas

### 3. Strengthening organisational excellence – within the College we will ensure appropriate corporate governance and provide excellence in service delivery

Strategic objective	Strategic initiative
Enhance corporate governance	Improve corporate governance policies and processes to support organisational success
Improve delivery systems	Review and implement improved organisational delivery systems to support members, fellows and candidates

### 4. Improving stakeholder engagement – we will work with our key partners to leverage capability and increase engagement with the dental and broader community

Strategic objective	Strategic initiative
Strengthen stakeholder relations	Develop and maintain key stakeholder relations in relevant sectors including government, universities, professional colleges, student associations, dental associations and indigenous organisations.
Demonstrate leadership in key areas for the community	<p>Develop networks to enhance the role of the College as a professional opinion leader, to support evidence-based practice and to promote key issues for oral health in the community</p> <p>Develop position statements on priority areas for oral health issues or partner to endorse relevant statements promoting oral health</p> <p>Develop and implement an organisational communication strategy to promote the College with key community stakeholders</p>

## Building our internal capability

RACDS is a professional organisation with well supported, engaged and skilled staff highly committed to delivering the strategic plan. College resources are allocated and utilised to the maximum benefit for the membership.

Strategic objective	Strategic initiative
Optimise use of resources	Align resources to the strategic priorities
Build team capability	Implement annual staff survey, performance appraisal (incorporating team values), Staff Development Plans and acknowledgement  Ensure staff team are appropriately resourced
Invest in future leaders	Identify and provide development opportunities for future leaders  Enhance mentor program for membership  Implement succession planning to ensure sustainable committee involvement
Improve communication	Enhance internal communication processes