

RACDS

Strategic Plan 2021-2024



Royal Australasian College
of Dental Surgeons

Let knowledge conquer disease





Our Vision

To continue as a global leader in the provision of postgraduate education, professional development and educational qualifications in dentistry, thereby enhancing the oral health of the community. The RACDS will prioritise awareness of the specific oral health needs of Indigenous peoples.

Our Mission



The RACDS promotes professional excellence in dentistry through the provision of evidence-based dental education, professional development and examination. We provide an educational home for dentists at all stages of their careers.

Our Values

In the delivery of our vision, we will demonstrate:



LEADERSHIP

upholding professional
and ethical values



RESPECT

embracing diversity
and striving for equity



PATIENT FOCUS

working with Members,
Fellows and candidates
to optimise patient
oral health outcomes,
especially for
vulnerable and socially
disadvantaged groups



EXCELLENCE

performing to and
upholding high
standards

STRATEGY MAP



Key Outcomes

By focusing on four strategic areas and building our internal capability, the following key strategic outcomes will be achieved.



International excellence in education



Recognised leadership in the dental community



Improved oral health in the community



Strategic Areas

These key outcomes will be achieved by focusing on four strategic areas.

Growing and supporting 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	Identify value proposition for membership
	Building multiple pathways to membership
	Implement key initiatives to demonstrate value, improve member services and support volunteers to grow membership

Enhance regional engagement and international presence	Progress key relationships and activities in Asia Pacific region and beyond
	Increase engagement with regions by enhancing communication, processes and collaboration with and between Regional Committees

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	Review, develop and implement appropriate education governance to support best practice
	Develop and implement flexible, contemporary frameworks for education and examination delivery to grow membership

Provide quality programs for health practitioners	Implement quality education and examination programs addressing areas relevant to the dental professional workforce and practicing environments, utilising multiplatform delivery
	Supporting future leaders of the College and the dental profession

Strategic Areas

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	Promoting equity and diversity in College governance structures Improve corporate governance policies and processes to support organisational success
Improve delivery systems	Review and implement improved organisational delivery systems to support the membership

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 engagement	Engage key stakeholders in relevant sectors including government, universities, professional colleges, student associations, dental associations, Indigenous organisations and other allied professions
Demonstrate leadership in key areas for the community	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 Develop position statements on priority areas for oral health issues and relevant statements promoting oral health Develop and implement an organisational communication strategy to promote the College with key community stakeholders



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 will be allocated and utilised to the maximum benefit for the membership.

STRATEGIC OBJECTIVE	STRATEGIC INITIATIVE
Enhance corporate governance	Align resources to the strategic priorities
Build team capability	Annual staff performance appraisal and professional development, staff and team development plans and service acknowledgment Ensure staff team are appropriately resourced
Invest in future leaders	Identify and provide development opportunities for future leaders Enhance mentorship across the College Implement succession planning to ensure sustainable committee involvement
Improve communication	Enhance internal communication processes



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