



 Australian & New Zealand Trauma Society

Strategic Plan

2024 - 2029

Approved by: ANZTS Board of Directors
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STRATEGIC PLAN 2024 - 2029

(based on SWOT analysis and strategic planning meeting on 28/2/24)

About the Organisation

The ANZTS is the only multidisciplinary trauma society in Australia and New Zealand. It brings together people who are treating, researching, and teaching in trauma as well as people wanting to learn more with the aim to provide the highest standard of trauma care. The diversity of members and their vast experience is a great forum for building improvements in injury management across Australia and New Zealand.

MISSION

The role of ANZTS is to champion equitable delivery of best-practice trauma care across Australia and New Zealand.

VISION

Trauma care in Australia and New Zealand is delivered by professionals with specialist skills, knowledge, and attitudes, ensuring equitable delivery of best practice trauma care from injury to recovery.

Core VALUES

Trauma professionals that are:

- Collaborative
- Inclusive

Trauma care that is:

- Multi-disciplinary
- Patient-centred
- Evidence based

Board of Directors (BOD) - 2024

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Dinesh Varma

IMMEDIATE PAST PRESIDENT

Helen Jowett

SECRETARY

Ben Gardiner

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Sarah Adams

Zsolt Balogh

Savitha Bhagvan

Don Campbell

Grant Christey

Belinda Gabbe

Annelise Gluer

Michael Handy

Adam Mahoney

Michael Noonan

Kat Quick

Risk Analysis

- Key risk areas
 - Financial,
 - Membership base,
 - Limited membership engagement,
 - Improving Board governance and processes.
- Recommendations
 - Implementation of adopted ANZTS bylaws and procedures e.g. Risk management, Ethics, Board grievance and dispute resolution and Common seal.
 - Risk Register reviewed and updated regularly at Board meetings.
 - Provide regular financial oversight and alert the Board of any impending financial risk.
 - Through membership engagement, identify key value add for members and explore avenues to promote them.
 - Strengthen relationships with like-minded societies, eg: ANZAST and encourage continued and increasing joint membership.
 - Ensure appropriate governance principles are followed and robust processes are in place for collegial functioning of the Board.
 - Ensure there is a process of induction of new Board members including formal orientation and a starter pack.
 - Develop clear position descriptions / job descriptions/ roles & responsibilities, for all executive roles: president, vice president, secretary and treasurer.
 - Develop Standard Operating Procedures (SOP) that support the Board in discharging their duties.

TOP PRIORITIES (not in priority order)

All ANZTS strategic priorities should be based on a framework of improving the profile, visibility and activity of ANZTS and should be membership and consumer driven wherever possible.

Conference

- Ensure multidisciplinary representation in conferences to meet the needs of our diverse membership.
- ANZTS Conference Committee to ensure the following three years' conference dates/locations/Chair of Organising and Scientific Committee are presented to the BOD for approval in advance and communication to membership.
- The budgeting of the conference should ensure that the financial risk of each annual conference is minimised and any unforeseen financial risks are communicated to the BOD at the earliest instance.

Membership

- Recruitment, Retention & representation
 - Identify key value add to current, future and lapsed members across our diverse membership and jurisdictions (inc regional and remote).
 - Optimise pathways for membership sign up/renewal.
 - Optimise and improve membership representation in ANZTS activities and Committees.
 - Recognition of specialist skill sets within Trauma eg Fellowships.
- Identify benefits to encourage increased joint membership with like minded societies, eg ANZAST.

Ref: 2022 membership taskforce report

Collaboration

- Strengthen relationships with other organisations, eg: Trauma Association of Canada, Australasian Injury Prevention Network (AIPN), Australasian College of Road Safety, regarding future collaborations and developments, eg: shared statements, guidelines and policies, etc.
 - MOUs may be appropriate but involve significant time (3/12+ months) investment, so would need to be confident of potential returns.
- Unique opportunity for ANZTS to develop leadership roles due to our multidisciplinary makeup.

Education

- Environmental scan of the trauma education space to identify current and future membership needs and preferences and opportunities.
- ANZTS positions itself as a curator of content and information distribution.
 - Potential solutions may include: on demand access to conference material + “meet the expert”, short training courses subject to resources, webinars, podcasts etc.
 - ANZTS may lead in championing the development of resources (e.g. curricula) to assist gaps of need within a trauma system.

Committee Structure

Following a review of the current Committees and their functioning and output, the Board resolved to restructure the Committees to be more fit for purpose to deliver on the strategic priorities and future work plan.

1. Conference – Grant Christey
 2. Finance and Governance – Melissa Webb
 3. Membership/Communication/Collaboration – Michael Handy
 4. Best Practice Committee (Research, Education, Registry, Survivorship, Publications) – Michael Noonan / Helen Jowett
- Special Interest Groups were recommended to utilise the website forum.

2024 Work plan and key deliverables

1. Conference planning: for 2024 and on into 2025/2026/2027 (Grant Christey)
2. Review internal governance processes, role/responsibility clarity, SOP (Sarah Adams)
3. Establish the Committees with Co- Chairs and engage members from wider membership (Belinda Gabbe and Dinesh Varma)
4. Each committee to establish Terms Of Reference, membership, work plan and key deliverables for 2024 (Committee Chairs)
5. Secretariat services contract review (due for renewal 2024) (Belinda Gabbe and Ben Gardiner)