



The Australian and New Zealand
Society of Occupational Medicine Inc

GOOD WORK SAFE WORKPLACES HEALTHY WORKERS

Strategic Plan 2022–2025

Endorsed by ANZSOM General Council 19th August 2021

GOOD WORK SAFE WORKPLACES HEALTHY WORKERS

The **Australian and New Zealand Society of Occupational Medicine** (ANZSOM) was formally established in 1972, with aim of supporting and representing doctors involved in occupational medicine. In 2008, the Society amalgamated with the Australian College of Occupational Health Nurses and now represents medical, nursing and other professionals involved in workplace health. The Society has branches in all states and territories and has approximately 300 members in Australia. The New Zealand arm of the organisation works closely with the Australian organisation, sharing common goals and collaborating on various activities.

ANZSOM's third Strategic Plan builds on the significant achievements of the last three years and sets out an agreed direction that will guide operations and secure the future of the organisation as a sustainable and relevant contributor in the field of occupational health.

This Strategic Plan represents the outcome of work by the Society's Executive, General Council and Secretariat. It has been informed by:

- Conduct of an organisational analysis based on an industry tool developed by Association Executive Services
- Conduct of a SWOT analysis involving members of General Council
- Results of a member survey conducted in 2021
- Consultation with various partners and stakeholders

We recognise that as a relatively small organisation, we must:

- Support our members who endeavour to promote good work, safe workplaces and healthy workers
- Ensure our activities are relevant and valuable to our members
- Run a successful yearly Annual Scientific Meeting, with AFOEM as our Scientific Partner
- Be visible within the workplace, government, and community to promote the specialities of occupational health and medicine

The plan will be used by the Executive, General Council and the Secretariat to direct and manage operations, and as a basis for reporting to the members. Annual Operational Plans guide implementation.

OUR VISION

A society where the highest value is placed on good work, safe workplaces, and healthy workers.

OUR MISSION

ANZSOM commits to support our members, and engage with other professionals, governments and relevant organisations to promote good work, safe workplaces and healthy workers.

OUR GOALS

1. **Professional development and recognition.** Support members in maintaining professional competencies and achieving recognition as experts in occupational health/medicine.
2. **Member engagement.** Support and grow member engagement with the activities of the organisation and the activities of other stakeholders, aiming to be the destination of choice for all practitioners of occupational health/medicine.
3. **Collaboration, partnerships and advocacy.** Foster a culture of collaboration and actively seek opportunities for partnership and advocacy to ensure the recognition and influence of ANZSOM in the specialty of occupational health/medicine.



OUR PRIORITIES

GOALS

PRIORITIES



Professional development and recognition

Support members in maintaining professional competencies and achieving recognition as experts in occupational health/medicine.

Deliver high quality national and local events.

Deliver comprehensive online education to reach all members.

Build partnerships for expanded educational opportunities.

Create a certification program for occupational health nurses.



Member engagement

Support and grow member engagement with the activities of the organisation and the activities of other stakeholders, aiming to be the destination of choice for all practitioners of occupational health/medicine

Engage with and deliver value to members of all disciplines.

Support early career professionals.

Be recognised as the society supporting occupational health nurses.

Recognise members' achievements and contributions.



Collaboration, partnerships and advocacy

Foster a culture of collaboration and actively seek opportunities for partnerships to ensure the recognition and influence of ANZSOM in the specialty of occupational health/medicine

Strengthen our partnership with the Australasian Faculty of Occupational and Environmental Medicine (RACP).

Strengthen other local partnerships including those with professional, educational and regulatory bodies.

Foster international partnerships to ensure ANZSOM's involvement in addressing international workplace health issues.

IMPLEMENTATION

Implementation of the Strategic Plan will be guided by annual Operational Plans, developed each year by the General Council and incorporating actions to be delivered nationally as well as locally at the State Branch level.

Success will depend on harnessing the voluntary efforts of ANZSOM's members, optimising the effectiveness and efficiency of paid resources, and ensuring oversight through robust systems and processes.

