ANZSOM

THE AUSTRALIAN AND NEW ZEALAND SOCIETY OF OCCUPATIONAL MEDICINE

good work • safe workplaces • healthy workers

Strategic Plan

2027-2030

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 represents over 400 professionals in Australia. The New Zealand arm of the organisation works closely with the Australian organisation, sharing common goals and collaborating on various activities.

ANZSOM also collaborates nationally and internationally with organisations that share a commitment to workplace health and is open to international membership.

ANZSOM's third Strategic Plan builds on the organisation's significant achievements 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.

*The **Australian and New Zealand Society of Occupational Medicine** (ANZSOM) acknowledges the Wurundjeri people of the Kulin Nation as the Traditional Custodians of the lands upon which our office is located. We pay our respects to ancestors and Elders, past, present and future, for they hold the memories, traditions, culture and hopes of Aboriginal and Torres Strait Islander peoples of Australia.*

In recognition that we are a bi-national organisation, ANZSOM acknowledges Māori as tangata whenua and Te Tiriti o Waitangi partners in Aotearoa New Zealand.

A MESSAGE FROM OUR PRESIDENT

I am pleased to share ANZSOM's new Strategic Plan. It has been shaped by what you've told us, alongside input from our leaders and key stakeholders, and it sets out the priorities we will focus on over the coming years. This plan builds on the strong foundations of our organisation while positioning us to respond to a rapidly evolving professional and healthcare environment.

Our vision remains clear: a society that places the highest value on good work, safe workplaces, and healthy workers. This plan explains how we'll support you as members, and how we'll keep working with partners, governments and the broader profession to help make that vision real.

To get here, we took a close look at what we do now – what's working well, where we can do better and what's changing around us. Like many professional associations, we're responding to digital change, shifting member expectations, and a growing demand for flexible, high-value CPD and connection.

We have reaffirmed four areas: strong governance, meaningful member engagement, high-quality professional development, and effective collaboration and advocacy. In practical terms, that means focusing on leadership and succession, improving the member experience and retention, modernising CPD, and growing our partnerships and influence across occupational health and medicine.

Importantly, this Strategic Plan also recognises the importance of defining and embedding the values we want to be known for: respect, integrity, diversity, sustainability, teamwork and innovation - so our decisions and the way we work together are consistent and transparent.

From here, we will turn the plan into practical, measurable outcomes that provide value to our members and contribute to better health and safety outcomes for workers and workplaces. We won't do that alone; it will take continued collaboration, adaptability and the generous contributions of our volunteers and supporters.

On behalf of the General Council, I would like to thank everyone who has contributed to the development of this Strategic Plan. I look forward to working together to bring these priorities to life over the coming years.

Dr Rebecca Dingle
ANZSOM President

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 VALUES

At ANZSOM, our core values serve as a compass to guide our actions, decisions and interactions. They reflect our shared dedication to upholding the highest ethical standards while driving positive, meaningful change for our members and the community.

Respect

We listen, collaborate and engage with professionalism, fairness and courtesy. We value the experience, expertise and contributions of our members, partners and the communities we serve.

Integrity

We uphold high ethical standards and evidence-based practice. We are transparent and accountable in our leadership and advocacy.

Diversity

We embrace diverse perspectives, backgrounds and expertise. We foster an inclusive profession that that strengthens better outcomes for workers and workplaces.

Sustainability

We promote practices that support long-term worker health, safe workplaces and responsible organisational development.

Teamwork

We collaborate openly and work in partnership with our members and stakeholders. We value shared knowledge and collective expertise to achieve better outcomes.

Innovation

We support evidence-based innovation and new ways of working. We respond to emerging challenges with practical, effective solutions.

OUR GOALS

1. Good governance, organisational management and leadership

Ensure effective oversight and capability of the organisation by harnessing the voluntary efforts of ANZSOM's members, optimising the effectiveness and efficiency of paid resources and maintaining robust systems and processes to manage obligations and risks.

2. Membership and member engagement

Strengthen and grow ANZSOM's membership by fostering meaningful engagement with the organisation's activities and those of key stakeholders, positioning ANZSOM as the professional destination of choice for all practitioners in occupational health and medicine.

3. Professional development towards practice excellence and recognition

Enable and support members to maintain and enhance their professional competencies, and to achieve recognition as leading experts in occupational health and medicine.

4. Collaboration, advocacy and partnerships

Promote a strong culture of collaboration and proactively develop partnerships that enhance the visibility, influence, and standing of ANZSOM within the specialty of occupational health and medicine.

OUR PRIORITIES

Good governance, organisational management and leadership

Ensure effective oversight and capability of the organisation by harnessing the voluntary efforts of ANZSOM's members, optimising the effectiveness and efficiency of paid resources and maintaining robust systems and processes to manage obligations and risks.

PRIORITIES	ACTIONS
Strategic management of organisational risks	Develop and implement a formal risk management process
Continuity of organisational management	Develop and implement a succession plan for the Secretariat and other support services
Engaged and well-equipped volunteer leaders	Develop and implement a structured recruitment, recognition, and development plan for leadership positions
Financial sustainability in the face of a changing environment	• Strengthen financial sustainability by identifying and developing diverse funding sources aligned with ANZSOM's strategic objectives and vales. • Establish a clear and sustainable framework for managing financial reserves that supports long-term strategic priorities and organisational resilience
Innovation towards efficiency and effectiveness of society performance	Optimise use of emerging technology, including AI, to improve efficiency and enhance member value

OUR PRIORITIES

Membership and member engagement

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PRIORITIES	ACTIONS
A value proposition that speaks to the diverse and changing needs of members	Routinely seek and respond to member feedback and industry trends in defining and communicating value for members
Strong engagement with the general practice and allied health communities	Consult with primary care members and peak bodies to understand how ANZSOM can support their roles in managing work-related illness and injury as a basis for ongoing strategic engagement
Strong engagement with new members	Develop and implement an engagement strategy for new members to strengthen connection and demonstrate value
A contemporary website presence to reflect a forward-looking organisation focussed on member value	Implement a website review and ongoing development plan that delivers a contemporary, user-friendly and accessible digital experience to support member engagement, communication and organisational objectives

OUR PRIORITIES

Professional development towards practice excellence and recognition

Enable and support members to maintain and enhance their professional competencies, and to achieve recognition as leading experts in occupational health and medicine.

PRIORITIES	ACTIONS
Strong CPD governance and planning	Establish a national planning group to facilitate coordination of CPD and advise on major CPD initiatives
Accessible and efficient delivery of CPD	Upgrade the online platform to integrate all functions including booking, delivery, certification and hosting of CPD
Continued growth in CPD opportunities through high value partnerships	Embed CPD development goals into all partnership development initiatives to ensure alignment with organisational goals and build value for members
Innovative high value CPD that meets professional requirements	Focus CPD development efforts on enhancing Category 2 and Category 3 CPD for medical practitioners, while ensuring relevance to the broader membership
Consolidation of the ANZSOM Nurse Recognition Program as an industry leading program for occupational health nurse developments	• Develop and implement a dedicated plan for the ANZSOM Nurse Recognition Program delivery over the next 5 years • Pursue opportunities to enhance OHN training to support pathways towards recognition and career development

OUR PRIORITIES

Collaboration, advocacy and partnerships

Promote a strong culture of collaboration and proactively develop partnerships that enhance the visibility, influence, and standing of ANZSOM within the specialty of occupational health and medicine.

PRIORITIES	ACTIONS
Strong and targeted strategic partnerships at a national and international level to support ANZSOM's Vision and goals	Identify and actively engage with priority partners to collaborate on activities that will deliver member value and progress towards shared goals
Collaboration to support advocacy on priority issues in occupational health and for the value of occupational health more generally	Secure sustainable partnerships that will build ANZSOM's standing as a key stakeholder and source of expertise in issues affecting worker health and workplace safety

OUR COMMITMENT

This Plan was endorsed by the ANZSOM General Council on 11 August 2026 **and by the ANZSOM membership on 28th October 2026 at the 2026 Annual General Meeting in Adelaide.**

It sets a clear and intentional pathway for organisational development, while enabling flexibility to respond to the ever-changing environment in which we operate and the evolving needs of members.

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 will guide implementation.

We look forward to sharing our measurable progress as we bring this plan to life and to continuing to respond to input from members and partners.

Thank you to all who have contributed their time and efforts throughout the planning process and for your continued commitment to ANZSOM's Vision, Mission and Values.

Rebecca Dingle on behalf of ANZSOM General Council

Dr Rebecca Dingle	President
Dr Cath Kehaher	Secretary General
Dr Ye Myat Ko	Treasurer General
Ms Sally Kane	Nurse Liaison Officer
Dr Catherine Field	NSW/ACT Branch Chair
Dr Clare Wood	QLD Branch Co-Chair
Dr Helena Hurst	QLD Branch Co-Chair
Dr Bill Panayiaris	SA/NT Branch Chair
Dr Jomini Cheong	VIC/TAS Branch Chair
Dr Eliza Cole	WA Branch Chair
Dr Jasvin Josen	Trainee representative (2025)
Dr Dylan Misso	Trainee representative (2025)

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