

STRATEGIC PLAN 2025-2030



IGPTN

Community | Strength | Healing

VISION

A future where Aboriginal and Torres Strait Islander General Practitioners and Rural Generalists lead culturally strong, equitable healthcare and inspire healthy communities across Australia.

PURPOSE

We empower, support and advocate for Aboriginal and Torres Strait Islander General Practice and Rural Generalist Trainees to connect, thrive and lead. Together we will create culturally safe and responsive healthcare achieving equity and self-determination through mentorship and positive role models that inspire future generations to become GPs.

VALUES

Connection

We build strong relationships with each other, community and country.

Integrity

We uphold high standards, act with honest, transparency and respect, embedding trust in all our relationships and decisions.

Determination

We cultivate learning, professional growth, tenacity and confidence to overcome challenges.

Cultural Safety & Responsiveness

We embody Aboriginal and Torres Strait Islander cultures, embedding respect, knowledge systems and holistic practices in all we do.

VISION • PURPOSE • VALUES



MEMBERSHIP

We grow and engage a diverse membership of GP/RG trainees, Fellows, students and future doctors, providing tailored support, tracking outcomes through a robust database, and delivering relevant programs to help members thrive and achieve Fellowship.

Strategic Priority	What will we do (activity)	Performance Indicator
A.1	Increase our membership numbers focussed on GP and RG trainees, but also including Fellows, medical students and prevocational doctors considering a career as a GP or RG.	Number of IGPTN Trainee members compared to total Aboriginal & Torres Strait Islander RACGP and ACRRM Trainees.
		Number of IGPTN Fellow members.
		New membership categories of medical students and prevoc doctors.
		Number of IGPTN medical student and prevoc doctor members.
A.2	Support our GP and RG trainees to thrive in achieving GP/RG Fellowship.	GP and RG trainee members report IGPTN as supporting them to achieve fellowship.
		Total numbers of Aboriginal and Torres Strait Islander GPs and RGs.
A.3	Implement a comprehensive Membership database enabling us to capture a range of data points, and demonstrate our impact over time.	An accurate and comprehensive database with ability for longitudinal analysis of key data points over time.
		Appropriate data point sharing arrangements in place with partner organisations.
A.4	Increase our engagement with members and potential members to continually improve our understanding of members' needs, and to provide current/ relevant programs and information.	Quarterly member newsletters.
		Conference presentations and presence.
		Targeted correspondence to Trainees, new Fellows, Fellows etc.
		Member only portal on the IGPTN website.
		Events/programs targeting med students, prevoc doctors, GP/ RG Fellows.
		Number of feedback mechanisms for members.

EDUCATION

We deliver culturally strong workshops, mentoring, exam prep, study groups and tailored resources for GP/RG trainees, led by a diverse medical education team, with continuous improvement to ensure our programs meet member needs and support their success.

Strategic Priority	What will we do (activity)	Performance Indicator
B.1	Continue to deliver IGPTN's signature Workshops bringing trainees together for face to face connection, education and cultural strengthening.	Number of workshops.
		Trainee attendance numbers at workshops.
		Fellow attendance numbers at workshops.
		Number of medical students and prevoc doctors to experience the Workshops.
B.2	Provide one-on-one individualised education programs, mentoring and support.	Number of individualised plans.
		Number of one-on-one sessions with Mentors.
B.3	Facilitate exam preparation opportunities which meet the needs of our trainee members.	Number of exam preparation options available.
		Attendance numbers at exam preparation sessions.
		Exam preparation session satisfaction levels from GP and RG Trainees.
B.4	Facilitate study groups which meet the needs of our trainee members.	Number of study group options available.
		Attendance numbers at study groups.
		Study session satisfaction levels from GP and RG Trainees.
B.5	Strengthen the available suite of education resources specific for the needs of our trainees.	Development of self-directed study pack.
		Number of IGPTN education resources.
B.6	Maintain an organisational culture of continuous quality improvement, continuously looking for how we can improve our educational offerings.	Program evaluation of each educational offering, with regular new quality improvement activities implemented and trialed, and feedback provided by members.
B.7	Ensure we strive for a diverse Medical Education and Mentor team.	Medical Educators and Mentors across RACGP and ACRRM. New Fellows and Fellows. Urban, rural and remote representation.

LEADERSHIP & ADVOCACY

We strengthen IGPTN's profile, conduct Aboriginal & Torres Strait Islander-led research, influence policy and model excellence to inspire future GP/RGs. We support members beyond Fellowship and collaborate with government and colleges to grow Aboriginal and Torres Strait Islander GP/RG trainee numbers.

Strategic Priority	What will we do (activity)	Performance Indicator
C.1	Increase IGPTN's profile in order to demonstrate our impact and influence decision-makers.	IGPTN presentations at conferences.
		Social media following.
		Meetings with Government and partner organisations.
		Number of invitations to committees/working groups.
		Submissions on policy and key important topics.
		Formal recognition from the Govt as a peak body.
C.2	Develop an Indigenous led Research program that is able to study relevant workforce data to inform future policy.	Publication of Aboriginal and Torres Strait Islander GP/RG Workforce findings that is able to inform future policy decisions. Topics such as: Trainee journeys; racism/discrimination; community perceptions of AMS/ACCHS; community perceptions of Aboriginal and Torres Strait Islander GPs/RGs.
C.3	Be strong role models to encourage the next generation of Aboriginal and Torres Strait Islander GPs and RGs.	Number of opportunities for partnerships or directly influencing/encouraging future leaders and GPs/RGs. Youth, medical students, prevocational doctors.
C.4	Provide ongoing leadership, engagement and support post Fellowship.	Number of opportunities for Fellows to be involved with IGPTN or engage in networking activities.
		Increased retention rates for Aboriginal and Torres Strait Islander GP/RG Fellows.
		Number of opportunities for Medical Educators, Director/ Executive roles, Supervisor roles.
C.5	Collaborate with Government and Colleges to increase the Aboriginal and Torres Strait Islander GP and RG trainee positions.	Aboriginal and Torres Strait Islander GP and RG trainee positions.

GOVERNANCE & MANAGEMENT

We embed Aboriginal and Torres Strait Islander ways of knowing and doing through all we do, uphold strong governance, grow diverse funding, build Board and staff capacity and demonstrate our impact through transparent, accountable reporting against our strategic plan.

Strategic Priority	What will we do (activity)	Performance Indicator
D.1	Utilise Aboriginal and Torres Strait Islander ways of knowing and doing, embedding these throughout all parts of the organisation.	Aboriginal and Torres Strait Islander ways of knowing and doing are not just acknowledged but embedded in every aspect of the organisation's governance, culture, decision-making and relationships, and cultural safety is a lived reality for Board, staff, members and stakeholders.
D.2	Maintain high levels of excellence in governance and accountability as an Aboriginal Controlled Organisation.	Compliance register with all legal, financial and other obligations captured.
		We actively seek opportunities for continuous improvement in meeting our legal and regulatory compliance requirements.
D.3	Maintain and expand government, philanthropic and corporate support via carefully targeted fundraising strategies and continued engagement with existing supporters.	A Board endorsed Funding and Income Generation Strategy with agreed targets that are supported by a workplan.
D.4	Support a strong workforce across Board and staff members, with a commitment to grow capacity, encourage professional development, and develop robust HR policies and procedures.	A strong and effective Board of Directors.
		Staff retention rates, and a positive, safe and fun organisational culture.
		Feedback regarding our alignment with our stated values.
D.5	Demonstrate and communicate our impact against our strategic plan.	Frequent and accurate reporting against our Strategic Plan Information that is accessible to our members, key stakeholders and the wider community through: Newsletters, annual reports, social media, website.



INDIGENOUS GENERAL PRACTICE TRAINEE NETWORK

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PO Box 2024, Eastern Kulin Nations, Blackburn South, VIC, 3130
admin@igptn.org.au igptn.org.au