



# Strategic Plan 2021–2023

## FOUNDATIONS

*Representing over 10,000 paramedics  
from across Australasia*



# Introducing our strategic plan

In the past 10 years paramedicine has undergone a progressive but significant shift towards increasing professionalism, culminating with our registration in 2018. Paramedics were once vocationally trained and working entirely in ambulance services or the fledgling event/industrial first aid sector. We are now in a position where we have graduate, postgraduate and doctoral level education and we provide high quality, evidence informed care across jurisdictional services, academia, primary and community health, in residential aged care and in industrial, remote and austere environments.

We provide more advanced care in more settings with more regularity than any other health professional.

## We now focus on building strong foundations for the College

Adopting a crawl-walk-run approach, the previous 12 month plan, put in place for our establishment in November 2019, was important in setting our initial direction while we bedded in our processes post the merger of Paramedics Australasia and the Australian and New Zealand College of Paramedicine.

This plan builds on the strong engagement, governance and financial position we are in and will guide the College in the ce-

menting of strong foundations. This plan recognises our history, whilst articulating the priorities for the College as we look forward for the next 10 years, the decade for paramedicine.

## Strategic Plan 2021 – 2023: Foundations

This plan is the culmination of a significant body of work undertaken by the College over the past six months, bringing together input from our 2020 Member Survey, member and committee focus groups and strategic planning sessions with the Board and College staff. The plan proposes comprehensive strategic actions to move the College and, importantly, the profession forward.

The plan draws extensively on the knowledge and experience of our membership. It recognises and embeds the activities we have become known for; education, research, communication and professional identity.

After years of advocacy work, we have achieved registration in both Australia and New Zealand, we have re-united as one strong voice for paramedics and we now look to the future and how we can shape the profession for the benefit of paramedics and our communities. Registration has already started opening doors for paramedics and this will continue, but the key question is, which doors do we want to proactively open?



The challenges we face as a new profession and new College are evident; do we have a seat at the table for decisions about the profession and the health sector more broadly? Is government listening to what we have to say? The answer at the moment is No but changing that is a key objective of this strategic plan. We are unapologetic in our aim to broaden the influence of the College and the profession, establishing the foundations for the College to be a trusted and influential voice, and ensuring that the paramedic perspective is heard.

It is an exciting time to be a paramedic and for the College.

On behalf of the Board, I commend to all members the ACP Strategic Plan 2021 – 2023: Foundations.

**Ryan Lovett**  
Chair





The College has adopted a vision, purpose and values to provide overarching direction to our operations

## Vision

A strong and influential College representing and supporting paramedicine

## Purpose

To advance and support excellence in paramedicine and patient-centred paramedic care

## Values

Collaboration, Compassion, Inclusivity, Integrity, Respect

“This plan builds on the strong engagement, governance and financial position we are in and will guide the College in the cementing of strong foundations.”

Ryan Lovett





The College will realise its vision and achieve its purpose by focusing on five strategic pillars

## Strategic Priority

### Leadership

Lead the profession to deliver excellence in patient-centred care

## Objectives

Build the brand and awareness of the College amongst paramedics, student paramedics, stakeholders and the wider paramedicine community

Position the College as the peak professional body and leading voice for paramedicine

Advocate to government and key stakeholders to recognise the contribution of paramedics and advance the paramedic profession

Advocate for and support the education, development and employment opportunities for student paramedics

Develop standards and position statements to achieve excellence in paramedic healthcare

Support the development of paramedicine and paramedics in the pacific region

### Education

Inspire and facilitate the development of paramedics

Cultivate excellence in paramedic practice through best practice education and championing lifelong learning and development

Create multimodal education delivery options to reach all members and cover wider education needs

Deliver major conferences and events accessible to members and the profession

Expand non-clinical content offering to support the wider development paramedics

Accreditation and credentialling of paramedic education and qualifications delivered by third parties

### Research

Advance the development of evidence-informed paramedicine

Develop the College's research agenda to guide research activities

Provide opportunities for engagement with and dissemination of paramedicine research

Build research capacity of paramedicine and support research opportunities for members

Create partnerships and collaborations with other leading research organisations



## Strategic Priority

# Members

Represent and support the interest and wellbeing of members

## Objectives

- Support and promote paramedic health and wellbeing
- Deliver professional, leadership & career services and support for members
- Provide guidance and referrals for members on registration and other professional items
- Advocate for and strengthen opportunities to progress diversity within paramedicine
- Recognise the contribution of members to the College and profession.

# Performance

Build a sustainable, capable and socially responsible organisation

- Create and deliver a high performing team of staff and volunteers with improved capability
- Grow breadth & depth of membership to support, engage and represent more paramedics and students
- Enhance best practice corporate governance structures and systems to ensure robust decision making, risk management and financial governance
- Develop partnerships and alliances within and beyond paramedicine
- Ensure the College operates efficiently and sustainably
- Identify income diversity opportunities to ensure the long-term financial success of the College.





