

AOA Regional Orthopaedic Surgery Strategic Plan 2022 - 2024

The provision of specialist orthopaedic services across Australia is not equitable. Most of the services, administration, advocacy and support for surgeons are concentrated in metropolitan centres. Regional orthopaedic services have common themes of difficulty regarding recruitment and retention of highly trained surgeons. It is essential that the quality of surgeon working in regional Australia is equivalent to metropolitan Australia, with equivalent training, experience and assessment.

This Strategic Plan is presented to highlight the specific issues faced in regional centres and provide mechanisms to empower regions to improve and build high-quality surgical units.



AOA
AUSTRALIAN
ORTHOPAEDIC
ASSOCIATION

VISION

To provide the regional community with the same high level of care and access to specialist orthopaedic services as those in metropolitan areas via the training, recruitment and retention of Australian-trained surgeons.

PURPOSE

To advance the quality and accessibility of orthopaedic surgery across Australia by delivering the highest quality orthopaedic services in regional Australian centres.

CORE STRATEGIES

AOA's core strategies have been determined with consideration to:

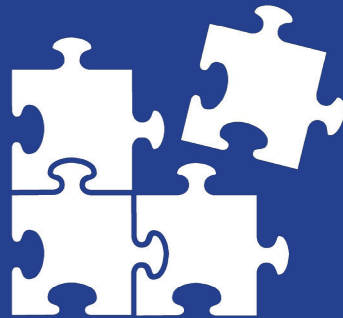
- Incentives to recruitment and retention for regional and rural practice
- Areas in which the AOA can have influence over rural and regional provision of orthopaedic care over the next five years
- The concept of regionality as a diversity issue
- Priorities for funding streams
- Mentorship for regional surgeons within the AOA organisational structures
- Future directions for support and assessment of SIMG applicants in orthopaedic surgery.

COMMUNITY
INFRASTRUCTURE

TRAINING &
MENTORSHIP

NETWORKS &
CONNECTIVITY

COMMUNITY INFRASTRUCTURE



AIMS

- To elevate regional experiences for orthopaedic surgeons and their families
- To advocate and seek opportunities to improve regional centre infrastructure
- To positively profile regional centres to medical students and junior doctors
- To ensure that appropriate infrastructure is available to enhance the orthopaedic training experience in regional settings.

TRAINING & MENTORSHIP



AIMS

- To facilitate regional initiatives within the AOA 21 Training Program
- To advocate for prioritising regional experience as part of applicant selection to the AOA 21 Training Program
- To work collaboratively with AOA's Board committees to enhance AOA training and mentoring activities
- To implement orthopaedic career education initiatives for regional-based undergraduates: from school to university students
- To implement an AOA Mentoring Program among regional surgeons

TRAINING & MENTORSHIP



AIMS (cont.)

- To enable positive culture change in regional orthopaedic departments through implementing a champions of change program.
- To ensure that regional orthopaedic practice delivers the best patient care through ensuring all Specialist International Medical Graduates (SIMGs) are provided with adequate training and supervision through AOA 21.

NETWORKS & CONNECTIVITY



AIMS

- To develop a professional networking program that facilitates metropolitan and regional peer connections
- To seek travel subsidies and allowances to financially sustain a professional networking program
- To advocate for equity in access to new technologies in regional settings
- To support orthopaedic surgeons in regional fellowship positions.