



AOA

AUSTRALIAN
ORTHOPAEDIC
ASSOCIATION

AUSTRALIAN ORTHOPAEDIC ASSOCIATION

STRATEGIC PLAN

2027-2029

ACKNOWLEDGMENT OF COUNTRY

In the spirit of reconciliation AOA acknowledges the Traditional Owners of country throughout Australia and their connection to land, waters, culture and community.

We pay our respect to their Elders, past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander Peoples today.

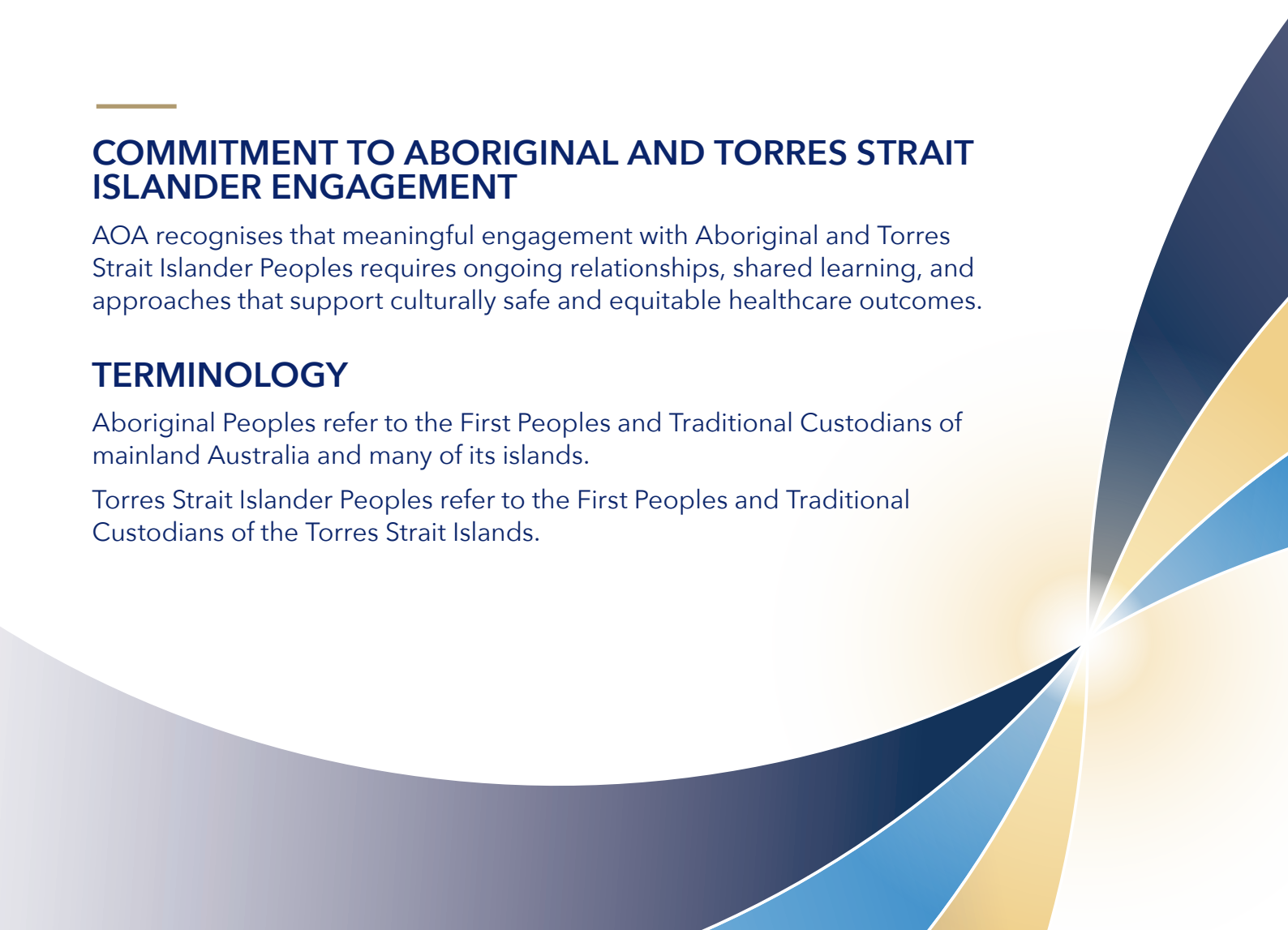
COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER ENGAGEMENT

AOA recognises that meaningful engagement with Aboriginal and Torres Strait Islander Peoples requires ongoing relationships, shared learning, and approaches that support culturally safe and equitable healthcare outcomes.

TERMINOLOGY

Aboriginal Peoples refer to the First Peoples and Traditional Custodians of mainland Australia and many of its islands.

Torres Strait Islander Peoples refer to the First Peoples and Traditional Custodians of the Torres Strait Islands.



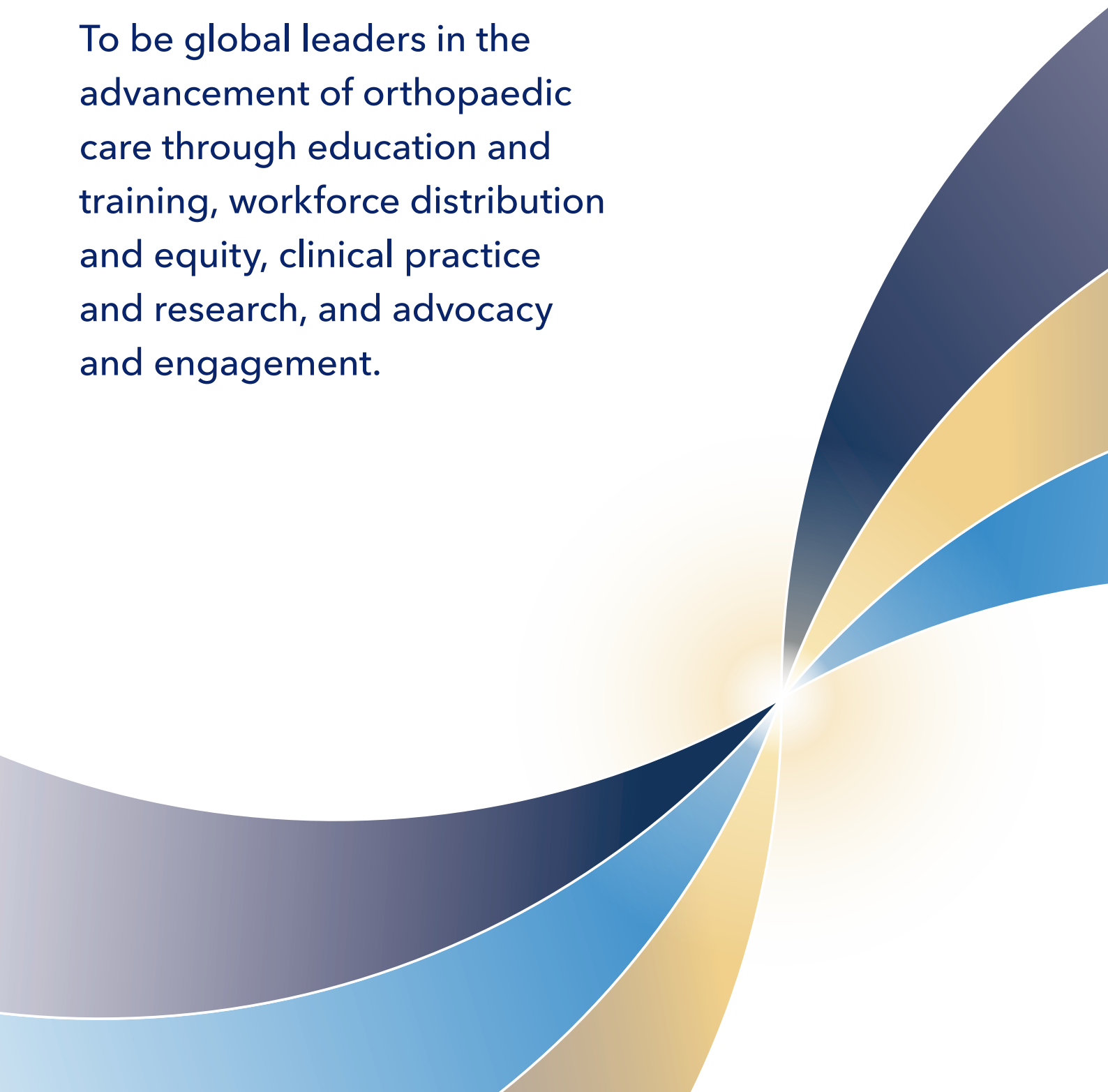
PURPOSE

Restoring and advancing
the wonder of movement.



VISION

To be global leaders in the advancement of orthopaedic care through education and training, workforce distribution and equity, clinical practice and research, and advocacy and engagement.



STRATEGIC PILLARS



EDUCATION AND TRAINING

Continuous quality improvement of education and training that is focused on advancing clinical practice.



WORKFORCE DISTRIBUTION AND EQUITY

Providing inclusive opportunities for our members that deliver equitable patient access to musculoskeletal care.



CLINICAL PRACTICE AND RESEARCH

Excellence in maintaining standards and effective participation in, and translation of, musculoskeletal research.



ADVOCACY AND ENGAGEMENT

Purposeful representation and engagement with diverse stakeholders to advance musculoskeletal health and care.



EDUCATION AND TRAINING

Continuous quality improvement of education and training that is focused on advancing clinical practice.

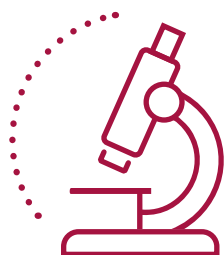
AOA delivers world-class orthopaedic surgical education and training that is innovative, evidence-based and future-focused. It is committed to maintaining excellence in training and continuing professional development while strengthening workforce diversity, fostering ethical leadership, and advancing clinical practice to improve outcomes for the community.



WORKFORCE DISTRIBUTION AND EQUITY

Providing inclusive opportunities for our members that deliver equitable patient access to musculoskeletal care.

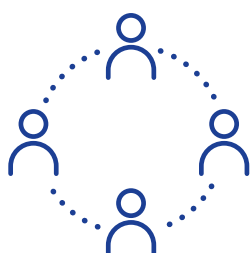
AOA is focused on building a strong, sustainable and future-ready orthopaedic workforce that delivers equitable access to high-quality musculoskeletal care. AOA recognises that a workforce with diverse perspectives strengthens innovation, improves decision-making, enhances patient outcomes, and supports the long-term sustainability of the profession. This pillar seeks to improve workforce distribution and retention, strengthen representation in leadership and governance, and promote ethical, culturally informed practice that benefits both the profession and the communities it serves.



CLINICAL PRACTICE AND RESEARCH

Excellence in maintaining standards and effective participation in, and translation of, musculoskeletal research.

AOA is committed to advancing the future of orthopaedic care through research, innovation and continuous improvement. By strengthening research capability, collaboration, and the use of technology and data, AOA seeks to drive meaningful improvements in clinical practice and patient outcomes. Central to this work is collaboration with consumers and the broader community to ensure research remains relevant, impactful, and focused on reducing the burden of musculoskeletal disease.



ADVOCACY AND ENGAGEMENT

Purposeful representation and engagement with diverse stakeholders to advance musculoskeletal health and care.

AOA is a trusted leader and advocate for the orthopaedic profession, its members, and the communities they serve. Through meaningful engagement and collaboration, AOA seeks to further promote high-quality and equitable patient care and ensure consumer perspectives are reflected in healthcare decisions. AOA is also focused on enhancing member experience and creating opportunities for members to further develop leadership capabilities and contribute to shaping the future of the profession.



EDUCATION & TRAINING

Continuous quality improvement of education and training that is focused on advancing clinical practice.

AIMS:

- ▶ To achieve accreditation of the Australia New Zealand College of Orthopaedic Surgeons (ANZCOS) while continuing to deliver high-quality, cost-effective selection, education and training, and CPD.
- ▶ To ensure the AOA 21 Training Program remains globally recognised as best practice through the implementation of the AOA 21 Review recommendations.
- ▶ To support the growth of a culturally informed, sustainable, and diverse orthopaedic workforce through education, training, and ongoing capability development.
- ▶ To strengthen training pathways and engagement opportunities that support Aboriginal and Torres Strait Islander Peoples participation.
- ▶ To improve rural, regional, and remote education and training pathways.
- ▶ To further promote ethical behaviour and practice across the profession through enhanced education and leadership.
- ▶ To explore how AI can be securely leveraged to enhance education and training and to deliver a user-friendly technology platform.



WORKFORCE DISTRIBUTION AND EQUITY

Providing inclusive opportunities for our members that deliver equitable patient access to musculoskeletal care.

AIMS:

- ▶ To address issues relating to workforce maldistribution and underrepresented groups, including retention and workforce capability.
- ▶ To encourage a culture of well-being, mentorship, and psychological safety within the orthopaedic community and training environments.
- ▶ To improve equitable and culturally and clinically appropriate access to musculoskeletal care.
- ▶ To strengthen diverse and inclusive representation through participation, engagement and input within governance and decision-making structures and AOA leadership groups.
- ▶ To promote ethical decision-making and professional conduct aligned to AOA's ethical principles.

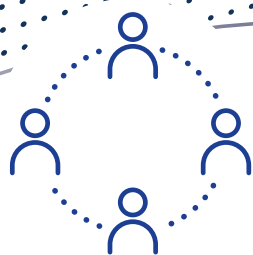


CLINICAL PRACTICE AND RESEARCH

Excellence in maintaining standards and effective participation in, and translation of, musculoskeletal research.

AIMS:

- ▶ To utilise AOA research infrastructure, resources, and partners to drive evidence-based improvements in patient care and reduce the burden of musculoskeletal disease, disorders and injuries.
- ▶ To collaborate with patient and consumer groups to ensure their needs and perspectives are reflected in musculoskeletal research.
- ▶ To expand and optimise AOA's research capability and strengthen member research literacy.
- ▶ Enhance the data collection and analysis capabilities of AOA through technological transformation.



ADVOCACY AND ENGAGEMENT

Purposeful representation and engagement with diverse stakeholders to advance musculoskeletal health and care.

AIMS:

- ▶ To continue advocating for members across a range of issues and with a variety of stakeholders.
- ▶ To continue advocating for improved universal access to safe, ethical, evidence-based quality care for all patients.
- ▶ To strengthen AOA's reputation and leadership as an independent peak body for orthopaedic surgery.
- ▶ To promote the inclusion of consumer voices in care decisions and a culture of delivering consumer-centered care.
- ▶ To strengthen collaborative relationships with key internal, national, and international stakeholders across the musculoskeletal health ecosystem.
- ▶ To enhance member engagement and experience.
- ▶ To provide opportunities for members to advance leadership, governance, risk, and strategy capabilities.