JCTS

JOINT COLLEGES TRAINING SERVICES

STRATEGIC PLAN

2026-2030

ACRRM

RACGP

"CULTURE WRAPPED AROUND HEALTH"

Emma-Louise Mulganai Hollingsworth

This artwork was commissioned especially for JCTS and created by Emma-Louise Mulganai Hollingsworth, an Indigenous artist and a Kaanju, Kuku Ya'u and Girramay woman.

The artwork represents the intertwining of traditional Aboriginal and Torres Strait Islander health and wellness practices with Western medicine.

Representing the journey to strengthening communities by empowering mob to be healthy and create healthy futures for our young jarjums (children), it symbolises the importance of connections between people, and connections between us and the Land.

ACKNOWLEDGEMENT OF COUNTRY

Joint Colleges Training Services (JCTS) acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples and Traditional Owners/Custodians of these lands, in the spirit of reconciliation.

We recognise that Aboriginal and Torres Strait Islander peoples have cared for Country for millennia and seek to learn from both Aboriginal and Torres Strait Islander ways of knowing, being and doing.

We acknowledge that sovereignty of this land was never ceded and pay our respects to Aboriginal and Torres Strait Islander Elders – Past, Present and to emerging young leaders who will carry their heritage, customs, language and cultural practices into the future.

Whitsundays Islands, QLD

OUR VISION

Strong communities and healthy futures – grounded in Cultural Safety, strengthened through relationships, and driven by excellence in embedding Aboriginal and Torres Strait Islander ways in GP training.

OUR COMMITMENT

Our commitment is to walk alongside communities, educators, and partners to embed Cultural Safety, strengthen systems, and transform GP training through relationships built on trust, integrity, and accountability.

Beauchamp Falls, VIC

OUR VALUES

ALLYSHIP

We walk together, empowering Aboriginal and Torres Strait Islander and non-Indigenous colleagues to lead change together.

EXCELLENCE

We strive for high standards in education, governance, and practice.

INTEGRITY

We act with honesty, accountability, and Cultural Safety in all that we do.

RELATIONSHIPS

We build trust through reciprocity, respect, and shared accountability.

RESPECT

We value diversity and honour Aboriginal and Torres Strait Islander ways of knowing, being, and doing.

Wineglass Bay, TAS

Kambah, ACT

OUR PURPOSE

To lead national excellence in Cultural Safety within general practice training, embedding Aboriginal and Torres Strait Islander ways of knowing, being, and doing to strengthen the GP workforce, build workforce confidence and deliver culturally safe, equitable, and community-centred healthcare.

WHO WE ARE

The Joint Colleges Training Services (JCTS) was established in 2022 as a joint venture between the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM). JCTS plays a distinct national role in strengthening the Cultural Safety of Australia's GP training system.

We bring together medical and cultural expertise to ensure all GP registrars, Aboriginal, Torres Strait Islander, and non-Indigenous, are equipped to provide culturally safe, respectful, and community-led care.

We work in partnership with AIDA, IGPTN, Aboriginal Medical Services (AMSs), and regional training organisations to uphold the highest standards of Cultural Safety, education, and accountability.

LOOKING AHEAD

We are entering a period of stabilisation before growth. Over the next 18 to 24 months, our focus will be on strengthening internal structures, governance and alignment. This period represents a time of consolidation and clarity, embedding Cultural Safety at the heart of our work and establishing a strong foundation for sustained growth, impact and leadership across the general practice training sector.

As we look to the future, this strategy sets our direction for a more culturally safe, connected and capable health training system. We will continue to embed Cultural Safety as a national standard, strengthen relationships across the sector, and deliver high-quality education that promotes equity and excellence in practice.

Through this strategy, we will drive meaningful and lasting change, ensuring Aboriginal and Torres Strait Islander perspectives are reflected and respected across every level of general practice training and workforce development.

Professor Peter O'Mara, JCTS Chair

Cape York, QLD

Blue Mountains, NSW

STRATEGIC PILLARS

Our strategic pillars define the foundation for how JCTS leads, collaborates, and delivers impact.

They represent our long-term priorities, ensuring that Cultural Safety anchors our approach, excellence drives our practice, and relationships sustain our collective progress.

PRIORITY ONE

CULTURAL SAFETY

Embedding Cultural Safety across systems, governance, and GP training delivery.

PRIORITY TWO

EXCELLENCE

Strengthening quality, capability, and accountability across all operations.

PRIORITY THREE

RELATIONSHIPS

Building and sustaining trusted partnerships across the sector.

CULTURAL SAFETY

Cultural Safety will underpin JCTS's future direction and impact. This priority will strengthen Cultural Safety education as a core requirement of JCTS's funding agreement and embed Cultural Safety across governance, workforce, and education systems, ensuring it is clearly defined, practised, and measured throughout general practice training.

JCTS will work in cross-sectoral collaboration to advance equity, eliminate racism, and strengthen Aboriginal and Torres Strait Islander ways of knowing, being, and doing across all areas of practice and operations.

KEY FOCUS AREAS

- Develop and implement a National Cultural Safety Framework that defines JCTS's approach to Cultural Safety education and embeds accountability across policies, position descriptions, and governance systems.
- Establish measurable Cultural Safety indicators and benchmarks to monitor progress and strengthen education quality, supervision, and mentoring.
- Build sustainable pathways for Aboriginal and Torres Strait Islander educators, supervisors, and doctors to lead Cultural Safety education, practice and decision-making.
- Embed Cultural Safety as a national standard across all general practice training programs, ensuring equity, consistency, and continuous improvement.

West MacDonnell National Park, NT

PRIORITY TWO

Sellicks Beach, SA

EXCELLENCE

Excellence will guide JCTS's commitment to quality, accountability, and continuous improvement.

This priority will strengthen governance, workforce capability, and operational systems to ensure consistent, high standards across general practice training.

Through transparency and measurable outcomes, JCTS will deliver culturally safe, high-quality education that supports both workforce and community wellbeing.

KEY FOCUS AREAS

- Strengthen governance, systems, and data integrity to support transparency and accountability.
- Implement a Cultural Impact and Outcomes Framework to monitor performance and progress.
- Embed a positive, inclusive workplace culture that prioritises wellbeing, learning, and professional growth.
- Develop leadership and capability pathways for staff, educators, and trainees, particularly Aboriginal and Torres Strait Islander people.
- Achieve operational and financial sustainability to ensure long-term organisational strength.

RELATIONSHIPS

Relationships will be strengthened to enhance trust, respect, and collaboration across the general practice training sector.

This priority will focus on building accountable and transparent partnerships with Aboriginal and Torres Strait Islander communities, peak bodies, the medical colleges, and other sector partners.

Through genuine collaboration and shared purpose, JCTS will create a more connected system that supports collective leadership and long-term impact.

KEY FOCUS AREAS

- Build enduring partnerships with peak bodies, medical colleges, governments, and sector organisations.
- Promote transparency and communication across all levels of the general practice training system.
- Strengthen national and international collaborations to promote cultural exchange and shared learning.
- Clarify and amplify JCTS's unique sector value and national influence.
- Foster relationships grounded in reciprocity, respect, and shared accountability.

PRIORITY THREE

JCTS

JOINT COLLEGES TRAINING SERVICES

JCTS.ORG.AU

Karijini National Park, WA

ACRRM

RACGP