

RACGP Modern Slavery Statement

FY 2022–2023



RACGP Modern Slavery Statement, FY 2022–2023

Disclaimer

The information set out in this publication is current at the date of first publication and is intended for use as a guide of a general nature only and may or may not be relevant to particular patients or circumstances. Nor is this publication exhaustive of the subject matter. Persons implementing any recommendations contained in this publication must exercise their own independent skill or judgement or seek appropriate professional advice relevant to their own particular circumstances when so doing. Compliance with any recommendations cannot of itself guarantee discharge of the duty of care owed to patients and others coming into contact with the health professional and the premises from which the health professional operates.

Accordingly, The Royal Australian College of General Practitioners Ltd (RACGP) and its employees and agents shall have no liability (including without limitation liability by reason of negligence) to any users of the information contained in this publication for any loss or damage (consequential or otherwise), cost or expense incurred or arising by reason of any person using or relying on the information contained in this publication and whether caused by reason of any error, negligent act, omission or misrepresentation in the information.

The Royal Australian College of General Practitioners. RACGP Modern Slavery Statement, FY2022–2023. East Melbourne, Vic: RACGP, 2023.

The Royal Australian College of General Practitioners Ltd
100 Wellington Parade
East Melbourne, Victoria 3002

Tel 03 8699 0414
Fax 03 8699 0400
www.racgp.org.au

ABN: 34 000 223 807

© The Royal Australian College of General Practitioners 2023

This resource is provided under licence by the RACGP. Full terms are available at www.racgp.org.au/usage/licence. In summary, you must not edit or adapt it or use it for any commercial purposes. You must acknowledge the RACGP as the owner.

We acknowledge the Traditional Custodians of the lands and seas on which we work and live, and pay our respects to Elders, past, present and future.

Contents

ANNEXURE	1
CEO's MESSAGE	2
BOARD APPROVAL	2
THE REPORTING ENTITY	3
OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN	3
STRUCTURE	3
OPERATIONS	3
SUPPLY CHAIN	3
IDENTIFYING & ADDRESSING MODERN SLAVERY RISKS	5
EFFECTIVENESS OF ACTIONS	5
CONSULTATION	6
CLOSING STATEMENT	7

ANNEXURE

This Modern Slavery Statement (Statement) is made pursuant to s16(1) of the Modern Slavery Act 2018 (Cth) (Act) and sets out the risks of modern slavery in The Royal Australasian College of General Practitioners' (RACGP's) operations and supply chains, the actions taken to assess and address those risks during the financial year, and how we assess the effectiveness of those actions.

The Statement covers the financial year ending 30 June 2023 (FY22/23) and applies to RACGP, the RACGP entities considered reporting entities under the Act, and the controlled subsidiaries of RACGP, including RACGP Training Services Pty Ltd.

References to 'RACGP', 'we', or 'our' throughout this Statement includes all RACGP subsidiaries covered by this Statement, unless otherwise specified.

CEO's MESSAGE

I am pleased to present the RACGP's Modern Slavery Statement for 2023, which has been prepared in accordance with the requirements of the Act.

In the past 12 months, the RACGP has grown significantly, with its operations diversified to deliver the Australian General Practitioner Training Program.

At RACGP, we always strive for better for our members, our communities, our employees in our dedication to creating a healthier Australia.

Our success greatly depends on how we demonstrate our integrity, transparency, and accountability as fundamental pillars to meritorious ethical behaviour.

At RACGP we understand that we are exposed to modern slavery risks in our supply chain. Accordingly, we have a responsibility to ensure these risks are identified, understood, and appropriately managed.

We acknowledge that eradicating modern slavery is a complex task that requires a global response from governments, businesses, and the international community.

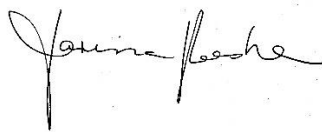
As a proud Australian organisation dedicated to improving community health since our founding in 1958, we have an important role to play. In line with our commitment to Corporate Social Responsibility we support and have positive relationships with the communities in which we operate and behave ethically towards all our stakeholders.



Paul Wappett
Chief Executive Officer

BOARD APPROVAL

This report was approved by the Board of RACGP on 16 November 2023.



Dr Larissa (Lara) Roeske
Chair, RACGP Board

THE REPORTING ENTITY

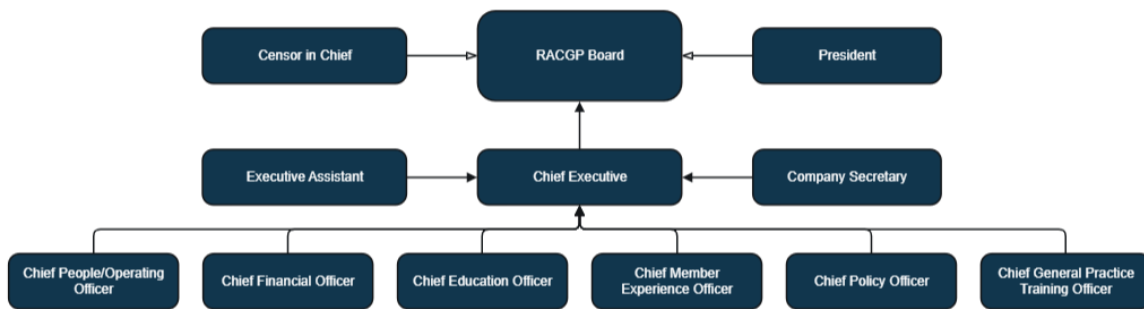
The Royal Australian College of General Practitioners (RACGP) ABN 34 000 223 807 is a company incorporated in New South Wales and domiciled in Australia as a company limited by guarantee, with the liability of its members limited to \$20 per member. This statement covers all controlled subsidiaries of RACGP, including RACGP Training Services Pty Ltd, ABN 62 099 141 689.

OUR STRUCTURE, SUPPLY CHAIN & OPERATIONS

STRUCTURE

The Royal Australian College of General Practitioners (RACGP) Head Office is located at 100 Wellington Street, East Melbourne, Victoria 3002.

Our organisational structure is outlined below.



SUPPLY CHAINS

Procurement manages end to end source to contract activities, contract lifecycle management, and purchasing activities for the organisation.

RACGP currently works with approximately 494 suppliers and contractors across an annual spend of \$228.7M. Suppliers are largely Tier 2 and 3 Australian based suppliers predominantly falling into the categories of Professional Services and Consulting, Property, Plant & Equipment (including Building Management), IT software and hardware, Marketing and Advertising.

Spend Categories	Annual Spend (\$'000) FY 2022/2023
Professional Services	10,967
IT Hardware and Software	9,738
Property, Plant & Equipment	58,540
Travel & Accommodation	8,953
Publications, Advertising & Media	2,929
Postage & Freight	760
Subscriptions & Periodicals	731
Printing & Stationery	710

Capability assessments performed in August 2022 and June 2023 has identified requirement for significant uplift in areas of source to contract, category management, supplier management, reporting, and systems for enablement of key Procurement programs including supporting supplier diversity, sustainability, and modern slavery. Key elements of these are identified for initial focus as part of the development of a structured modern

slavery roadmap. Work in progress to uplift capability include end to end process mapping, assessment of existing tools and templates, team training, and the delivery of new tools to address the source to contract process which is in progress on a rolling basis through 23/24FY.

AD-HOC SUPPLIERS

RACGP transacted with 2,098 ad-hoc suppliers during the 22/23FY.

CONTRACTED SUPPLIERS

RACGP transacted with 4,631 contracted suppliers during the 22/23FY.

2,949 of these suppliers had an Australian Business Number (ABN) while 382 of these suppliers did not, indicating that they were either international suppliers, or individuals being paid for personal services; approximately 1300 were individuals receiving payment of claims associated with the Australian General Practice Training (AGPT) Program.

OPERATIONS

RACGP is the voice of general practitioners (GPs) in our growing cities and throughout rural and remote Australia. For more than 60 years, we've supported the backbone of Australia's health system by setting the standards for education and practice and advocating for better health and wellbeing for all Australians.

Our Purpose is to ensure a strong GP profession that keeps Australia healthy.

Our Goal is to improve Australia's health outcomes because every person in Australia, regardless of their postcode or their vulnerabilities, can – and does – regularly see a GP.

Our functions currently support over 44,000 members working in or towards a career in general practice. The RACGP conducts its activities within the following key areas: education and training for general practice, innovation and policy for general practice, and advocacy.

We cultivate a stronger profession by helping the GPs of today and tomorrow continue their professional development throughout their careers, from medical students and GPs in training, to experienced GPs. We develop resources and guidelines to support GPs in providing their patients with world-class healthcare and help with the unique issues that affect their practices. We're a point of connection for GPs serving communities in every corner of the country.

In September 2022, the RACGP signed a milestone contract with the Federal Health Department to deliver general practice training in Australia from 1 February 2023. This was the largest medical vocational training contract in history by an Australian Government and the largest contract in the history of the RACGP, signalling successive governments' trust in the RACGP to deliver high-quality general practice training for our communities, more than 20 years after the establishment of regional vocational training.

Significant changes at the governance level were completed to streamline RACGP Board operations, approve a cost-reduction program, and support the transition of training back to the College.

With Australia's GPs seeing more than two million patients each week, and supporting Australians through every stage of life, the scope of general practice is unmatched among medical professionals.

The RACGP supports members to be involved in all areas of care, including aged care, mental health, preventive care and Aboriginal and Torres Strait Islander health. Patient-centred care is at the heart of every Australian general practice, and at the heart of everything we do.

The RACGP currently operates across offices across all states, with facilities in Melbourne, Sydney, Liverpool, Dubbo Canberra, Brisbane, Perth, Darwin, Adelaide, Hobart, Townsville, Geelong & Bendigo. All these offices operate on unique Aboriginal lands.

The RACGP employs approximately 1200 full-time and part-time employees, including staff who identify as Aboriginal and/or Torres Strait Islander people.

With RACGP delivering shared services to the Joint Colleges Training Services, under the joint venture agreement with ACRRM including Finance, Procurement, IT and people support services.

An uplift of RACGP's Procurement function in 2023 with the appointment of a Senior Procurement Manager in late May 2023 is a commitment to investing in experienced capability to uplift capability in RACGP's Procurement function.

Under the leadership of a newly appointed Chief Financial Officer, RACGP's Procurement and Legal Risk and Compliance teams will collaboratively lead improvement initiatives in areas of source to contract, category management, supplier management, reporting, and systems for enablement of key Procurement programs including supporting supplier diversity, sustainability, and modern slavery throughout the 2023/2024 Financial Year.

IDENTIFYING & ADDRESSING MODERN SLAVERY RISKS

RACGP has commenced our roadmap to identify our Modern Slavery Risks that includes assessment of current supply chains and operations. It is recognised that given the extensive globalised nature of our supply chains there is complexity in assessing modern slavery risks, however market benchmarking from similar organisations identifies the current areas of risks present within RACGP supply chains:

- Labour practices in offshore manufacturing facilities globally that provide goods across multiple RACGP spend categories including IT Software and Hardware, and consumables included within Property and Building Management and Marketing and Advertising.
- Labour practices in the sourcing of raw materials including rare earth elements, cotton, rubber, and minerals.
- Industry risks associated with textiles, electronics, cleaning services, professional consulting services and security and maintenance.

In addition to general risks, RACGP has identified the following high-risk areas specific to the health sector:

- IT hardware
- Surgical and examination gloves
- Surgical instruments
- Medical training equipment
- Cleaning services.

RACGP will develop a roadmap that considers a risk assessment methodology to increase the visibility of high-risk areas within the supply chain of the organisation.

The increased demand of medical consumables due to COVID-19 has elevated the risk of modern slavery exposure due to increased sourcing from countries with a greater incidence of modern slavery.

EFFECTIVENESS OF ACTIONS

The RACGP initiated its commitments to addressing Modern Slavery risks in late 2022. In the 2022/2023 Financial Year, there were no modern slavery complaints or incidents reported within RACGP's Supply Chain.

With a significant change to its operations in February 2023, RACGP is in the process of uplifting its Procurement, Legal, Risk and Compliance functions.

We have mapped the maturity of our business against leading practice in Procurement, Risk and Compliance and there is a commitment by Executive to ensure that our people;

- Understand modern slavery.
- Address salient risks in operations in the use of assessments and surveys.
- Validation from sourcing supplier questionnaires
- Have targeted engagement with high-risk suppliers.
- External benchmarking of Suppliers.

This will enable the RACGP to fairly assess the effectiveness of the Modern Slavery Framework and resulting actions that are implemented from this.

RACGP assessed the effectiveness of our actions across the following areas:

	Objective	Status	Working Toward
Governance & Policy	<ul style="list-style-type: none"> • Commitment to address Modern Slavery is reflected in our strategy, policies and supported by staff training and documented resources. • Publicly available commitment and policy to address modern slavery. 	Compliance	Good Practice
Risk Assessment	<ul style="list-style-type: none"> • Understand and address modern slavery risks in our supply chain and operations. 	Compliance	Good Practice
Stakeholder Engagement	<ul style="list-style-type: none"> • Ensure staff are familiar with supplier management processes • Ensure that Suppliers are onboarded and monitored for Modern Slavery Risks 	Compliance	Leadership
Reporting & Measurement	<ul style="list-style-type: none"> • Mapping of suppliers engaged in ongoing arrangements to ensure that surveys can be completed in FY23/24 	Compliance	Leadership
Act & Remediate	<ul style="list-style-type: none"> • Targeted engagement with high-risk suppliers 	Compliance	Good Practice

CONSULTATION

RACGP already has instituted communication and consultation processes in place to manage stakeholder relationships internally within the organisation and also across the RACGP's member base. This process uses a mix of:

- Formalised Governance based steering committees
- Comprehensive internal intranet organisational portal called Pulse for organisational engagement
- Internet based communications and news platform Workplace
- Regular townhalls and collaboration
- Education training platform
- Embedded culture and values system.

This same process and group of tools is currently in the process of being rolled out to RACGP Training Services and will also be utilised for any future joint venture or subsidiary to communicate and engage upon RACGP's Modern Slavery commitments.

RACGP will measure our effectiveness by way of:

- ongoing reviews of our risk assessment frameworks and processes to ensure appropriate and current consideration of human rights issues across our operations and supply chains.
- periodic reviews of the risk profiles of our supplier base with appraisal of the progress made in reducing supplier risk profile through action and review (e.g., responses to questionnaires).
- monitoring progress against modern slavery key performance indicators, including:
 - the number of staff made aware of modern slavery considerations through communications and training;
 - market reviews (e.g., tenders) that have incorporated an assessment of supplier operations and supply chain modern slavery risks;
 - RACGP supplier contracts being required to contain modern slavery clauses;
 - high-risk suppliers engaged in response to risk alerts or undertaking proactive reviews;
 - progressive reduction in the number of suppliers identified as being of a higher risk of modern slavery;
 - completion by suppliers of a modern slavery risk questionnaire.
 - development and publication of a RACGP Modern Slavery Policy.

CLOSING STATEMENT

RACGP is proud of the achievements delivered in 2023 during a time of significant transformation and disruption to the organisation.

We are committed to continuously improving the management of our Modern Slavery risks, and we acknowledge that as we have just commenced our journey there is much work to be done.

In FY2023/2024, the RACGP Procurement team will work closely with stakeholders to monitor and mitigate risks of Modern Slavery within our Supply Chain and to ensure that each staff member purchasing Goods or Services on behalf of RACGP is aware of the risks within our Supply Chains so that these can be mitigated.

We look forward to delivering our 2024 plan against the Modern Slavery framework and demonstrating further actions undertaken in our commitment to addressing this important issue of Modern Slavery.

