

CPD Newsletter

Your passion, your pathway, your CPD

Welcome to May CPD 2024

Welcome to the first CPD Newsletter for 2024. In this edition, we will be focusing on the following topics:

- Message from the Chairs
- CPD Homes
- What is CAPE? New CPD requirements for 2024
- Structured Conversation – What is it and how to log it
- How to find RACS CPD Events and Activities
- Where can I download my CPD certificate?
- Calendar of Events
- Vox Pop / Feedback

Message from the Chairs

Greetings Everyone,

Welcome to the first edition of the RACS CPD newsletter for 2024, we hope that everyone has had a great start to the year.

We would like to sincerely thank the almost 3,500 participants who have completed their CPD for 2023. For those who have not completed this yet, please complete this as soon as possible.

We are working hard to make improvements to your CPD experience, which can only be achieved by hearing directly from you. We extend our appreciation and thanks those who have sent in feedback, and look forward to bringing up updates in future editions including access to the CPD app via the Google Play and Apple App stores.

Kind regards,

Chris Pyke
Chair of Professional Standards Committee

Christine Lai
Chair of Professional Standards
and Fellowship Services Committee

CPD Homes (Australia)

You may be receiving information about the introduction of CPD Homes in Australia, including information from newly established providers. RACS is accredited by the Australian Medical Council to be a CPD Homes provider.

All Fellows of RACS, Specialist International Medical Graduates (SIMG) on a pathway to FRACS and active Surgical Trainees (SET) are automatically enrolled in the RACS CPD Program. Orthopaedic surgeons can do their CPD through a RACS approved alternative programs (Australian Orthopaedic Association or New Zealand Orthopaedic Association).

As long as you continue to record your CPD activities with RACS, AOA or NZOA, you do not need to take any further action. RACS has also opened its CPD Program to other surgically affiliated practitioners (i.e., non-FRACS surgical assistants) and we have already welcomed over 250 new participants into the program this year.

RACS is here to support you in meeting the CPD requirements. If you think you will struggle to meet the standards, we encourage you to contact us at your earliest convenience. Alternatively, you can also contact APHRA for advice and guidance on registration standards.

You can also find further information on CPD Homes from the recent [Medical Board APHRA Newsletter here](#).

What is CAPE? - New CPD Requirements for 2024

All medical practitioners are required to undertake activity aligning to Cultural Safety, Addressing Health Inequity, Professionalism and Ethical Practice (CAPE).

The requirements have been introduced by the Australian Medical Council (AMC) and Te Kaunihera Rata o Aotearoa - Medical Council of New Zealand (MCNZ). In Australia, this requirement is not exclusive to RACS and/or specialist medical colleges – all accredited CPD Homes must include a requirement to participate in activities addressing these areas.

What is CAPE?

To support an understanding of these areas as it relates to CPD requirement, RACS has developed high-level guidance on:

- Cultural safety
- Addressing health inequity
- Professionalism
- Ethical practice

These can be accessed via the RACS website.

What is the minimum standard?

The College is committed to supporting participants to meet these requirements with as much flexibility and autonomy as possible.

RACS CPD Program participants must undertake at least one activity in each area per annum.

RACS has not mandated a specific activity or minimum number of hours to complete this requirement – this is at the discretion of each participant.

How do I track my progress against this new requirement?

To minimise the repetitious data entry and administrative burden, you can track your progress via the surgical competency tracking functionality in CPD Online.

As shown below, we have updated the competency table on your CPD Dashboard. An additional column has been added – Annual # - which highlights how many activities you have flagged against each competency.

To comply with the CAPE requirement, by the end of the calendar year you should have the following number of activities flagged:

- One (1) Activity - Cultural Competence and Cultural Safety Competency (C)
- One (1) Activity - Health Advocacy Competency (A)
- Two (2) Activities - Professionalism Competency (P & E)

To help you to identify if you have met the requirement, the competency will change from red to green once complete.

Piper Harvey (227494)

Next data refresh

26/03/2024 1:30 pm AEST

	Annual#	Annual%	3-Yearly*%
Collaboration and teamwork	1	17%	—
Communication	1	17%	—
Cultural competence and cultural safety	1	17%	—
Health advocacy	—	—	—
Judgement and clinical decision making	—	—	—
Leadership and management	1	17%	—
Medical expertise	1	17%	—
Professionalism	—	—	—
Scholarship and teaching	—	—	—
Technical expertise	1	17%	—

How is RACS supporting participants to meet this requirement?

We would encourage you to review the advice provided in the high-level CAPE guidance documents [here](#), which includes mapping of activities relevant to these areas against the RACS CPD categories.

For many of you, activities already undertaken in your workplace or other areas of clinical practice will be sufficient to meeting the new requirements.

For those who are less able to identify how they will meet this requirement, we will be highlighting upcoming events in future CPD newsletters. We are also developing curated lists of activities which will be available shortly. If you have any suggested activities that you feel could be included, please contact the team at cpd.activities@surgeons.org

Structured Conversation - What is it and how to log it?

The Te Kaunihera Rata o Aotearoa - Medical Council of New Zealand (MCNZ)

The intent of this activity is to provide time for the doctor to reflect on their development needs, their goals for the learning and professional activities and their intentions for the next year...It provides an opportunity to receive constructive feedback and share best practice. It may also give doctors the opportunity to explore their satisfaction in their current role, self-care and any health and wellbeing issues so they are able to adjust their practice, accordingly, set performance targets for the future, and consider longer term career aspirations.

A structured conversation should ideally occur towards the end of the CPD year and will help to inform the CPD Plan for the next year. The discussion can be facilitated online or in person, and undertaken with a peer, colleague or employer. Where possible it should be scheduled in advance to ensure sufficient time is allocated and to reduce the likelihood of interruption or the need to reschedule.



For participants in Aotearoa New Zealand where a structured conversation is a mandatory requirement, you log your participation in this activity via your CPD Plan. For Australian participants, you can claim this activity under Performance Review – Review of Self.

The College is in active discussion about introducing structured conversation as a requirement for Australian participants in 2025. This consideration is to ensure there is parity in program standards across Australia and Aotearoa New Zealand. We would value your feedback on the proposed introduction of this requirement in Australia – professional.standards@surgeons.org

Where Can I Find my CPD Certificate?

If you have logged into your CPD Dashboard and can't seem to download your certificate, double check that all the category summaries on your dashboard are green and that you have clicked the "finalise CPD" button. You will then have access to your CPD certificate for that year.

If you still can't see your certificate or it is greyed out in the menu, it could be because you will have been automatically transitioned into the new CPD year (2024). In this case, click the button that says "Previous" at the top left of your dashboard. This will take you back to the 2023 year and you will be able to download your certificate.

My CPD Dashboard



If you're still encountering problems, please reach out to the CPD team for support.

RACS CPD Events and Activities Calendar

The College's [Calendar of Events](#) has been updated to make it easier for you to find and register for RACS courses.

The new calendar will be a focal point for all of RACS events, workshops, seminars and activities. This calendar will highlight a range of activities from journal clubs to conferences, and includes the flexibility search for in-person and online events, and filter based on your specialty, region or category.

The calendar is available on the RACS homepage by clicking on 'Events and courses' as shown below:



More events will be added in the near future, so keep an eye out.

What's coming up?

Online Courses

[Difficult Conversations with Underperforming Trainees](#)

2 July – 5 August

[Facilitating Online](#)

1 April – 30 May, 1 June – 30 July

[Foundation Skills for Surgical Educators](#)

1 April – 12 May, 20 May – 30 June, 24 June – 4 August

[Identifying and Addressing Microaggressions](#)

Commence anytime

[Induction for Surgical Supervisors and Trainers](#)

29 April – 22 May, 29 July – 22 August

[Introduction to Operating with Respect](#)

Commence anytime

[Keeping Trainees on Track](#)

1 April – 30 April, 1 – 30 May

[Trainee Feedback](#)

1 April – 30 April, 1 – 30 May

[Women in Surgery Microlearning Activity](#)

Commence anytime

[Save the date - RACS WA, SA & NT Tristate Annual Scientific Meeting](#)

1 – 3 August, 2024

[ANZSVS Conference](#)

17 – 20 October

[Louis Barnett Prize](#)

September

Webinars

[Educator studio sessions](#)

14 May 2024: Dr Ishith Seth: Investigating the impact of innovative AI chatbot on post-pandemic medical education and clinical assistance. A comprehensive analysis.

11 June 2024: Dr Andrew Huang: training better doctors and training doctors better: The use of video recordings for teaching, coaching, feedback and assessment purposes.

17 July 2024: Dr Victoria Brazil: Connecting simulation and quality improvement: how can healthcare simulation really improve patient care?

[Operating with Respect – Fellows:](#)

- 8 June, Brisbane
- 27 July, Sydney
- 10 August, Wellington
- 30 August, Adelaide

Resources

The latest issue of MJA is out now! The theme for the latest issue is surgery, so be sure to have a look.

The recent edition of the Aotearoa New Zealand 'Cutting Edge' newsletter highlighted recently published reads on the equitable access to healthcare for migrants and refugees in Aotearoa New Zealand.

For more information, you can read the latest edition of [Cutting Edge](#) on our website or login to the RACS library.



RACS Library



We would love to hear from you!

If you have any suggestions for content or general feedback, please click the link below and fill out the short survey.

[Click Here to Send us Your Feedback!](#)

Help and Support

If you have any questions about the new online platform or require assistance in completing your CPD requirements, the CPD Team is here to help.

Email: cpd.college@surgeons.org or Phone: +61 3 9249 1282.

Our team is available Monday to Friday from 8am-5pm (AEST).

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Indigenous health



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