

CPD Newsletter

Your passion, your pathway, your CPD

Welcome to July 2024 CPD

In this edition we will be focusing on the following topics:

- Message from the Chair
- Have you started your CPD Plan for 2024?
- Tips for entering your CPD
- Streamlining the RACS CPD Framework – Tell Us Your Thoughts
- Changes from Points to Hours
- Changes to CPD Verification Selection
- RACS CPD Guide
- How can I ensure I meet the new CAPE standards?
- PD Activities and Examiner/Supervisor Updates in CPD Online

Message from the Chair

Welcome to the second edition of the RACS CPD Newsletter for 2024.

We now have over 500 Australian PGY3+ doctors and surgically affiliated practitioners who have joined the RACS CPD Program. I would like to welcome these new members not only into the program, but the broader FRACS community.

RACS welcomes Lynne Mulder-Wood (CPD Officer, Wellington) and Andrew Rose (CPD Lead, Melbourne) to the CPD Team. Andrew is returning to RACS after working in postgraduate medical education, while Lynne is an experienced senior administrator who previously worked as Membership Manager at the New Zealand Society of Anaesthetists.

I would like to extend my sincere thanks Piper Harvey and David Watson in the Professional Standards team, who have been supporting the CPD Program while we filled the vacancies. And also to those who have contacted RACS during this time, we appreciate that it has taken longer to respond to your queries than in previous years and I am grateful for your patience and support of the team during this period.

In this edition of the CPD newsletter, we continue to focus on your feedback and how we can improve the CPD Program. If there are any topics you would like us to address in the next issue, please contact us at cpd.college@surgeons.org.

Best Wishes

Prof Henry Woo
Chair, Professional Standards

Have you Started your CPD Plan for 2024?

If you haven't started your CPD Plan for 2024, it's not too late to start! An online template is available via CPD Online, which guides you through establishing your professional development goals.

When developing your CPD plan, you may wish to reflect on your strengths and weaknesses, or gaps in your knowledge and what activities you can complete to help address these gaps.

Later in the year, we will send you a reminder to reflect on your professional development activities in 2024 and complete the reflection components of your CPD Plan. Once finalised, this will update your CPD to be compliant with this requirement.

If you have any questions about the CPD Plan, please get in touch with the team at cpd.college@surgeons.org.

Tips for entering your CPD

Performance Review

To be compliant with the Performance Review category, you need to have entered activities that meet three criteria:

- One activity for Performance Review of Self
- One activity for Performance Review of Others
- A total of 15 hours across both areas

We have not included a specific minimum number of hours for performance review of self or others to provide as much flexibility as possible. This means you could have 1 hour in performance review of self and 14 hours in performance review of others and be compliant with this requirement.

Examples of the types of activities you can claim include:

Review of Others:

Teaching, Supervisor, Peer Review, Examiner, Mentoring

Review of Self:

Comprehensive Health Assessment, MSF/360 Review, Being Coached or Mentored.

To be compliant with this category, everything should be green. If any area remains greyed out, there is either an activity outstanding or the minimum hours/points threshold has not been met.

Performance Review 1



60 Points
(Minimum 15
points required)



Performance
Review of Self



Performance
Review of
Others

Streamlining the RACS CPD Framework – Tell us your thoughts

As the new framework has now been available for almost three years, we are starting to hear some common themes from your feedback and opportunities for improvement from 2025.

1. Audit

The minimum requirement for audit in the RACS CPD Program is that it is peer reviewed and a minimum of 10 hours of participation per annum. To be compliant with the minimum requirement, you need to record at least one audit activity that includes 'Yes' to 'peer review' and 'ten hours of audit'.

Listening to your feedback, we are hearing a preference towards entering audit activity in the same way you enter your Education activities (i.e., conferences, workshops etc.). Some of the reasons given for this preference include that it is more reflective of your participation in audit activity and is more consistent with other activities you log.

2. Performance Review

The Performance Review category is split into two parts – Performance Review of Self and Performance Review of Others, with participants having to achieve a total of 15 hours of activity across both areas to be compliant. To be compliant with the minimum requirement, you need to record 15 hours of activity with at least one activity in each area.

From the feedback we have received, the need to log at least one activity against each area (review of self and the review of other) - particularly where the total number of hours have been met – is not always clearly evident.

We are exploring improving the way this is displayed via the CPD Online portal and mobile app.

3. Structured Conversation with a Peer

Participants in Aotearoa New Zealand must complete an annual structured conversation with a peer, while for those in Australia this is an optional activity. Discussions are underway to consider whether this valuable reflective activity should be included as a requirement for all RACS CPD Program participants.

We would like to hear your feedback on any of these ideas, especially if you have any strong feelings for or against.

Please click on this [link](#) to have your say, or click the button below.

Have your say

Changes from Points to Hours

We have been advised by the Medical Board of Australia (MBA) and the MCNZ to adjust our CPD framework and associated documentation to reflect that CPD Programs are based on hourly totals rather than 'points'. While there will be no change to your overall requirement or how you log your activities (1 point = 1 hour), you will see the term 'points' been phased out in favour of hours. If you have any questions about this change, please reach out to the CPD Team.

Changes to CPD Verification Selection

Following RACS monitoring submission the Australian Medical Council (AMC) last year, the College was advised that giving an exemption from verification selection to participants who had successfully verified in the previous 5 years was not appropriate.

On this advice, RACS is adjusting its policy to ensure compliance with the accreditation criteria:

- Excluding those with a full exemption, all participants in the RACS CPD Program are eligible for verification selection
- RACS will be adjusting the selection rate from 10% to 5% of participants from 2025

We appreciate that this will result in some participants being selected multiple times, including across consecutive years. This requirement has been set by the regulatory authorities and RACS must comply to retain accreditation as a CPD home. The CPD Team is here to support any participant under verification and I would encourage anyone selected to contact the team as soon as they're notified if you have any questions.

RACS CPD Guide

The [RACS CPD Guide](#) has been updated and provides a comprehensive overview of the program including the minimum requirements, the types of activities you can claim for your CPD and where to go for further information.

The College has also developed a range of [policies and standards](#) that provide more detailed information on specific areas of the program, including the new Cultural Safety, Addressing Health Inequity, Professionalism and Ethical Practice (CAPE) requirements.

How Can I Ensure I Meet the New CAPE Standards?

RACS has developed information sheets to support an understanding of the new Cultural Safety (C), Addressing Health Equity (A), Professionalism (P) and Ethical Practice (E) CPD requirements.

Available on the RACS website, these [information sheets](#) provide an overview of:

- The minimum CPD standard
- Available CPD activities – many available via RACS
- How to get more information

You do not need to log any separate activities to meet this requirement, your progress is tracked by the competencies you select when entering your activities.

As you log activities for the year, you will meet the requirements by recording:

- One (1) activity where cultural competence and cultural safety is selected
- One (1) activity where health advocacy is selected
- Two (2) activities where professionalism is selected.

You can see when you have logged sufficient activities when the three competencies change from red to green on your dashboard.

	Annual#	Annual%	3-Yearly**%
■ Collaboration and teamwork	—	—	6%
■ Communication	—	—	12%
■ Cultural competence and cultural safety	—	—	12%
■ Health advocacy	1	50%	12%
■ Judgement and clinical decision making	1	50%	18%
■ Leadership and management	—	—	6%
■ Medical expertise	—	—	18%
■ Professionalism	—	—	12%
■ Scholarship and teaching	—	—	—
■ Technical expertise	—	—	6%

If you would like further information, please contact the team at cpd.college@surgeons.org

PD Activities and Examiner/Supervisor Updates in CPD Online

Due to staff and technology challenges, some of the RACS activities you would usually see updated in your CPD have been delayed (i.e. ASC attendance, Examinations). The team are working hard to update this as soon as possible and you should start to see these coming through shortly.

What's On?

Online courses

[Difficult Conversations with Underperforming Trainees](#)
1 October – 4 November

[Facilitating Online](#)
1 August – 29 September
1 October – 29 November

[Foundation Skills for Surgical Educators](#)
12 August - 22 September
26 August – 6 October
16 September – 27 October

[Identifying and Addressing Microaggressions](#)
Start any time.

[Induction for Surgical Supervisors and Trainers](#)
29 July – 22 August
4 November – 27 November

[Introduction to Operating with Respect](#)
Start any time.

Webinars

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

[15 August 2024: Dr Ganesh Shiva: Developing an objective assessment of performance for lumbar microdiscectomy: Delphi methodology](#)

[11 September 2024: Associate Professor Caroline Dowling: Unaccredited Specialty Surgery 'Training', the impact of the 'pre-SET' years](#)

[16 October 2024: Dr Benjamin Dunne: Carbon neutral surgery - educating current and future surgeons on environmentally sustainable surgical care](#)

For any queries, please email the Professional Development team at: PDactivities@surgeons.org

[Keeping Trainees on Track](#)

1 August - 30 August
1 September - 30 September

[Trainee Feedback](#)

1 August – 30 August
1 September - 30 September

[Women in Surgery Microlearning Activity](#)

Start any time (new course)

Help and Support

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

Feel free to email us at cpd.college@surgeons.org or call +61 39249 1282

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