

18 June 2021

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Dear

CPD Program 2021 - Update

I am writing to provide you with an update on the new RACS CPD Program launching 1 July 2021.

Unfortunately, there have been some unforeseeable developments that have resulted in changes to the implementation of the new CPD Program.

CPD Year

RACS has been transitioning towards a July-June annual CPD period and were well placed to commence on 1 July. We have recently been informed that the CPD Standard being put forward by the Medical Board of Australia (MBA) will require all practitioners to be compliant within a calendar year.

We regret that we have not informed you of this development sooner, which differs to the advice that we previously received. We must comply with the regulatory standard and this means we need to adjust the CPD Program back to an annual calendar year. To do this, we will implement a one-off 18-month CPD period.

Consideration was given to maintaining Aotearoa New Zealand Fellows on a July-June CPD period and only transitioning Australian Fellows back to a calendar year. This approach was not endorsed as it is more cohesive to maintain all RACS Fellows in the same CPD year.

CPD Online

Due to several compounding factors including the need to change back to a calendar year and continued volatility relating to COVID-19 restrictions impacting the workforce, the launch of the new technology platform to support CPD has been delayed and should now be available on 30 August 2021.

We are focused on ensuring you have access to a more intuitive and user friendly CPD Online, including a mobile application which we know Fellows have requested for quite some time. The new CPD Online platform is currently being trialled amongst your peers and we are confident that it will be a substantial improvement to the current system.



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What does this mean for you?

We are working with regulatory authorities in Australia and Aotearoa New Zealand to ensure Fellows are not disadvantaged because of the late CPD period change.

We will transition all Fellows across to a one-off 18-month CPD period and are working with the regulators to maintain the same CPD Program requirements (see attachment). We will inform you as soon as we can if this is not feasible and there are any additional requirements.

There is no impact to your registration as continuity of CPD participation has been maintained regardless of these changes. A CPD Certificate for 2020 and from January-June 2021 will be available to you online or by contacting the CPD Team.

In regards to the delay in access to CPD Online and the mobile application, Fellows will still be able to enter or update their Learning Plan. For those Fellows who completed the Learning Plan for the January - June 2021 period, this will roll over into the next CPD period.

Your participation in CPD approved activities will also continue to be automatically updated.

What do you need to do?

We will contact you when the refreshed CPD Online and mobile application are available.

If you have an outstanding CPD requirement for 2020 or January-June 2021, please finalise at your earliest convenience.

Where can you get help?

The CPD Team are here to support you and can be contacted at cpd.college@surgeons.org or phone +61 3 9249 1166.

We know that these changes will be a source of frustration and we welcome your feedback. You can contact us at professional.standards@surgeons.org

Kind Regards



**Professor Andrew Hill FRACS
Chair, Professional Standards
and Advocacy Committee**



**Associate Professor Kerin Fielding FRACS
Chair, Professional Standards Committee**



CPD Program 2021 - Overview

On 1 July 2021 the College will launch the refreshed RACS CPD Program.

The CPD Program has been revised in consultation with surgeons across Australia and Aotearoa New Zealand to provide a contemporary, streamlined and personalised program.

With an emphasis on alignment to your Area of Practice, the CPD Program is underpinned by a cycle of learning that encourages planning, reflection and change.



AREA OF PRACTICE

From 1 July 2021 you will be asked to participate in CPD as defined by your 'Area of Practice' (often referred to as Scope of Practice) rather than a pre-defined 'Practice Type'.

Your Area of Practice is self-defined and can be updated at any time. Your annual CPD should include at least 50% of activities that are relevant to your Area of Practice. Participation in other CPD can relate to interests outside of your main area of practice or re-skilling and re-training activities.

The Areas of Practice available to select from have been developed in consultation with specialty associations and societies. We welcome your feedback to ensure that these remain relevant and contemporary.

For those who are no longer in operative practice, your Area of Practice may be best defined by non-technical areas such as teaching, supervision, medico legal etc.

ANNUAL REQUIREMENTS

Regulatory authorities in Australia and Aotearoa New Zealand require all surgeons to comply with the Medical Board of Australia (MBA) and Medical Council of New Zealand (MCNZ) CPD standards.

The minimum annual requirements for CPD are outlined in the table below.

CATEGORY	STANDARD	MINIMUM REQUIREMENT
Learning Plan	Complete a Learning Plan	One (1) per annum
Audit	Audit of self/own practice	One (1) per annum
	Audit of Surgical Mortality (ANZASM)	As required
Performance Review	a) Performance of Self	At least one (1) activity
	b) Performance of Others	At least one (1) activity
Education Activities	Complete education activities	At least two (2) activities - minimum 40 hours per annum

Fellows in non-operative or non-clinical practice will be required to comply with the full standard (see below re: Audit).

RACS is committed to ensuring there are sufficient activities available to achieve CPD compliance and we are working with key groups across the College to ensure you are supported.

CPD CATEGORIES

The CPD categories have been reviewed and refreshed to support greater flexibility and alignment with regulatory standards. The 2021 CPD Program has four categories.

CATEGORY	OVERVIEW
<p>Learning Plan</p> <p>Education Activities</p>	<p>An annual learning plan is a new requirement mandated by the MBA and MCNZ.</p> <p>RACS has elected to keep this simple and aligned to the ten surgical competencies.</p> <p>An online tool to help you complete this activity is available in your CPD portfolio.</p> <p>The Education Activities category replaces the existing ‘Maintenance of Knowledge and Skills’ requirement.</p> <p>Your participation in a broad range of educational activities including conferences, journal reading and workshops in addition to work-based activities such as supervision of trainees or examining is recognised in this category.</p>
<p>Audit</p>	<p>The Audit and Peer Review category remains unchanged.</p> <p>Surgeons are required to participate in at least one peer reviewed audit per annum which must be aligned to your Area of Practice.</p> <p>To support surgeons in non-operative or non-clinical practice, the breadth of eligible audit has been expanded to incorporate activities relevant to this group</p> <p>(Note: Surgeons in operative practice must participate in an audit of their operative procedures).</p> <p>Surgeons in Australia who are in operative practice and who receive a surgical case form (ANZASM) must complete all form/s <u>in addition to</u> a peer reviewed audit.</p>
<p>Performance Review</p>	<p>Performance Review incorporates many of the activities you will be familiar with from the Clinical Governance and Reflective Practice categories in the previous program.</p> <p>To meet the Performance Review category requirements, you will need to complete at least two activities – one in ‘Performance of Self’ and one in ‘Performance of Others’.</p> <p><i>Performance of Self</i> activities can include patient feedback surveys, multisource feedback, health assessment with your GP or coaching.</p> <p><i>Performance of Others</i> can include supervision, examining, acting as a reviewer for a journal article, reviewing a peer’s non-operative reports or acting as a trauma verification reviewer.</p>

VERIFICATION OF CPD

Following a statistical review, RACS will increase its CPD verification rate from 7% to 10% which will include:

- 5% - random selection from eligible surgeons
- 5% - random selection from surgeons who have never been verified

Eligibility is defined as surgeons who have a CPD requirement, have not received an exemption from CPD and have not had their CPD successfully verified in the last 5 years.

Changes to verification selection are in response to feedback that some surgeons may be required to verify many times throughout their career while others may never be selected.

If you are selected to verify you will be required to:

- Verify your participation in activities across all categories
- Provide evidence of activity that is sufficient to meet the minimum annual requirements in each category
- Demonstrate that the activities are relevant to your Area of Practice

RACS will continue to provide notice to surgeons selected to verify their CPD of the requirement at least six weeks before the end of the CPD period.

HELP AND SUPPORT

The CPD Team are here to support you and can be contacted at cpd.college@surgeons.org or phone +61 3 9249 1166.