

## Authority

This standard has been approved by the Australian Health Workforce Ministerial Council on 31 March 2010 pursuant to the *Health Practitioner Regulation National Law (2009)* (the National Law) with approval taking effect from 1 July 2010.

## Summary

Medical practitioners who are engaged in any form of medical practice are required to participate regularly in continuing professional development (CPD) that is relevant to their scope of practice in order to maintain, develop, update and enhance their knowledge, skills and performance to ensure that they deliver appropriate and safe care.

CPD must include a range of activities to meet individual learning needs including practice-based reflective elements, such as clinical audit, peer-review or performance appraisal, as well as participation in activities to enhance knowledge such as courses, conferences and online learning. CPD programs of medical colleges accredited by the Australian Medical Council (AMC) meet these requirements.

## Scope of application

This standard applies to all registered medical practitioners, including applicants for initial medical registration who are not new graduates, and applicants for renewal of medical registration. It does not apply to medical students, or to medical practitioners who hold nonpractising registration.

## Requirements

1. All medical practitioners will be asked to declare annually on renewal of registration that they have met the CPD standard set by the Board. This declaration will be subject to audit.
2. Medical practitioners are required to ensure their CPD activities are recorded, either by keeping records themselves or by using college processes, and to produce these records when the Board requires them to do so as part of an audit or investigation. Records must be kept for three years.
3. A failure to comply with this CPD standard is a breach of the legal requirements for registration and may constitute behaviour for which health, conduct or performance action may be taken under the National Law s. 128(2).
4. Registrants must fulfil the requirements set out in one of the following categories:
  - a) Members or fellows of medical colleges accredited by the AMC — by meeting the standards for CPD set by their college. Members or fellows of medical colleges accredited by the AMC can only choose a self directed program of CPD if that program meets the standards for CPD set by their college.
  - b) Medical specialists and general practitioners who are not College members or fellows but are on the specialist register — by meeting the standards for CPD set by the relevant AMC accredited college.
  - c) Medical practitioners who hold provisional registration (interns), or limited registration for postgraduate training or supervised practice, or general registration and are prevocational trainees or college vocational trainees must participate in the supervised training and education programs associated with their position. Note that requirements for training or supervised practice may be specified in guidelines issued from time to time by the Board.
  - d) Medical practitioners who hold limited registration for area of need must complete CPD activities specified in their supervision plan. Note that requirements for supervision may be specified in guidelines issued from time to time by the Board.
  - e) Medical practitioners who hold limited registration for teaching or research must complete a minimum of 10 hours CPD per year (in addition to their teaching load) that is relevant to their teaching or research role.
  - f) Medical practitioners who hold limited registration in the public interest must complete CPD activities specified in their conditions of registration. Those who hold limited registration in the public interest for occasional practice, prescribing and referral must complete a minimum of 10 hours CPD per year focused on the particular nature of their practice; for example, therapeutics.
  - g) Medical practitioners who are not on the specialist register and do not fit into categories 4(c), (d), (e) or (f) must complete a minimum of 50 hours of CPD per year, and may choose a self-directed program. Self-directed programs must include practice-based reflective elements such as clinical audit, peer review or performance appraisal, as well as participation in activities to enhance knowledge such as courses, conferences and online learning.

5. Temporary absence from practice:
- a) for up to one year — no CPD requirement
  - b) for between one and three years — complete a minimum of one year's pro rata of CPD activities relevant to the intended scope of practice prior to recommencement, designed to maintain and update knowledge and clinical judgement.
  - c) An absence of more than three years is not regarded as a temporary absence by the Board. Applicants are required to provide a plan for professional development and for re-entry to practice for the Board for consideration. See also requirement 1(c) of the Board's 'Recency of practice' registration standard (Section 1.5).

## Definitions

**Continuing professional development** is the means by which members of the profession maintain, improve and broaden their knowledge, expertise and competence, and develop the personal qualities required in their professional lives.

**Practice** means any role, whether remunerated or not, in which the individual uses their skills and knowledge as a health practitioner in their profession. For the purposes of this registration standard, practice is not restricted to the provision of direct clinical care. It also includes using professional knowledge in a direct nonclinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession.

## Review

This standard will commence on 1 July 2010. The Board will review this standard at least every three years.