CPD STANDARD

PROFESSIONALISM

INTRODUCTION

Professionalism is central to being a good medical practitioner, enabling a safe and trustworthy environment for colleagues and patients.

All medical practitioners in Australia and Aotearoa New Zealand are required to participate in CPD activities that maintain and develop knowledge, skills and performance in professionalism.

The Good Medical Practice: a code of conduct for doctors in Australia states that:

Doctors have a duty to make the care of patients their first concern and to practise medicine safely and effectively. They must be ethical and trustworthy. Doctors have a responsibility to protect and promote the health of individuals and the community.

Professionalism includes self-awareness and self-reflection as well as a duty to keep their skills and knowledge up to date, refine and develop their clinical judgment as they gain experience, and contribute to their profession.

The Good Medical Practice Guide in Aotearoa New Zealand outlines the areas of professionalism and expects doctors to be competent in:

- Caring for patients
- Respecting patients
- Working in partnership with patients and colleagues
- Acting honestly and ethically
- Accepting the obligation to maintain and improve standards.

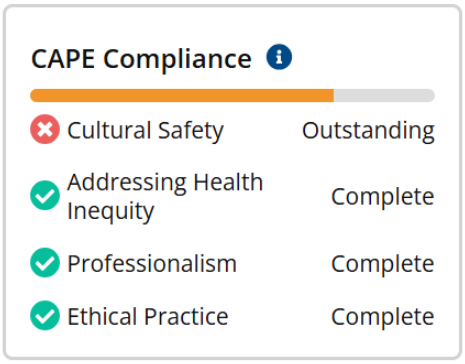
RACS highly recommends that all surgeons and surgically affiliated practitioners familiarise themselves with the Good Medical Practice Guide (Australia) and Good Medical Practice Guide (Aotearoa New Zealand).

MINIMUM CPD STANDARD – PROFESSIONALISM

The minimum annual requirement for all participants in the RACS CPD Program is to complete one (1) activity for professionalism.

There is no mandatory activity that must be undertaken or minimum hours of activity.

Participants can track their progress towards this requirement via the CAPE Compliance Summary on their CPD dashboard via and during the goal-setting and reflection phase of the CPD Plan.



WHAT ACTIVITIES ARE AVALIABLE TO HELP ME COMPLETE THIS REQUIREMENT?

You can find more information on the RACS Website: e-Learning and Modules. The following activities are available to support you in completing this requirement:

Operating with Respect
Human Factors: Situation Awareness
Human Factors: Patient Centered Care
Human Factors: Conflict Management
Microlearning Module – Informed Consent
Microlearning Module – Informed Financial Consent

HOW CAN I EMBED PROFESSIONALISM INTO MY EVERYDAY PRACTICE?

You can embed activities that support professionalism and ethical practice across many areas of your practice, and which directly align to your CPD activities. Examples of this may include:

- **CPD Learning**– Taking time to research and list activities that are available relating to professionalism early in the year. When planning activities, reflect on what you have done in the past to help identify any learning gaps in this area.
- **Audit** – Ensure audit activity and participation complies with current jurisdictional and institutional professional standards. Review and update your consent forms to ensure they current and comply with contemporary privacy legislation.
- **Performance Review** – Facilitate patient feedback and allow time for reflection and action. Review and provide contemporary patient information sheets that are reflective and relevant to your patient profile. Be active in discussions about standards of practice and ethics in the hospitals you practice.
- **Educational activities** – Attend workshops, seminars, and courses such as those provided by your medical indemnity insurer on risk management. Research current debates on professionalism subjects in medicine.

- **Self-reflection** – Seek advice and feedback from your patients, peers and colleagues. Take time and be open to reflecting on feedback and key learnings.

GUIDELINES AND STANDARDS:

The RACS Surgical Competence and Performance Guide outlines behavioural markers and examples of behaviors expected of surgeons, including professionalism and ethical practice. The RACS Code of Conduct is a comprehensive standard founded on longstanding ethical and professional principles that are expected of the surgical professional.

On-going familiarity and adherence with standards developed by RACS, the MBA and MCNZ are essential to embedding principles of professionalism and ethics into your practice.

A commitment to continuous improvement and reflection – through your annual CPD Plan or a structured conversation with a peer – will further assist to ensuring your practice is meeting the highest standards.

Review MCNZ Standards – Statement on Cultural Safety
Review AMC Standards – Criteria for AMC Accreditation of CPD Homes

HOW DO I GET MORE INFORMATION ABOUT PROGRAM-LEVEL REQUIREMENTS?

Visit the RACS Website on CPD Guides, Policies and Standards.

Contact the CPD Team CPD.College@surgeons.org or +61 3 9249 1282

The team is available to answer your queries 8:00 AM – 6:00 PM (AEST), Monday – Friday

ASSOCIATED DOCUMENTS

Good Medical Practice: a code of conduct for doctors in Australia
Surgical Competence and Performance Guide
Code of Conduct
Good Medical Practice Guide