

## Professional Performance Framework

### Strengthened continuing professional development

- All doctors to have a CPD home
- CPD to be relevant to scope of practice
- CPD to be based on personal professional development plans
- 50 hours CPD per year, a mix of:
  - performance review
  - outcome measurement, and
  - educational activities.
- CPD home to report to the Board where medical practitioners have not completed their CPD program requirements.

### Active assurance of safe practice

- Board to identify risks to patient safety and define the principles for screening those at risk
- Increasing age is a known risk factor:
  - peer review and health checks for doctors who provide clinical care aged 70 and three yearly after that
  - Board will not receive the results of peer review and health screening unless there is a serious risk to patients.
- Professional isolation is a known risk factor:
  - education on how to identify and manage this risk
  - increasing peer-based CPD for professionally isolated practitioners.

### Strengthened assessment and management of practitioners with multiple substantiated complaints

- Board to strengthen its assessment and management of practitioners with multiple substantiated complaints
- Board to require practitioners with multiple substantiated complaints to participate in formal peer review.

### Guidance to support practitioners

- Board to continue to develop and publish clear, relevant and contemporary professional standards including:
  - revise *Good medical practice: A code of conduct for doctors in Australia*
  - refine existing and develop new registration standards
  - issue other guidance as required.

### Collaborations to foster a positive culture

- Promote a culture of medicine that is focused on patient safety
- Work in partnership with the profession to reshape the culture of medicine and build a culture of respect
- Encourage doctors to:
  - commit to reflective practice and lifelong learning
  - take care of their own health and wellbeing
  - support their colleagues.
- Work with relevant agencies to promote individual practitioners accessing their data to support practice review and measuring outcomes.