



## **ANZCA and FPM CPD Program**

### **Cultural safety activity guidance**

#### **1. Context**

The [ANZCA and FPM Continuing Professional Development \(CPD\) Program](#) requirements include an annual cultural safety activity. There is no minimum time requirement for the activity and hours spent completing it are claimable under *Category 1 Practice evaluation – reviewing performance*.

#### **2. What is cultural safety?**

There are definitions of cultural safety endorsed by the Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ). The AMC endorses a general cultural safety definition and one specific to Aboriginal and Torres Strait Islander people, while the MCNZ definition is relevant to all people and contexts<sup>1</sup>.

AMC definition – General	Cultural safety is based on the experience of the recipient of care and involves the effective care of a person or family from another culture by a healthcare professional who has undertaken a process of reflection on their own cultural identity and recognises the impact their culture has on their own practice <sup>1</sup> .
AMC definition – Specific to Aboriginal and Torres Strait Islander people	Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families, and communities. Culturally safe [practice] is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible, and responsive healthcare free of racism <sup>2</sup> .
MCNZ definition	<p>The MCNZ defines cultural safety as:</p> <p><i>The need for doctors to examine themselves and the potential impact of their own culture on clinical interactions and healthcare service delivery.</i></p> <p><i>The commitment by individual doctors to acknowledge and address any of their own biases, attitudes, assumptions, stereotypes, prejudices, structures, and characteristics that may affect the quality of care provided.</i></p> <p><i>The awareness that cultural safety encompasses a critical consciousness where healthcare professionals and healthcare organisations engage in ongoing self-reflection and self-awareness and hold themselves accountable for providing culturally safe care, as defined by the patient and their communities<sup>3</sup>.</i></p> <p>The MCNZ also recognises that in Aotearoa / New Zealand, cultural safety is of particular importance in the attainment of equitable health outcomes for Māori.</p>

The *Cultural safety training plan for vocational medicine in Aotearoa*<sup>4</sup> also outlines four proficiencies of culturally safe medical practitioners which help to understand cultural safety in practice.

Culturally safe medical practitioners:	
1	Engage in ongoing development of critical consciousness.
2	Examine and redress power relationships.
3	Commit to transformative action.
4	Ensure that 'cultural safety' is defined by patients and communities served.

You can read more about the proficiencies in the [training plan](#).

### 3. Embedding cultural safety and a focus on health equity across the CPD program

Cultural safety is an important inclusion in the CPD requirements first and foremost to support your provision of safe and high-quality care to all patients. Requiring a stand-alone annual cultural safety activity is the first step to ensure all fellows and other CPD participants have a base level of understanding of the concept and its applicability to their practice.

Guided by MCNZ and AMC requirements, we are moving to embed cultural safety and a focus on health equity across the CPD program for fellows and other CPD participants in Australia and Aotearoa New Zealand, in collaboration with Māori, Aboriginal and Torres Strait Islander consultants. The annual cultural safety activity (and the example resources in section 4) will evolve depending on the outcomes of this work.

### 4. Example cultural safety activities

The below table includes example resources for the cultural safety activity. Please note, **the activities are suggestions only and are not endorsed by ANZCA and FPM**.

The list does not cover all available activities and we encourage you to explore activities appropriate to your scope of practice and context.

Firstly	Approach local Aboriginal, Torres Strait Islander, Māori community to identify courses and learning opportunities available in your area.	
	Seek Aboriginal, Torres Strait Islander, Māori led cultural safety training.	
Type	Organisation	Activity
External online courses	Australian Institute of Aboriginal and Torres Strait Islander Studies	<a href="#">Core cultural learning</a> (Please note this training is appropriate for groups of 10 or more)
	Centre for Cultural Competence	<a href="#">Cultural Competence courses</a>
	MauriORA	<a href="#">Cultural Competency (Māori)</a>
		<a href="#">Te Tiriti o Waitangi and The Treaty of Waitangi and Healthcare</a>
Leaders in Indigenous Medical Education (LIME)	<a href="#">Slice of LIME seminars</a>	

Online resources via ANZCA	Learn@ANZCA	<a href="#">Cultural safety: First Australians (1)</a> <a href="#">Cultural safety: First Australians (2)</a>
	Geoffrey Kaye Museum	<a href="#">Djeembana Whakaora – First Nations Medicine, Health and Healing</a>
	ANZCA New Zealand National Committee	<a href="#">Cultural Safety and Leadership Hui</a> Password: NZHUI2021
	ANZCA Library	<a href="#">Indigenous Health Library Guide</a>
Other	Cultural safety training (online or in person) offered by your employer.	

## 5. How can I claim cultural safety in my CPD portfolio?

Participation in a cultural safety activity can be recorded as an annual CPD activity under the *practice evaluation - reviewing performance* category.

Once completed a 'tick' will appear next to 'Cultural safety' on your dashboard and hours will be added to your *practice evaluation - reviewing performance* dial.

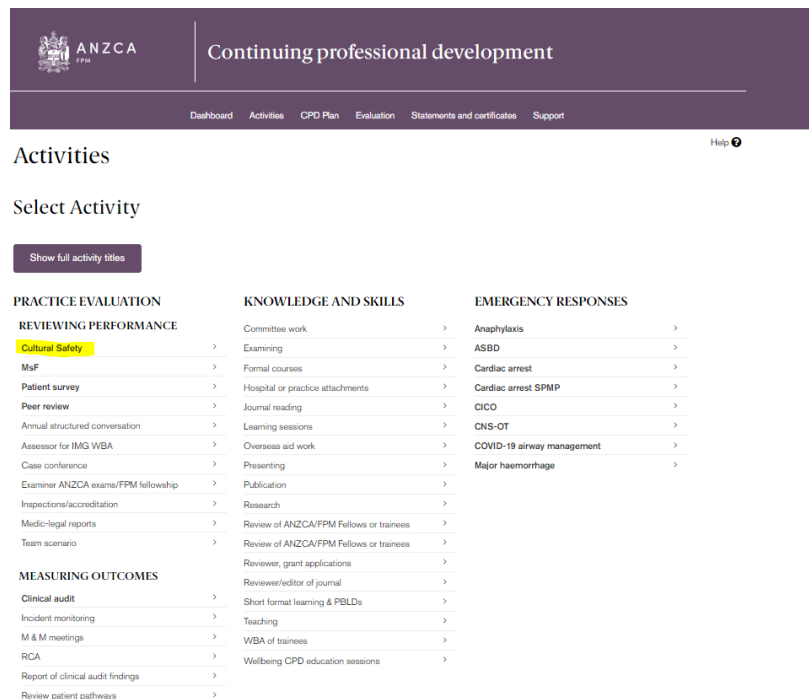
Image 1: 2023 CPD portfolio dashboard – Cultural safety activity

The screenshot shows the ANZCA FPM CPD dashboard. At the top, it says 'Continuing professional development' with a navigation menu: Dashboard, Activities, CPD Plan, Evaluation, Statements and certificates, Support. Below this is a 'Dashboard' header with an 'Add activity' button and a 'Help' icon. A notification states 'You have 1 activities pending confirmation' with a 'View pending activities' link. The main section is 'Annual progress' for the period 01/01/2023 - 31/12/2023, with a 'FINAL SUBMISSION DATE 31/12/2023' and a progress bar showing 0/50 hours, with a 'REQUIRED 50 HOURS' label. Below this are several activity cards: 'Practice evaluation' (25 hours remaining, 1 activity remaining, 'Cultural Safety' is highlighted), 'Knowledge and skills' (12.5 hours remaining), and 'Emergency responses' (1 activity remaining). At the bottom, there are sections for 'Milestones' (Statement of participation 2023, Write Plan, Write Evaluation, Certificate of compliance), 'Your CPD Status' (Membership ANZCA Fellow, Practice Type Clinical), and 'Resources' (COVID-19 and CPD information, ANZCA Library COVID-19 resources, Seeking your CPD Feedback, CPD handbook).

Please note, the minimum five hours of reviewing performance can be made up of a variety of CPD activities. The annual cultural safety has no set hour allocation.

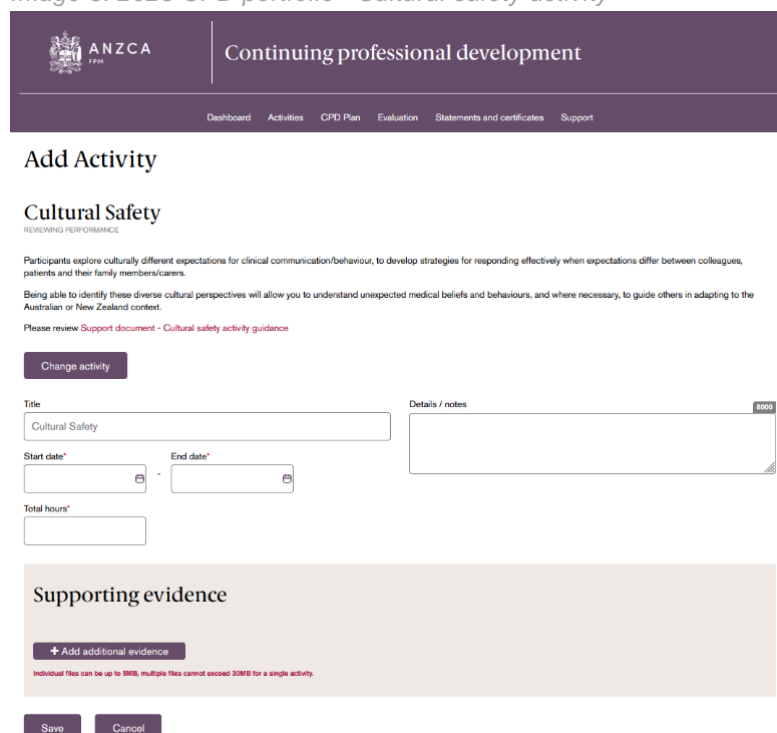
To claim the activity in your online CPD portfolio, please click the purple button 'Add CPD activity' and select the 'Cultural Safety' activity.

Image 2: 2023 CPD portfolio activity list – Cultural safety



Once you have selected the 'Cultural Safety' activity, record the start and end date, and total hours in the boxes required, then click 'save'. The activity will not be completed unless these are recorded.

Image 3: 2023 CPD portfolio – Cultural safety activity



## References

1. Australian Medical Council *Standards for Assessment and Accreditation of Primary Medical Programs* Available at: [https://www.amc.org.au/wp-content/uploads/2023/08/AMC-Medical\\_School\\_Standards-FINAL.pdf](https://www.amc.org.au/wp-content/uploads/2023/08/AMC-Medical_School_Standards-FINAL.pdf) [Accessed 3 November 2023]
2. Australian Health Practitioner Regulation Agency *The National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025* Available at: <https://www.ahpra.gov.au/documents/default.aspx?record=WD20%2f29563&dbid=AP&chksu m=7v438b3dSNNx%2bd9zleWRbA%3d%3d> [Accessed 3 November 2023]
3. Medical Council of New Zealand (2019) *Statement on cultural safety* Available at: <https://www.mcnz.org.nz/assets/standards/b71d139dca/Statement-on-cultural-safety.pdf> [Accessed 3 November 2023]
4. Simmonds S, Carter M, Haggie H, Mills V, Lyndon M, Tipene-Leach D. *A Cultural Safety Training Plan for Vocational Medicine in Aotearoa*. Te ORA and the Council of Medical Colleges, January 2023

## Other resources

Australian and New Zealand College of Anaesthetists PS62(G) *Position statement on cultural competence and cultural safety 2023* Available at: [https://www.anzca.edu.au/getattachment/294afc96-4beb-4119-8151-b280642bd872/PS62\(G\)-Position-statement-on-cultural-competence-2017#:~:text=Cultural%20safety%20requires%20doctors%20to,patient's%20experience%20of%20the%20care.](https://www.anzca.edu.au/getattachment/294afc96-4beb-4119-8151-b280642bd872/PS62(G)-Position-statement-on-cultural-competence-2017#:~:text=Cultural%20safety%20requires%20doctors%20to,patient's%20experience%20of%20the%20care.) [Accessed 22 November 2023]

Curtis E, Jones R, Tipene-Leach D, Walker C, Loring B, Paine SJ, Reid P. *Why cultural safety rather than cultural competency is required to achieve health equity: a literature review and recommended definition*. International journal for equity in health. 2019 Dec;18(1):1-7.

Ramsden IM (2002). *Cultural safety and nursing education in Aotearoa and Te Waipounamu*. [Doctor of Philosophy in Nursing]. Victoria University of Wellington