



NAATSIHWP
National Association of Aboriginal and Torres
Strait Islander Health Workers and Practitioners

CPD Endorsement Program



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NAATSIHWP CPD Endorsement Background

The goal of the National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP) is to achieve recognition of, and to provide support to, Aboriginal and/or Torres Strait Islander Health Workers, including Aboriginal and/or Torres Strait Islander Health Practitioners (referred to herein as the A&TSIHW/HP workforce) as a vital and valued component of a strong Aboriginal and Torres Strait Islander primary health workforce. Strengthening Continuing Professional Development (CPD) for all NAATSIHWP members is an important part of this.

Health professionals undertake CPD to maintain, enhance and extend their knowledge, expertise, and competence throughout their careers. CPD can improve health worker and practitioner competence and result in better health outcomes for Aboriginal and Torres Strait Islander communities. CPD is important in the continued provision of safe and effective services by health professionals, and NAATSIHWP aims to support this through the development of a structured A&TSIHW/HP CPD program.

The NAATSIHWP CPD Program is designed to enhance A&TSIHW/HP knowledge, skills, and abilities through active participation in both formal and informal learning.

Endorsement of facilitated CPD may be awarded to a number of CPD activities including workshops, courses, seminars or conferences etc. These CPD activities may involve varying timeframes, ranging between a few hours to two years in duration. Once a CPD activity has been approved, it can run with endorsement any number of times within a two (2) year period provided that the content does not change significantly (more than 10%) and the activity both commences and ends within the two year endorsement period. This is with the exception of a conference endorsement, in which case endorsement is solely for the duration of the event.

Endorsements of self-directed CPD materials such as short educational videos are also available. The length of endorsement for these materials is valid for a one (1) year period and is also conditional on the material content remaining unchanged during the endorsement period.

The NAATSIHWP CPD Endorsement Program aligns with previous and current activities NAATSIHWP has undertaken to grow and sustain the A&TSIHW/HP profession and workforce. These include the:

- NAATSIHWP Professional Practice Framework
- NAATSIHWP National Scope of Practice (currently under development)
- Australian Health Practitioner Regulation Agencies – Aboriginal and Torres Strait Islander Health Practitioner Board of Australia (ATSIHPBA) Standards
- NAATSIHWP Continuing Professional Development Guide A&TSIHW/HP clinical log book
- Key strategies within the Health Workforce Australia Growing Our Futures Aboriginal and Torres Strait Health Worker Project Final Report
- The development work for A&TSIHW/HP skills being undertaken by the Greater Northern Australia Regional Training Network
- Australian Industry Skills Committee National Training Packages in Aboriginal and/or Torres Strait Islander Primary Health Care.



NAATSIHWP CPD Endorsement Standards

Five overarching standards are considered within the NAATSIHWP CPD endorsement process. These standards form a basis for assessing training and education activities and courses prior to endorsement from NAATSIHWP. As the peak body of an Aboriginal and Torres Strait Islander workforce servicing Aboriginal and Torres Strait Islander communities, NAATSIHWP endorsement standards are aligned with the NAATSIHWP Cultural Safety Framework.

In the application process applicants are not only required to provide statements outlining how the CPD activity meets each of the five standards but also specifically rationale how the activity meets the seven domains under Standard 1 (Respect and Culture). This is vital to gaining NAATSIHWP endorsement as it contributes to NAATSIHWP's goal of increasing the capability of the healthcare system to deliver culturally safe and responsive health and wellbeing services to Aboriginal and Torres Strait Islander peoples.

The five proposed NAATSIHWP CPD Standards are:

- 1. Respect and Culture** – Promotion of cultural awareness, safety and competence through alignment with the seven NAATSIHWP Cultural Safety Framework Domains:
 - Domain 1: Country and Community
 - Domain 2: Local Cultural Context
 - Domain 3: Recognising & valuing the role of A&TSHW/HP's
 - Domain 4: Individual Reflection
 - Domain 5: Systemic Reflection
 - Domain 6: Equity and Sustainability
 - Domain 7: Collaboration and Cooperation
- 2. Purpose and knowledge** – the purpose of the activity/program enhances the breadth, depth and types of A&TSHW/HP knowledge and professional practice.
- 3. Skills and competence** – the activity/program enhances the skills and competence of the A&TSHW/HP workforce to enable individuals to undertake their diverse roles.
- 4. Active learning** – the activity/program contains key learning outcomes, ongoing learning and approaches which are relevant and applicable to Aboriginal and Torres Strait Islander people and considers the ways in which they learn.
- 5. Relevance** – the activity/program has applicability to the holistic approaches of comprehensive primary health care or one or more area/s of specialty within the Aboriginal and Torres Strait Islander Health Worker Professional Practice Framework

These standards have been prepared in line with the Aboriginal and Torres Strait Islander Health Worker Professional Practice Framework and are aligned with the National Scope of Practice.

NAATSIHWP CPD Endorsement Process

In line with similar CPD programs, the NAATSIHWP endorsement process requires training providers to submit an application requesting endorsement and promotion of their CPD activity.

The process includes:

- Receipt of application and administration fee (\$60 for a facilitated learning application, \$30 for a self-directed material application)
- Assessment and approval of application – by an expert panel* where applications are benchmarked against the five CPD standards and, within those standards, the seven Cultural Safety Framework Domains
- Payment of fees
- Allocation of CPD points to an activity/course and distribution of NAATSIHWP branding and guidelines
- Promotion of course to members.

*An expert panel may include NAATSIHWP, staff Aboriginal and Torres Strait Islander Primary Healthcare Educators, Aboriginal and Torres Strait Islander Health Practitioners, and Senior Aboriginal and Torres Strait Islander Health Workers.

NAATSIHWP has developed evaluation criteria for each of the five NAATSIHWP CPD Standards.

Claims against NAATSIHWP CPD standards

Please address the five CPD Standards below. Responses should be limited to 200 words against each particular standard, with the exception of Standard 1 which is limited to 300 words.

NAATSIHWP CPD ENDORSEMENT STANDARD	CLAIM AGAINST NAATSIHWP CPD STANDARD
<p>1. Respect and Culture</p> <p>Promotion of cultural awareness, safety and competence through alignment with the seven NAATSIHWP Cultural Safety Framework Domains:</p> <ul style="list-style-type: none">• Domain 1: Country and Community• Domain 2: Local Cultural Context• Domain 3: Recognising & Valuing the role of A&TSHW/HP's• Domain 4: Individual Reflection• Domain 5: Systemic Reflection• Domain 6: Equity and Sustainability• Domain 7: Collaboration and Cooperation	
<p>2. Purpose and knowledge</p> <p>The purpose of the activity/program enhances the breadth, depth and types of Aboriginal and Torres Strait Islander Health Worker knowledge and professional practice.</p>	



3. Skills and competence

The activity/program enhances the skills and competence of the Aboriginal and Torres Strait Islander Health Worker workforce to enable individuals to undertake their diverse roles.

4. Active learning

The activity/program contains key learning outcomes, ongoing learning and approaches which are relevant and applicable to Aboriginal and Torres Strait Islander people and considers the ways in which they learn.

5. Relevance

The activity/program has applicability to the holistic approaches to comprehensive primary health care or one or more area/s of specialty within the Aboriginal and Torres Strait Islander Health Worker workforce scope of practice.

Please attach additional pages with further details if required.



NAATSIHWP

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