

Accreditation Committee workplan

Agreed: November 2024 (Ahpra Board endorsement February 2025)

Due to review: End 2025

Overview





The workplan presents the Accreditation Committee's (the committee's) work by priorities that reflect the objectives, guiding principles and priorities for the National Scheme including improving access to services, particularly in rural and remote areas, and Aboriginal and Torres Strait Islander Health and cultural safety and eliminating racism in health care. The areas of work reflect the issues referred to the committee by Health Ministers in 2021 and subsequent health workforce reform priorities and initiatives. The workplan has been revised to strengthen the focus on accreditation reform and work to support workforce responsiveness and sustainability (see 'Workplan initiatives for 2024 and 2025' for further details).

















The committee held its first meeting in September 2021 and approved its initial workplan in March 2022. Since then, the committee has made significant progress on its deliverables, including finalising some key pieces of work and consulting on others. The committee published its interprofessional collaborative practice (IPCP) statement of intent in March 2024. The statement represents a joint commitment from 53 stakeholders across the health and education sectors to act and embed IPCP across the Australian health system, in education, training, clinical governance, research and practice. The statement of intent is an important step towards achieving effective team-based and coordinated care across Australia. The committee is continuing its work in this space across 2025, as the committee seeks to action the principles of the statement.





























The committee published a Glossary of accreditation terms in October 2023, and in November 2023 it published a comprehensive information paper outlining the evidence-base used to inform the committee's guidance on good practice approaches to embedding clinical placements, pedagogical innovations and evidence-based technological advances in health practitioner education. The committee recently finalised and published its guidance on embedding good practice in clinical placements, simulation-based learning and virtual care to help improve initial student health practitioner education. The committee has also undertaken public consultation on principles to strengthen the involvement of consumers in accreditation, and published its guidance in August 2024. Work on guidance for the development of professional capabilities has recently been completed and the guidance is now published.




















The committee is eager to collect information on how its guidance is being considered and implemented by National Scheme entities (Ahpra, National Boards and accreditation authorities). Therefore in 2025, the committee will seek an annual update from National Scheme entities on their consideration of the committee's guidance, and action/s taken to implement it. Similar reports will be requested from external bodies (such as specialist medical colleges), where relevant and appropriate. This will enable the committee to monitor the implementation of its advice, and assess the impact that it has, thus ensuring that Ministers' intentions, as outlined in the Policy Direction, are given effect and that the committee's advice is relevant, useful and achieving the intended reforms in the accreditation sector. The committee will also continue to monitor the progress of other work across the National Scheme that may inform its work by seeking six-monthly updates from relevant bodies (such as the Health Professions Accreditation Collaborative Forum).




Deliverables overview

Key:  Project lead  Working group established
 Project partner  Delivery owners (implementation)

National Scheme entity involvement			
Ahpra Accreditation Committee	National Boards	Accreditation Authorities (through HPACF)	
	 		 
	 	 	 
			
			

Deliverable 3	A glossary of common terminology and language relevant interprofessional education (IPE) and interprofessional collaborative practice (IPCP) for use in accreditation standards, professional capabilities/competencies and accreditation processes.			 
Deliverable 4	A National Scheme IPE and IPCP statement of intent with a commitment between the 15 national health practitioner boards (the National Boards), accreditation authorities, Ahpra and health and education sector leaders and organisations. Implementation should provide a platform for considering a whole of Scheme strategy to encourage stakeholders across the health system to take action to further support and embed IPE and IPCP principles in education, training and practice, First Nations health care, with a focus on quality and safety of patient-centred care in Australia's health system. [Updated February 2025]	 	 	 
Deliverable 5	A clear statement of roles and responsibilities for National Scheme entities, TEQSA and health services as they relate to accreditation.			 
Deliverable 6	A glossary of common terminology and shared language relevant to accreditation across National Scheme entities, TEQSA and health services.			 
Deliverable 7	Advice for National Scheme accreditation bodies on good practice guidance for strengthening the involvement of consumers in accreditation.			
Deliverable 8	Advice for National Scheme accreditation entities on good practice in the use of outcome-based approaches to accreditation.			
Deliverable 9	Advice for National Scheme accreditation entities to support good practice in embedding diverse clinical placements and evidence-based technological advances in health practitioner education.			
Deliverable 10	Advice to Ahpra to inform further development of the funding and fee principles in accreditation agreements and terms of reference, founded on principles of transparency, accountability, efficiency and effectiveness.		 	
Deliverable 11	Advice to National Scheme bodies on the publication of accreditation assessment decisions and monitoring reports.			 

<p>Deliverable 12 Review the outcomes of the NHPOP's Independent review of the procedural aspects of accreditation processes. Oversee a coordinated response to the cross-profession recommendations of the NHPO's review of National Scheme accreditation processes to maximise consistency, efficiency and workforce benefits and implementation progress. Could play a similar role re relevant aspects of other current reviews eg scope of practice.</p> <p>In addition, overseeing and ensuring alignment of approaches to addressing recommendations from the NHPO work and Kruk review. [Updated February 2025]</p>		 	 
<p>Deliverable 15 Consider options to support the implementation of the National Scheme's Environmental Sustainability Strategy (ESS), and how accreditation can support environmental sustainability.</p>			 
<p>Deliverable 16 Monitor and evaluate accreditation KPIs for a focus on reform and workforce objectives, and provide advice to Ahpra Board on accreditation performance across the Scheme.</p>	 		
<p>Deliverable 17 Review accreditation funding and fee principles across the National Scheme to reflect good fee setting practice and stewardship principles. Explore the potential for a consistent approach to equity and determining accreditation authority financial viability and sustainability.</p>		 	
<p>Deliverable 18 Establishing a Scheme-wide framework, consistent and cost-effective regulatory approach to streamlined assessments of qualifications and overseas qualified practitioners with a possible component on reducing duplication between migration and registration assessments.</p>		 	

Key:  Project lead  Working group established  Project partner  Delivery owners (implementation)

Workplan initiatives for 2024 and 2025

The table below outlines the areas of work and key activities that ensure the committee is working towards meeting the deliverables of its workplan. In 2024-25 there are a number of health workforce reform initiatives that are national priorities – for example, the implementation of the recommendations from the [Independent review of regulatory settings](#) (Kruk review); the outcomes of the [Independent review of complexity in the National Registration and Accreditation Scheme](#) (Dawson review); the outcomes of the [Unleashing the potential of our Health Workforce – Scope of Practice Review](#); and options to advance family, domestic and sexual violence (FDSV) training in the health care workforce (in line with the [National Plan to End Violence Against Women and Children 2022-2032](#)). Such initiatives have guided and informed the committees' activities in its 2024-25 workplan, so have been referenced in the workplan below (see 'Participating in the accreditation reform agenda').

The areas of work and key activities will continue to be updated once further information is known about national priority initiatives and their influence on deliverables.

Area of work	Deliverable	Related activities to ensure delivery
Priority: Cultural safety		
Embedding cultural safety in education and practice , and improving the health of Aboriginal and Torres Strait Islander Peoples, and eliminating racism in health care	<p><i>This area of work is identified as a National Scheme priority</i></p> <p><i>This deliverable is identified as a shared responsibility between National Scheme entities.</i></p>	<p>The committee will seek advice from members who identify as Aboriginal and or Torres Strait Islander Peoples on opportunities for each deliverable in its workplan to address this area.</p> <p>In addition, the committee will support and contribute to the work that Ahpra's Aboriginal and Torres Strait Islander Health Strategy Unit is leading to develop a multi-year National Cultural Safety Accreditation and Continuing Professional Development framework and strategy. The new framework and strategy aim to build on previous work to embed cultural safety and eliminating racism as accreditation and continuing professional development requirements in all National Scheme professions.</p>
Priority: Participating in the accreditation reform agenda		
Actively engage and consider the role of the committee in accreditation reform within the National Scheme	<p><i>National priorities delivered through health workforce initiatives</i></p> <p><i>This deliverable is identified as a shared responsibility between National Scheme entities.</i></p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> • Monitor, consider and respond to (if applicable to accreditation in the National Scheme) the outcomes of relevant reviews and initiatives, including: <ul style="list-style-type: none"> - the Kruk review - the Complexity review - the Scope of Practice review

Area of work	Deliverable	Related activities to ensure delivery
		<ul style="list-style-type: none"> - options to advance FDSV training in the health care workforce
Priority: Reduce duplication to build an adaptable, responsive accreditation system		
Reducing duplication in accreditation – potential to share evidence, processes and develop mutual recognition approaches	Deliverable 13 - Explore the scope for approaches to reduce duplication in accreditation and burden on education providers such as opportunities to use more common evidence requirements for things like governance arrangements, where an education provider could submit evidence once and then have it used by multiple accreditation authorities. Possibly also explore the scope to share accreditation outcomes between accreditation authorities that have comparable standards so an authority might accept the assessment of another accreditation authority as satisfying their standards rather than assessing them separately. <i>This deliverable is identified as a shared responsibility between National Scheme entities.</i>	Committee key activities: <ul style="list-style-type: none"> • Engage with the key stakeholders by: <ul style="list-style-type: none"> - targeted consultation with education providers and accreditation authorities to identify and understand the commonalities, areas of duplication and overlap between accreditation processes - collaborating with accreditation authorities to establish a consistent approach/framework to enhance efficiency and reduce the administrative burden on stakeholders involved in accreditation - facilitating preliminary consultation and public consultation on a draft framework to ensure practical and actionable approaches to reduce duplication across National Scheme accreditation entities • Develop a draft framework on principles and strategies for reducing duplication in accreditation across the National Scheme. • Explore opportunities to reduce duplication across migration and registration assessments. <p><i>Work undertaken as part of Deliverable 5 will have some direct correlation to activities undertaken as part of this Deliverable.</i></p>
Reducing duplication and areas of overlap between accreditation authorities and education regulators	Deliverable 5 - A clear statement of roles and responsibilities for National Scheme entities, TEQSA and health services as they relate to accreditation. <i>This deliverable is identified as a shared responsibility between National Scheme entities.</i>	Committee key activities: <ul style="list-style-type: none"> • Continue its engagement with TEQSA and other stakeholders by: <ul style="list-style-type: none"> - facilitating a workshop with TEQSA, accreditation authorities and Ahpra to finalise the draft proposed principles for public consultation - discussing the need for public consultation on the draft principles to clarify the roles of National Scheme entities and TEQSA in accreditation of health practitioner education at the workshop. The need for public consultation will be confirmed following the workshop. • Develop and approve draft principles on reducing duplication. <p>Other work planned and underway within the National Scheme:</p>

Area of work	Deliverable	Related activities to ensure delivery
		<ul style="list-style-type: none"> National Scheme entities are working collaboratively with the Australian Commission on Safety and Quality in Healthcare (Commission) on a project to develop a cross-profession good practice guidance on communication for safety, that considers the role of the Commission, accreditation authorities and national boards TEQSA is reviewing their participation in MOUs with the HPACF and most accreditation authorities and this may be the subject of a workshop to inform this work the HPACF has identified the potential for reciprocity or recognition of the processes and standards of accreditation authorities by ASQA and TEQSA <p><i>Work undertaken as part of Deliverable 13 will have some direct correlation to activities undertaken as part of this Deliverable.</i></p>
Priority: Building a flexible, responsive, sustainable workforce of the future		
Develop shared capabilities for National Scheme professions	<p>Deliverable 14 - Develop shared multi-profession capabilities for adoption by National Scheme professions in areas such as identifying and responding to family, domestic and sexual violence, communication, cultural safety, prescribing, digital health etc. Could also design a new coordinated approach to capability building in key areas across the National Scheme professions that is more responsive to workforce and health system need.</p> <p><i>This deliverable is identified as a shared responsibility between National Scheme entities.</i></p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> Review and participate in the consultation process with external stakeholders. Endorse the draft common capabilities, framework and implementation resources that will be undergoing targeted and public consultation. Oversee membership and progress of the Common capabilities working group. <p>Other work planned and underway within the National Scheme:</p> <ul style="list-style-type: none"> Some National Boards will be commencing reviews of their professional capabilities in 2025. The committee will monitor progress of these reviews and work collaboratively with National Boards around how they develop common capabilities. The development of common capabilities may be informed by shifting priorities within the National Scheme, particularly as recommendations are made and reports released on various National Scheme reviews, including the Dawson and NHPO reviews.
Embedding interprofessional education and collaborative	Deliverable 4 - A National Scheme IPE and IPCP statement of intent with a commitment between the 15 national	Committee key activities:

Area of work	Deliverable	Related activities to ensure delivery
practice in health practitioner education	health practitioner boards (the National Boards), accreditation authorities, Ahpra and health and education sector leaders and organisations. Implementation should provide a platform for considering a whole of Scheme strategy to encourage stakeholders across the health system to take action to further support and embed IPE and IPCP principles in education, training and practice, First Nations health care, with a focus on quality and safety of patient-centred care in Australia's health system.	<ul style="list-style-type: none"> Draft an implementation plan, with input from members of the IPCP SOI Implementation working group, that will deliver on the statement's vision. It will define the key elements, expected outcomes and next steps that will contribute to embedding interprofessional collaborative practice across the Australian health system, in education, training, clinical governance, research and practice. <p><i>Other work planned and underway within the National Scheme:</i></p> <p>The HPACF has advised the committee that its IPE Steering Group has examined and collated IPE learning outcomes that are applicable across the regulated health professions and will identify how different professions identify a practitioner as 'collaborative'. In 2023, the HPACF progressed work to identify appropriate exemplars of IPE and IPCP and will make these available as an outcome of the project.</p> <p><i>Further work will be considered as part of a workplan review/update in 2025.</i></p>
Priority: Improving access to better, safer care for the community, particularly in rural and remote areas		
Better link service delivery needs and the education system by strengthening consumer involvement in accreditation, including employers	Deliverable 7 - Advice for National Scheme accreditation bodies on good practice guidance for strengthening the involvement of consumers in accreditation.	<p><i>Other work planned and underway within the National Scheme:</i></p> <ul style="list-style-type: none"> The Australian Dental Council (ADC) is leading work to expand the role of consumers in the design and delivery of its assessments and examinations, with the goal of increasing the authenticity and validity of the examination process. <p><i>The committee will monitor the progress of the ADC's work and seek an update prior to its next workplan review.</i></p>
Priority: Fostering flexible, innovative approaches to education and service delivery to respond to priorities for the National Scheme (such as Aboriginal and Torres Strait Islander Health and cultural safety)		
Enable education and service delivery to respond to changes in community need, healthcare models and innovations in health practice	Deliverable 8 - Advice for National Scheme accreditation entities on good practice in the use of outcome-based approaches to accreditation.	<p>Committee key activities:</p> <ul style="list-style-type: none"> Undertake further work, including additional research and interviews with accreditation authorities, to develop draft guidance for accreditation authorities on the use of outcome-based approaches to accreditation. The guidance will include information on developing, using and measuring an outcome-based

Area of work	Deliverable	Related activities to ensure delivery
		<p>approach; measuring the effectiveness of an outcome-based approach; and examples of good practice.</p> <p>Other work planned and underway within the National Scheme:</p> <ul style="list-style-type: none"> The HPACF has advised that it continues to engage with Universities Australia on outcomes of a joint workshop with the National Alliance of Self-Regulating Health Professions and Universities Australia in March 2022. This workshop laid the ground for future joint discussion on the changes in health profession education and training during COVID-19 and where changes in standards and outcomes might be necessary as a result. The HPACF has advised that its 2023-25 Strategic Plan includes greater emphasis on access, rural and remote issues, disability, short form learning, as well as continued focus on IPE and cultural safety. <p><i>Further work will be considered as part of a workplan review/update in 2025.</i></p>
	<p>Deliverable 15 – Consider options to support the implementation of the National Scheme’s Environmental Sustainability Strategy (ESS), and how accreditation can support environmental sustainability.</p> <p><i>This deliverable is identified as a shared responsibility between National Scheme entities.</i></p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> Undertake work, including through projects on developing common capabilities and reviewing accreditation processes, that leads to advice and guidance for accreditation authorities to embed climate requirements in accreditation systems and processes. <p>Other work planned and underway within the National Scheme:</p> <p>The ESS has been approved, and Ahpra is monitoring implementation.</p>
<p>Priority: Efficiency, transparency and accountability</p>		
<p>Whole of scheme accreditation performance</p>	<p>Deliverable 16 - Monitor and evaluate accreditation KPIs for a focus on reform and workforce objectives, and provide advice to Ahpra Board on accreditation performance across the Scheme.</p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> Analyse data gathered from accreditation authorities as it relates to accreditation performance across the Scheme. Provide a whole of Scheme summary on KPIs that focus on reform and workforce objectives.

Area of work	Deliverable	Related activities to ensure delivery
Enhancing the transparency, reporting and comparability of accreditation funding and costs	<p>Deliverable 10 - Advice to Ahpra to inform further development of the funding and fee principles in accreditation agreements and terms of reference, founded on principles of transparency, accountability, efficiency and effectiveness.</p> <p>Deliverable 17 - Review accreditation funding and fee principles across the National Scheme to reflect good fee setting practice and stewardship principles. Explore the potential for a consistent approach to equity and determining accreditation authority financial viability and sustainability.</p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> Consider possible further work on cost issues following review of the BDO report. Review analysis and consider recommendations from Ahpra finance team on consistent approaches to equity and measure for determining accreditation authority financial viability and sustainability
Enhancing the transparency of accreditation assessment and monitoring activities	Deliverable 11 - Advice to National Scheme bodies on the publication of accreditation assessment decisions and monitoring reports.	<p>Committee key activities:</p> <ul style="list-style-type: none"> Develop guidance for accreditation authorities on publishing accreditation decisions and monitoring reports, including information about the use of conditions and monitoring requirements <p><i>Further work will be considered as part of a workplan review/update in 2025.</i></p>
Coordinate reform to address recommendations of key reviews	Deliverable 12 – Review the outcomes of the NHPOP’s Independent review of the procedural aspects of accreditation processes. Oversee a coordinated response to the cross-profession recommendations of the NHPO’s review of National Scheme accreditation processes to maximise consistency, efficiency and workforce benefits and implementation progress. Could play a similar role re relevant aspects of other current reviews e.g. scope of practice.	<p><i>The NHPO has commenced part two of the review into the procedural aspects of accreditation.</i></p> <p>Committee key activities:</p> <ul style="list-style-type: none"> Consider the outcomes of part 2 of the review once it is released, or earlier if the report is provided to the committee. Consider similar approach for relevant aspects of other current reviews eg scope of practice. In addition, overseeing and ensuring alignment of approaches to addressing recommendations from the NHPO work and Kruk review. <p><i>Further work will be considered as part of a workplan review/update in 2025.</i></p>

Area of work	Deliverable	Related activities to ensure delivery
	In addition, overseeing and ensuring alignment of approaches to addressing recommendations from the NHPO work and Kruk review.	
Priority: Facilitating efficient, responsive assessment for registration & migration		
<p>Consistent framework for assessing internationally qualified health practitioners, including:</p> <p>Streamlining processes, reducing duplication and avoiding unnecessary costs by developing a one-step approach to assessment of practitioners for the purposes of skilled migration and registration</p>	<p>National priority delivered through health workforce review initiative</p> <p>Deliverable 18 - Establishing a Scheme-wide framework, consistent and cost-effective regulatory approach to streamlined assessments of qualifications and overseas qualified practitioners with a possible component on reducing duplication between migration and registration assessments.</p> <p><i>This deliverable is identified as a shared responsibility between National Scheme entities.</i></p>	<p>Committee key activities:</p> <ul style="list-style-type: none"> Continue to monitor the implementation of the recommendations from the independent review of regulatory settings (Kruk review) and consider implications for this committee.¹ The Committee could take on an oversight role to monitor streamlined pathways across the Scheme once project teams disbanded, including a focus on ensuring 'non-priority' professions are included in ongoing work.

¹ The committee's initial work plan also contained a deliverable to streamline pathways for the assessment of internationally qualified practitioners. After progressing initial work in this area, the committee noted priority work being progressed by the Australian Government in conjunction with state and territory governments. In August 2022, the committee agreed that the work to streamline current pathways is best undertaken in the context of the intergovernmental work. The committee agreed that it would provide further advice to governments as required, but otherwise will not progress further work in this area at this time.

Completed deliverables

Area of work	Completed deliverables	Date completed
All	Deliverable 1 - A consolidated glossary of terms across the spectrum of accreditation, building on the terms already defined in the HPACF Glossary of Terms. This deliverable comprises an initial glossary of terms that will be added to over time as work progresses in other areas.	October 2023
Embedding interprofessional education and collaborative practice in health practitioner education	Deliverable 3 - A glossary of common terminology and language relevant interprofessional education (IPE) and interprofessional collaborative practice (IPCP) for use in accreditation standards, professional capabilities/competencies and accreditation processes. (as part of Deliverable 1).	
Reducing duplication and areas of overlap between accreditation authorities and education regulators	Deliverable 6 - A glossary of common terminology and shared language relevant to accreditation across National Scheme entities, TEQSA and health services (as part of Deliverable 1).	
Better link service delivery needs and the education system by strengthening consumer involvement in accreditation, including employers	Deliverable 7 - Advice for National Scheme accreditation bodies on good practice guidance for strengthening the involvement of consumers in accreditation.	August 2024
Fostering good practice and enhancing efficiency in professional capabilities and in accreditation standards and processes across National Scheme professions	Deliverable 2 - Advice for National Scheme entities on fostering good practice and enhancing efficiency in the development of professional capabilities and in accreditation standards and processes.	February 2025
Enable education to respond to changes in community need, healthcare models and innovations in health practice by maintaining the focus on outcome-based approaches in accreditation	Deliverable 9 – Advice for National Scheme accreditation entities to support good practice in embedding diverse clinical placements and evidence-based technological advances in health practitioner education.	