



Health Ministers' Meeting

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Ms Gill Callister PSM
Chair of the Board

Mr Justin Untersteiner
Chief Executive Officer

Email: OfficeoftheCEO@ahpra.gov.au

Dear Ms Callister and Mr Untersteiner

Ministerial Policy Direction 2025-1: Improving the health practitioner response to racism and discrimination, including antisemitism

I am writing to provide a policy direction under section 11 of the Health Practitioner Regulation National Law, as is in force in each state and territory.

On 12 September 2025, Health Ministers resolved to issue this policy direction to the Australian Health Practitioner Regulation Agency (Ahpra) and National Boards. The policy direction requests they undertake additional work to improve the health practitioner response to racism and discrimination, including antisemitism.

Racism and discrimination can adversely impact mental and physical health and undermine community cohesion and wellbeing. Addressing racism and discrimination is a priority for all governments. It is unacceptable for any member of our community to feel unsafe when seeking or providing care in our healthcare system.

Development of a culturally safe and respectful health workforce that contributes to the elimination of racism in the provision of health services (section 3A(2)(aa)(ii)) is a guiding principle of the National Registration and Accreditation Scheme. To address community concerns about the increasing incidence of racism and discrimination in healthcare, Health Ministers request a regulatory response to improve public confidence and ensure Australians feel safe when accessing care in our health settings.

Health Ministers acknowledge the important efforts of Ahpra and National Boards to develop and implement resources to improve the cultural safety of healthcare services delivered by, and provided to, Aboriginal and Torres Strait Islander Peoples. The *Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025* is a strong example of the work undertaken to address racism experienced by First Nations People in Australia's healthcare system. Ahpra and National Boards are requested to apply their expertise and experience in improving cultural safety to other forms of racism and discrimination, including antisemitism.

The policy direction is as follows:

That Ahpra and National Boards:

1. Undertake a review of notifications and complaints processes on racism and discrimination, including antisemitism, and identify ways to improve communication of outcomes, data reporting and timeliness of responses. This may include improved classification and reporting of notifications, proactive monitoring of practitioner behaviours, targeted training for Ahpra staff and clearer pathways for regulatory action.
2. Ensure registered health practitioners engage in appropriate education and training to build skills and knowledge that promote a culture of anti-racism and discrimination prevention in the delivery of healthcare services. This may include targeted communication to registrants to prioritise education and training opportunities aimed at improving practitioner awareness and building competency in anti-racism and discrimination prevention. National Boards are encouraged to work with accreditation authorities to ensure programs of study equip practitioners to address racism and discrimination.

Within six months, Ahpra and National Boards are requested to report back to Health Ministers to outline:

- options and recommendations to improve the notifications process for practitioners and notifiers
- the proactive steps undertaken to promote, increase and monitor health practitioner engagement with appropriate education and training in responding to racism and discrimination.

In line with section 17 of the National Law, it is requested this direction be published by Ahpra on its website as soon as practicable.

Yours sincerely



Chris Picton MP
Chair
Health Ministers Meeting

28 / 9 / 2025