

A decorative graphic at the top of the slide consists of several squares and rectangles in various shades of blue and green, arranged in a stepped, staircase-like pattern. A horizontal line runs across the middle of this graphic.

Continuing Professional Development

Crisis - Panic & Distress?



Priya Rasanayagam
Executive Head of Science

CPD

- systematic maintenance & broadening of knowledge & skills
- continuous learning & development
- encourages professional achievements
- ensures competent workforce
- enhances service delivery
- a requirement of re-registration

CPD

Definition from RCN

The maintenance and enhancement of knowledge, expertise and competence of professionals, through out their careers, according to a plan formulated with regard to the need of the professional, employer, the profession and society.


A decorative graphic in the top left corner consists of a horizontal blue line with several squares of varying shades of blue and green placed at irregular intervals along it.

CPD

A decorative graphic on the left side of the slide features two overlapping squares, one in a light blue shade and one in a teal shade.

Definition from HPC

is a range of learning activities through which health professionals maintain and develop throughout their career to ensure that they retain their capacity to practice safely, effectively and legally within their evolving scope of practice.

A decorative graphic on the right side of the slide features two overlapping squares, one in a light blue shade and one in a teal shade.

HPC Standards of CPD

1. Maintain accurate records
2. Mixture of activities relevant to current and future practice
3. Contributes to quality of practice/delivery
4. Benefits service user
5. Present a profile on request

HPC Standard 1

Records:

- kept in a way that suits you
- electronic/paper based -IBMS portfolio /PDP/IPR/work portfolio
- must be continuous
- must be up-to-date -audit from previous two-year period
- must be accurate – a true reflection of your learning

HPC Standard 2

CPD must:

- include a mixture of learning activities
- 'not a certain amount'
- relevant to the way you practice and intend to practice


A decorative graphic in the top left corner consists of a horizontal line with several squares of varying shades of blue and green placed at irregular intervals along it.

HPC Standard 3

A decorative graphic on the left side of the slide features two overlapping squares, one in a lighter blue and one in a darker blue.

The standard says 'seek to ensure'

Choose learning activities which

- 
- A decorative graphic on the right side of the slide features two overlapping squares, one in a lighter blue and one in a darker blue.
- contribute to quality of practice & service delivery
 - improves your practice

HPC Standard 4

The standard says 'seek to ensure' learning activities which benefit the service user

Those effected by your practice:
patients/trainees/students/staff you manage

Benefit – have a 'positive effect on'



HPC Standard 5

If selected for audit,
present a written profile by the deadline date

If you:

- partially meet some stds – asked for more info
- not meet the stds – registration not renewed

HPC Audit for Biomedical Scientists

If selected for audit

- HPC will write before November 2009
- Ask for profile of 2 years CPD
- Honest, authentic
- False declaration – may be misconduct
- ‘struck off’ register

Written profile

- Summary of recent work/practice (500 words)
- Personal statement – how you met the standards (1500 words)
- Summary of supporting evidence

Appeals

- 28 days – written appeal to HPC
- state why your profile is fit for renewal
- Formal hearing – you may attend/
not attend/take a representative
- Further appeal to County Court in
England, Wales or Northern Ireland or
local Sheriff in Scotland

Deferrals

- Mitigating circumstances
- Assessment of written request
- Automatic selection two years time
- Defer more than once?

A decorative graphic consisting of several squares in shades of blue and green, arranged in a pattern that suggests a staircase or a path. A horizontal line runs through the middle of the squares, with some squares positioned above and below it. The squares have a slight 3D effect with a darker blue outline.

Communication

- Your details & HPC
 - HPC & Employers
- 
- A small decorative graphic consisting of two overlapping squares, one in a lighter blue and one in a darker blue, positioned in the bottom right corner of the slide.

Competent to Practice?

- HPC feels no automatic link
- Lack of competence dealt by separate legislative process
- Remit of Conduct and Competence Committee

Learning

Education → Knowledge
Training → Skills

Knowledge

Skills

Attitude

Competence approach to CPD

- Effective CPD - measurable competencies
- Defined standards for competence
- Recording professional achievements
- Reflection – to characterise you
- Common focus – universities & IBMS
- Credit accumulation and transfer systems
- Accreditation of prior learning (APL)



IBMS Membership Structure

- **Licentiate** (IBMS Certificate of Competence)
- **Associate** (Specialist Diploma)
- **Fellow** (3 years as Associate, MSc & Higher Specialist Diploma)

Chartered Scientist CSci

- 5 year renewable mark of excellence
- IBMS Associates & Fellows
- 4 years of post graduate level practice/application/teaching
- Higher Specialist Diploma/proof of CPD

CPD - Reflective Approach

Focuses on

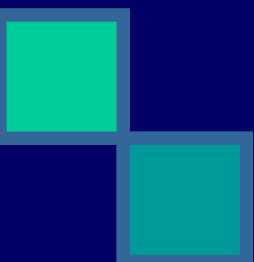

- 'taking stock'
- Review of past learning
- Review of daily practice
- Identifying problem areas
- Identifying key issues for future
- Device action plan for learning

Planning & Reflection

- Review (PDP, self-analysis & appraisal)
- Planning
- Development activity
- Assessment of achievements
- “Good Practice” – a bench mark

A decorative graphic in the top left corner consists of a horizontal blue line with several squares of varying shades of blue and green placed at irregular intervals along it. Some squares are partially overlapping the line, while others are positioned above or below it.

CPD Activities

- 
- A decorative graphic on the left side of the slide features two overlapping squares, one in a lighter shade of blue and one in a darker shade of blue, positioned above the list.
- Work based learning
 - Professional activity
 - Formal learning
 - Self-directed learning
 - etc
- 
- A decorative graphic on the right side of the slide features two overlapping squares, one in a lighter shade of blue and one in a darker shade of blue, positioned to the right of the list.

Work based learning

- 'on-the-job' learning
- reflective practice & self assessment
- job rotation
- peer review
- discussion groups
- in-service training
- audits

Professional activities

- Mentor/tutor
- Teaching/lecturing
- Branch meetings
- Professional body representation
- Assessor – national level
- Member of specialist groups

Formal/educational activities

- Degrees/courses
- Further education
- Conferences/seminars
- Course organiser/tutor
- Research

Self-directed learning

- Structured reading/JBL
- Book reviews
- General reading



IBMS Scheme

Established in 1992

IBMS Motto: **Disce Ut Proficias**

‘Learn that you may improve’



IBMS CPD Scheme


- opt-out for all members
- points based – Benefits model
- input & output based
- offers Vocational & Personal credits
- 250 credits over 5 years for a Diploma
- minimum 150 vocational credits per diploma
- encourages reflective practice

Support Network

- Local CPD Officers & Deputies
- Hospital representatives
- Staff in CPD department at CBS
- CPD policy lead from Council
- CPD policy lead from Executive team



CPD Officers & Deputies

- Report to & liaise with local branch & CPD Dept
 - Promote & encourage participation
 - Co-ordinate local activities
 - Credit local meetings (up to one day)
 - Issue certificates
 - Monitor CPD records
 - Assess reflective statements
- 

Reflective Statements

- What led you to choose an activity?
- Was it a useful exercise?
- How relevant is it now/for the future?
- Is there a follow-up to this?
- Has this changed your working practice?

A decorative graphic in the top left corner consists of a horizontal blue line with several squares of varying colors (light blue, teal, green) placed at different points along it, some overlapping. The squares have a slight 3D effect with a darker blue shadow.

CPD

A decorative graphic on the left side of the slide consists of two overlapping squares, one teal and one light blue, with a slight 3D effect.

No **C**risis!

No **P**anic!

A decorative graphic on the right side of the slide consists of two overlapping squares, one teal and one light blue, with a slight 3D effect.

Don't be **D**istressed!



“Learn that you may improve”