

# Continued Professional Development



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# What is CPD?

- HCPC definition

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



# My remit for today...

- How to complete CPD
- What constitutes good CPD
- The benefits of good CPD

# CPD should aim to ...

- embrace the principles of lifelong learning
- improve safety and quality of practice
- be based on learning experiences that allows professional development and maintenance of professional standards of practice
- demonstrate standards of knowledge, skills, and competence determined by:
  - professional body
  - regulatory body
  - employer

# So CPD should be based on .....

- Individual needs/appraisal/performance review
- Activities that are varied and reflect learning styles and aims
- Relevant to current or future scope of practice
- Reflective learning and outcomes

# The benefits of CPD

- Good scientific and clinical practice
- Good laboratory practice
- Good teaching and training
- Relationship with service users
- Dealing with professional problems
- Working with colleagues

# The barriers to CPD

- Time
- Cost
- Lack of understanding
- Lack of relevance
- Geography
- Accessibility
- Bureaucracy
- Scared to get it wrong

If CPD is important how should we record and measure it ?



# The IBMS Scheme

*"A process of lifelong learning, which enables you to meet the prerequisite knowledge and skill levels that relate to your evolving scope of practice, thereby maintaining competence in your scope of practice as a practitioner in biomedical science".*





# IBMS CPD Aims

- Provide a facility for members to submit courses for CPD recognition and access as a recorded CPD activity
- Provide members with a facility to submit CPD activities into a personal CPD account online
- Encourage members to use the learning outcomes of submitted activities for reflective practice
- Facilitate members to meet the requirements for HCPC registration
- Provide an audit mechanism of CPD thereby meeting Registration Authority requirement for Chartered Scientists



# Our previous CPD Scheme

You told us:

- CPD codes were difficult to use
- Finding the right code for a CPD activity could be difficult
- The scheme focussed on achieving credits rather than learning outcomes of CPD activities
- Our validation process was not simple or straightforward
- The 5 year CPD validation period is too long, and
- It would be helpful if the IBMS CPD scheme reflected the HCPC CPD scheme



# Changes in 2016

- There were a number of changes to the new CPD scheme including:
- CPD codes and credits were replaced with categories
  - Work based learning
  - Professional activity
  - Formal Education
  - Self-directed learning
  - Other
- IBMS CPD categories will reflect HCPC and Science Council CPD categories more closely
- We moved to a 2 year CPD validation period
- A CPD diploma will be achieved by logging 24 activities across a minimum of 3 categories



# This.....

- Simplified recording of CPD activities – quicker/easier
- Made it easier to evidence HCPC and Science Council standards have been met – **standards not points!**
- Keeps a track how you meet meet HCPC and Science Council CPD standards
- Encouraged members to complete a broad range of activities that will enhance their knowledge and skills, with a shift in focus to learning outcomes.
- Simplified our CPD validation process



# Categories

The IBMS CPD categories are:

- Work based learning
- Professional activity
- Formal Education
- Self-directed learning



# Reflection

- 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?

# Reflection

Success dependent on a willingness to self-criticise

- ‘taking stock’
- review of past learning
- review of daily practice
- identifying problem areas
- identifying key issues for future
- devise action plan for learning



# Award of CPD Diploma

In a 2 year period complete:

- Activities in a minimum of 3 categories
- Total of 24 activities
- Reflection on 24 activities

Submit by 'click' of a button

- no personal statement
- no summary reflective statement





# BUT....

There are always reasons not to engage:

- But it's not for me
- But it's more trouble than what is worth
- But I don't do CPD
- But I can't see the point
- But I'll take my chances
- But I could try it....

What's the worst that can happen?

