



# CPD (Continuing Education Development) for UK HCPs

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[www.MedCommsNetworking.com](http://www.MedCommsNetworking.com)

# Objectives

- To give an overview of the current CPD requirements for UK HCPs (doctors, nurses and pharmacists) in 2018
- To outline the place for accreditation in health care education
- To discuss why CPD is important - what it is and what it is not?

# CPD - Definitions

*‘CPD is any learning outside of undergraduate and postgraduate training, that maintains and improves standards in performance. It covers the development of knowledge, skills, attitudes and behaviours across all areas of professional practice. It includes both formal and informal learning activities.’*

**General Medical Council (2012)**

*‘Nurses, as healthcare professionals have a duty to keep professional knowledge and skills up to date through a continuous process of learning and reflection. This can be achieved through courses, study days, workshops, events, conferences, studying, shadowing or volunteering.’*

**Nursing and Midwifery Council (2015)**

# CPD - Definitions

*‘CPD is a process of continuing learning and development throughout the life of a professional. It enables pharmacists and pharmacy technicians to develop their roles and demonstrate they are competent in their area of practice. It is not just about participating in continuing education, but an ongoing process of reflection, planning, action and evaluation.’*

**General Pharmaceutical Council (2011)**

# Why is CPD important?

- CPD should be a continuous process to update clinical and professional knowledge, to reflect changes in the needs of patients, the service and changes in expectations of the way HCPs work<sup>1</sup>
- CPD helps ensure HCPs are ‘fit to practice’ and maintains professional standards<sup>1,2</sup>
- CPD can help support specific changes in practice, enhancing work satisfaction and career opportunities<sup>1</sup>

CPD keeps HCPs up to date and competent. CPD activities should maintain and improve quality of patient care and standards in clinical teams and services

# CPD - Revalidation and Registration

- Revalidation requires HCPs to demonstrate their continued fitness to practice on a regular basis
  - Doctors - every 5 years<sup>1</sup>
  - Nurses - every 3 years<sup>2</sup>
  - Pharmacists - currently built into CPD framework<sup>3</sup>
- Revalidation gives extra reassurance to patients, the public and colleagues that HCPs are regularly checked by their employers and councils (GMC, NMC, GPhC)
- Revalidation is linked with appraisal - CPD evidence and supporting information is reviewed at yearly appraisals for all HCPs

# CPD Requirements: Doctors

- Doctors should participate in **continued CPD over the 5 year revalidation cycle** that covers the whole scope of their professional practice
- CPD should be presented at yearly appraisals, learning should be discussed and/or changes that have arisen in practice as a result of learning - evidence and reflection is collated in a **personal development plan (PDP)**
- Planning and evaluating CPD should be managed on an **ongoing basis**, not solely at yearly appraisal
- There should be a balance of learning with a significant proportion outside normal workplace (**external**) and other CPD with workplace teams and topics (**internal**)
- There is **no regulatory requirement to collect or present a set number of 'credits' each year** - CPD recorded in credits - one credit = one hour of educational activity

# CPD Requirements: Nurses

- **35 hours CPD every three years**, relevant to practice
- **Participatory learning** must account for 20 hours (interaction with other HCPs in a physical environment)
- Other hours may be **individual learning** activities (e.g. on-line learning, supervised practice)
- CPD records must include:
  - The CPD method
  - Dates activity undertaken
  - Number of hours ( separate participatory hours)
  - Identification of Code of Professional Practice relating to learning
  - Evidence that you undertook the activity
  - Reflection recorded on reflective accounts form



# CPD Requirements: Pharmacists

- **Every year a minimum of nine CPD entries must be recorded**
  - Reflecting the context and scope of pharmacy practice
  - At least three entries must start at reflection
  - Meeting the General Pharmaceutical Council (GPhC) CPD standards
- CPD entries must be structured according to the **GPhC CPD cycle** of reflection, planning, action and evaluation and submitted online to the GPhC dedicated website
- **CPD records are reviewed by a CPD reviewer**, appointed by GPhC. Once the review is completed a report will confirm whether CPD requirements were met

# Accreditation

UK educational and CPD activities can be accredited by:  
Royal Colleges, Professional HCPs societies [recommended]  
Generic CPD certification / accreditation suppliers

Accreditation means that the educational activity has been assessed and peer reviewed by the college/society for high quality and relevance for HCP CPD and revalidation needs.

You do not need accreditation for allocating CPD hours to an educational activity/nor is this required.

Accreditation is a kite mark and certificates prove attendance but not CPD.

# ABPI Code (2016)

## Clause 19.1: Medical and Educational Goods and Services

‘Medical and educational goods and services which enhance patient care or benefit the NHS and maintain patient care can be provided subject to clause 18.1 (Prohibition on inducements). They must not be provided to individuals for personal benefit. Medical education goods and services must not bear the name of any medicine but may bear the name of the company providing them.’

# CPD -What it is not!

- Only attending educational events
- Separate from clinical practice
- Separate from revalidation
- About collecting points/credits
- Voluntary

# CPD - What it is?

- HCPs have a responsibility for their own learning and CPD records
- CPD should be appropriate to personal fields of practice, anticipated future changes and the needs of the service where they work<sup>1</sup>
- CPD activities can be a varied, not just conferences/study days
- Reflection on learning is key, with any changes made as a result and further identified learning needs included in all CPD records
- Mandatory for revalidation and continued registration for all HCPs

# Resources

- Academy of Medical Royal Colleges

<http://www.aomrc.org.uk/all-publications/reports-guidance/cpd/>

- General Medical Council

[https://www.gmc-uk.org/education/continuing\\_professional\\_development/cpd\\_guidance.asp](https://www.gmc-uk.org/education/continuing_professional_development/cpd_guidance.asp)

- General Pharmaceutical Council

<https://www.pharmacyregulation.org/education/continuing-professional-development>

- Nursing and Midwifery Council

<http://revalidation.nmc.org.uk/welcome-to-revalidation>

- Royal College of Nursing

<https://www.rcn.org.uk/professional-development/revalidation/continuing-professional-development>



# Thank you for listening to this presentation

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