

Situation Analysis Report for Regional CPD

Approach & Methodology:

- A desk review of published documents was done for 6 countries in the region: KSA, Qatar, Oman, Bahrain, Palestine, and Sudan
- The documents reviewed were CPD policies, strategic plans, frameworks, guidance, and standards

Findings:

Based on the elements identified in the standard approved situation analysis template, the following conclusions were recognized:

1. CPD Vision, Mission, & Objectives:

- All countries have clear vision in place which is centered around promoting/supporting health care professionals to deliver the highest quality of health care through CPD.
- Few of them stating their mission that mainly addresses regulation of CPD programs and implementation of CPD standards.
- All of them are targeting all health professionals working in the health sector (is service), no involvement of pre- graduates.
- Most of them have well defined objectives to achieve the following:
 - a. Promote excellence in the quality of health care delivery through the implementation of a standardized accreditation system
 - b. Promote CPD practice where all health care professionals receive equal opportunities for professional development
 - c. Ensure participation of health professionals in educational activities that are relevant and effective in their practice context
 - d. Demonstrate that health professionals are committed to life-long learning
 - e. Develop and maintain knowledge, skills & behaviours in line with best evidence-based practice
 - f. Ensure health care professionals have access to information of the most recent development



- g. Provide tools to evaluate the outcomes and impact of CPD on the health care professionals' performance and the quality of the services delivered

2. CPD Stakeholders & Partners:

The main stakeholders who are involving in either the regulation or provision of CDP are:

- Ministry of health
- Medical council
- General and specialized private hospitals/ health facilities
- General and specialized governmental hospitals/ health facilities
- Health syndicates, associations, societies, & unions
- International & national NGOs
- Academia/universities
- Public & private training institutions

3. CPD Governing Documents & Tools:

- CPD national strategy
- CPD national policy
- CPD national framework
- Bylaws/regulations to govern CPD implementation
- CPD guidelines and an implementation plan
- Guidelines for recipients of CPD (health workers), as well as documentation of important CPD activities and tracking CPD scores and achievements of health workers
- Guidelines to accredit CPD providers and CPD-related activities
- Checklist of required documents for application for accreditation of CPD activity
- Agreement on approval of CPD activities
- Speaker certificate
- Speaker declaration form
- Attendee certificate

4. CPD Framework:

- The CPD framework include the CPD categories, CPD activities, as well as CPD points/hours
- The types of categories are varied between countries however the most common is 2 types categories. Qatar has 3 categories while Sudan has 6.



- The 2 classification category system involve the below listed activities:

Category I	Category II
<p>Section 1: Structured Learning Activities</p> <p>a. Large group learning b. Institutional activities c. Small group learning</p> <p>a. Conferences b. Symposium c. Courses d. Workshops</p> <p>Section 2: Personal Education Development/ Academic Development</p> <p>a. Teaching- Formal presentation at accredited events b. Research- Publications in scientific peer-reviewed journals and grant proposals c. Standard-setting activities</p> <p>Section 3: Accredited Self-Assessment Programs</p> <p>a. Knowledge assessment programs b. Performance assessment programs</p>	<p>Section 4: Other Learning Activities</p> <p>a. Group Learning activities b. Departmental activities c. Self-reported and E-learning activities</p> <p>Section 5: Personal Learning Projects Self-initiated learning events using simulated practice situations where an outcome is identified and recorded</p> <p>Section 6: Personal Practice Review Activities that help review personal performance in relation to a defined standard</p>

- Most of them are using CPD credit point system except for KSA & Bahrain are using CPD credit hours system
- The CPD cycle is commonly 3 years. The minimum cycle is 2 years and the maximum is 5 years
- The CPD credit point requirements for health care professionals are varied between countries and between professions, see the table below:

Health Care Professional	Number of CPD Credits/Category/Year	Minimum Number of Total CPD Credits/year	Number of CPD Credits/Category/Year	Minimum Number of Total CPD Credits/year
Physician	15 Category I 5 Category II	20	25 Category I 15 Category II	40
Dentist	15 Category I 5 Category II	20	25 Category I 15 Category II	40
Pharmacist	15 Category I 5 Category II	20	20 Category I 10 Category II	30
Nurse/Midwife	15 Category I 5 Category II	20	15 Category I 5 Category II	30
Allied Health Professional	15 Category I 5 Category II	20	12 Category I 8 Category II	20
Technician	10 Category I 2 Category II	12	6 Category I 4 Category II	10



- Most of the countries have a list of their CDP training courses. We can provide them to the Training Courses subcommittee

5. CPD Accreditation Standards:

- Most of the countries applying the following standards:

A. Administrative Standards

1. Organizers

B. Educational Standards

1. Needs assessment
2. Learning objectives
3. Target audience
4. Speakers
5. Educational content
6. Evaluations
7. Certificates

C. Ethical Standards

1. Disclosure of conflict of interest
2. Guidelines for commercial support

- For each standard there are well defined substandard per each CDP category/activity
- The accreditation process to accredit CPD providers or activities are mostly online and governed by guideline, procedures and regulations
- The mechanisms of monitoring and evaluating CPD activities or programs is mainly through committee who reviews the evaluation report submitted at the end of each CPD activity. Also, other mechanisms used to monitor the quality is random inspection.