Situation Analysis Report for international CPD experiences

Approach & Methodology:

- A desk review of published documents was done for 5 countries: Sri Lanka, Australia, Canada, USA and United Kingdom. The reviewed governance documents included:
- CPD policies and guidance
- Learning strategies
- Stakeholders and partners
- Existing CPD framework
- Categories and lists of CPD activities
- Contents of CPD activities

Findings:

Based on desk review of above mentioned CPD documents. The following conclusions were recognized:

CPD Vision:

Is to build a vibrant learning and practice committed to improve the society health and well-being through innovation in continuing education and research

CPD Mission:

To fulfill the social responsibility by creation of innovative and accessible continuing professional development for health and medical practitioners and educators in the areas of healthcare, leadership, and education, towards build the capacity of health professionals, strengthen inter-professional skills and performance and optimizes care delivery and patient/client wellness.

Values

As leaders who are committed to exceptional results, we embrace the following core values:

- Accountability
- Integrity
- Interprofessionalism
- Social Responsibility

- Inclusiveness
- Innovation
- Lifelong Learning

CPD Objectives:

- Knowledge development while maintaining the existing knowledge in a systematic way.
- Skill development while maintaining the existing skills in a systematic way.
- Development of attitude and behaviour expected of a professional.
- Personal growth or development.
- Development into a self directed reflective learner

Target:

- Medical doctors (medical practitioners and specialists)
- Allied health profession: nurses and midwives
- Technicians

who are active practitioners, irrespective of their employment status

CPD Stakeholders & Partners:

The main stakeholders who are involving in provision or regulating CDP are dividing into two sectors:

Services provided sector
- Ministry of Health, Medical and Health councils, Hospitals and Health facilities, agences , assocations and unions

Education sector
- Universities , Training institutes

CPD Framework:

- The CPD framework include the CPD categories, activities and CPD points/hours

CPD categories:

CPD categories are varied between reviewed countries however the most common are 3 & 4 types categories. CPD hours are recorded under the CPD categories.

Types of CPD categories

3 types	Educational Activities	Reviewing Performance	Measuring Outcomes	
4 types	Work based learning	Formal Education	Professional activity	Self-directed learning

CPD activities

- Conferences and workshops
- Rounds, journal clubs and small groups
- Self-assessment programs
- Simulation activities
- Tools and resources for accredited CPD providers
- CPD activity toolkit

CPD credit system (point/hour)

- Within the CPD credit system a number of units, commonly called credits, are applied to all approved CPD activities. The number of credits attributed to the activities depends on the kind of activity.
- The number of credits considered the minimum necessary for adequate training/experience as a specialist. The majority of professional bodies require its members to collect 20 CPD points each year.
- license renewing for a period of 3-5 years

- One CPD point is equal to one hour of active (Active learning activities include; small group activities, hands on sessions, interactive lectures, group discussion, meetings, case discussions etc.). For example, if you had spent 10 hours on delivering a training course, then you have obtained 10 CPDs.

The Important requirements to obtain CPD certificate:

- Only 30% of the CPD points required per year can be obtained with the online CPD programs and the activities will be accepted only from CPD accredited bodies.
- The CPD activities should take place no earlier than 12 calendar months prior to the date of application for re-licensure.
- Extra points gained in a year will not be counted for the next year unless it was obtained in less than 12 calendar months prior to license renewal.

Activities are not eligible for CPD credit (point/hour):

- Regular morning meetings, endorsements, ward rounds and case revisions.
- Departmental or medical society internal meetings.
- Community and patient awareness sessions.
- Public directed activities.
- Software skills training.
- Induction and orientation programs.
- Basic product training and product-specific knowledge.

The CPD credit point requirements for health care professionals are varied between countries and between professions, see the table below:

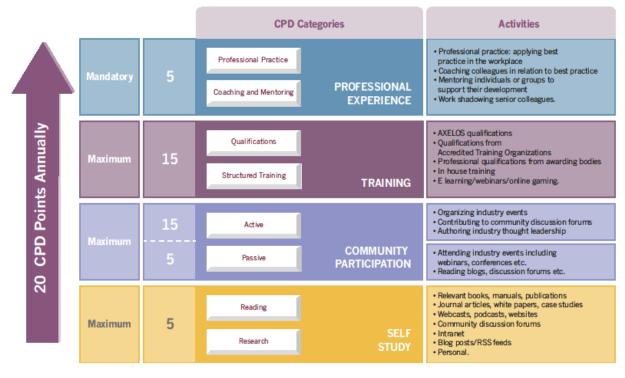| Health Care Professional	Annual total CPD Credit points /hour
Physicians and dentists	40
Pharmacists	20
Nurses	20
Allied Health Professional	10
Traditional, Complementary & Alternative medicine (TCAM) professionals	10

EXAMPLE OF CPD FRAMEWORK

CPD Categories / Activities / Points

		CPD Categories		Activities
Mandatory	5	Professional Practice / Coaching and Mentoring	**PROFESSIONAL EXPERIENCE**	• Professional practice: applying best practice in the workplace • Coaching colleagues in relation to best practice • Mentoring individuals or groups to support their development • Work shadowing senior colleagues.
Maximum	15	Qualifications / Structured Training	**TRAINING**	• AXELOS qualifications • Qualifications from Accredited Training Organizations • Professional qualifications from awarding bodies • In house training • E learning/webinars/online gaming.
Maximum	15 / 5	Active / Passive	**COMMUNITY PARTICIPATION**	• Organizing industry events • Contributing to community discussion forums • Authoring industry thought leadership • Attending industry events including webinars, conferences etc. • Reading blogs, discussion forums etc.
Maximum	5	Reading / Research	**SELF STUDY**	• Relevant books, manuals, publications • Journal articles, white papers, case studies • Webcasts, podcasts, websites • Community discussion forums • Intranet • Blog posts/RSS feeds • Personal.

20 CPD Points Annually

Source: Continuing Professional Development (CPD) Requirements, aviable at:
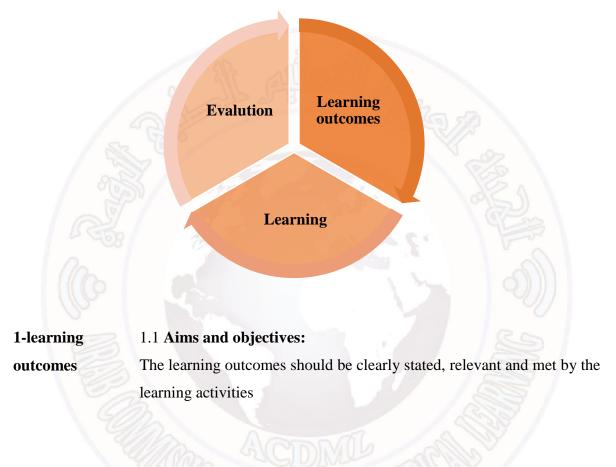
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CPD Accreditation Standards:

CPD accreditation standards are required to assess a CPD categories and activities

1-learning outcomes	1.1 **Aims and objectives:**
	The learning outcomes should be clearly stated, relevant and met by the learning activities

2- Learning	**2.1 Learning design and delivery**
	The learning and development activity should be of a high standard and the methods used should be appropriate for the audience and the activity undertaken. Training materials should be clear, current, relevant and technically balanced.
	2.2 Trainer competence and credibility
	Trainers/ speakers and training designers should demonstrate a high level of competence and relevant experience. NB for e-learning this standard applies to content authors. For events with speakers, this standard applies to speakers.

2.3 Professional

A professional approach should be taken by the organisation, taking into account all regulatory, legislative and ethical behaviour requirements

3- Evaluation

3.1 Quality and consistency

There should be clear methods of ensuring that standards are maintained and that learning and development activities are undertaken and delivered to consistent level

3.2 Evaluation of learning

Mechanisms should be in place to evaluate the effectiveness of the programme. They should include a link to the training needs analysis

3.3 Record keeping

Robust processes should be in place to ensure effective record keeping of the learning and development activities, delegate attendance and any assessment activities.