

CPD Approval – Tools and Procedures in the UK

Ian Starke

Vice-chair, Academy of Medical
Royal Colleges' CPD Group

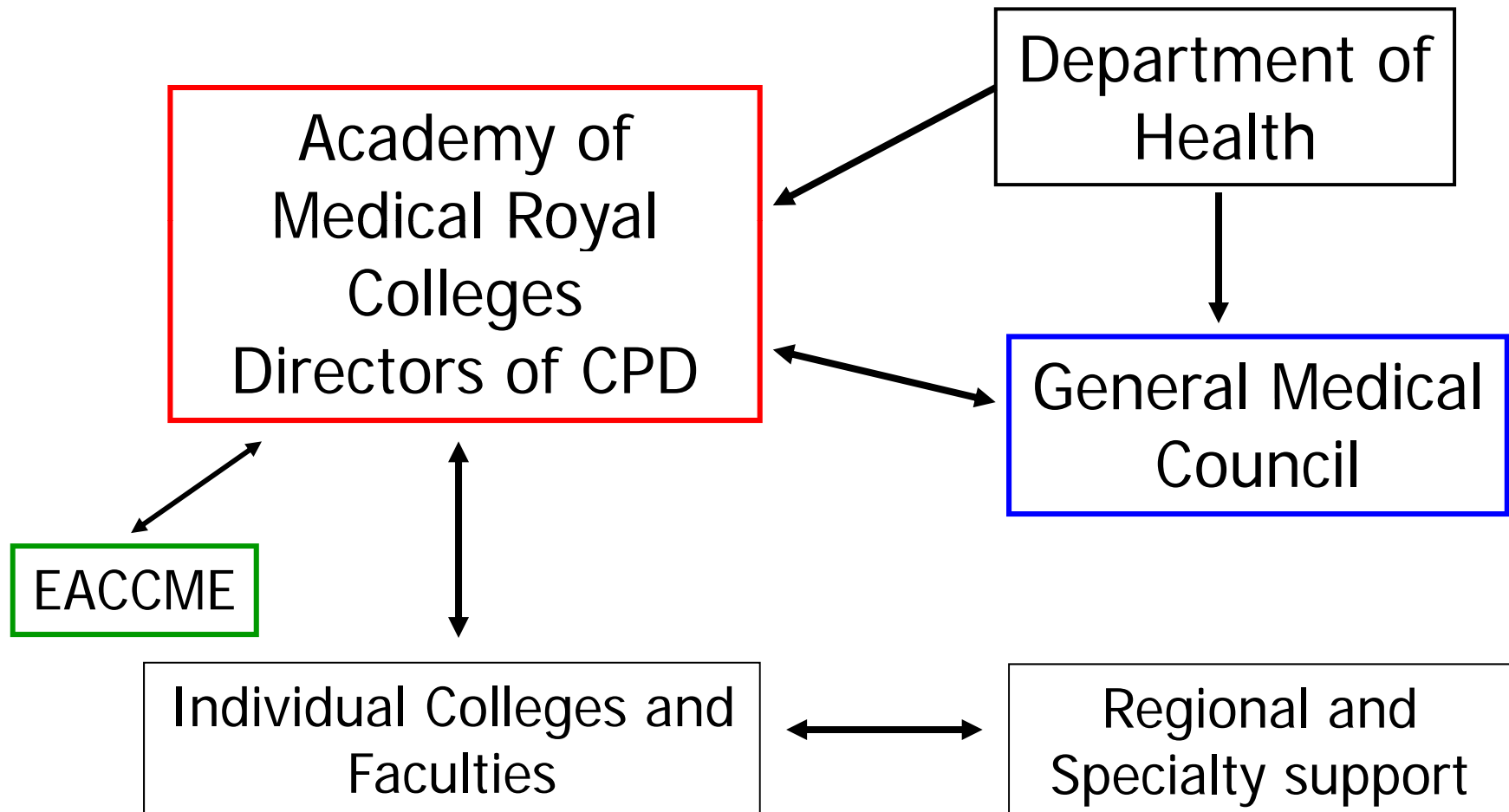
Terminology

- Continuing Medical Education
- Continuing Professional Development
 - *A continuing process, outside formal undergraduate and postgraduate training, that enables individual doctors to maintain and improve standards of medical practice through the development of knowledge, skills, attitudes and behaviour. CPD should also support specific changes in practice.*
- Accreditation (of providers)
- Approval (of activities)

History of CPD in the UK

- 1996 – “Little Blue Books” – CME
 - Random inspection; no QC; 50 hours.
- 2001 – On-line and paper system – CPD
 - On-line approved events database
 - On-line and paper registrants’ diary
 - Annual 5% verification audit
- 2004 – On-line approvals system
- 2007 – No more paper!

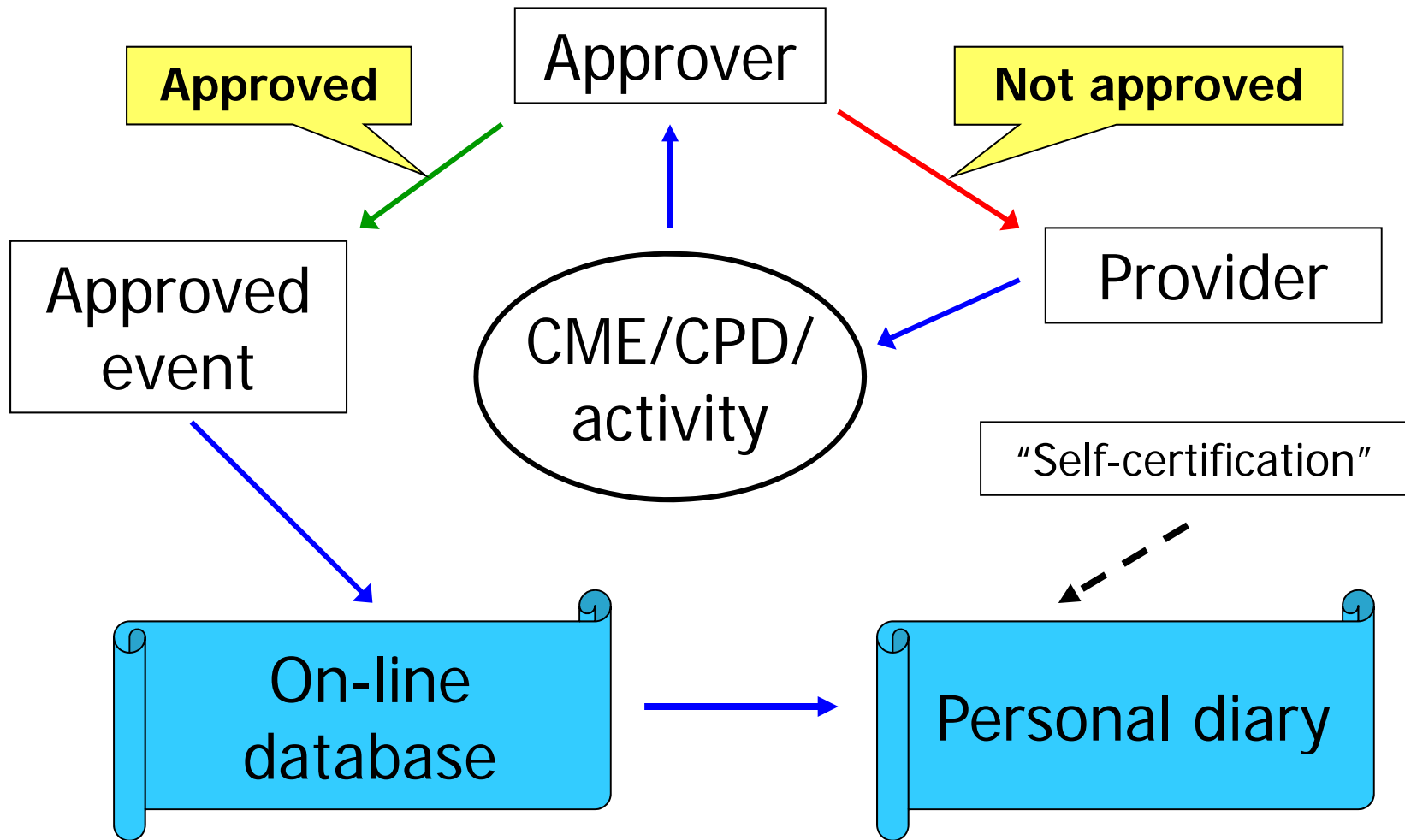
Organisation of CPD in UK



GMC Guidance on CPD, April 2004

- CPD should cover:
 - all areas of professional practice
 - all aspects of “Good Medical Practice”
- “Organisations”:
 - should advise on content and evidence
 - should confirm participation
- Appraisal ensures relevance through PDP
- Public and patient involvement

Current Physicians' system – structure



Current approval criteria

- The target audience falls within the remit of the College/Faculty
 - recognised medical specialties
 - clinical or non-clinical topics
 - (UK providers or hosts)
- Commercial support, sponsorship or funding has not influenced the structure or content of the educational programme

Current approval criteria

- Any commercial sponsorship or interests of the programme planner, presenters or facilitators must be declared
- The learning objectives are specifically defined, and are appropriate for the target audience

Current approval criteria

- The teaching methods used will achieve the stated learning objectives
- Evidence is provided that the programme planners and/or facilitators have the expertise to deliver the learning objectives using the methods chosen

RCP Credit Categories

- External
 - Approved and verifiable
- Internal
 - Self-certified
- Personal
 - Self-certified
- Distance-learning
 - Approved or self-certified

Other Colleges
may differ – e.g:

- Clinical
- Professional
- Managerial

Additional approval criteria for distance learning

- Indicate expected time to complete programme and number of CPD Credits
- Incorporate key features of adult learning to enhance knowledge, attitudes and skills
- Provide interactivity between user and material to enhance learning

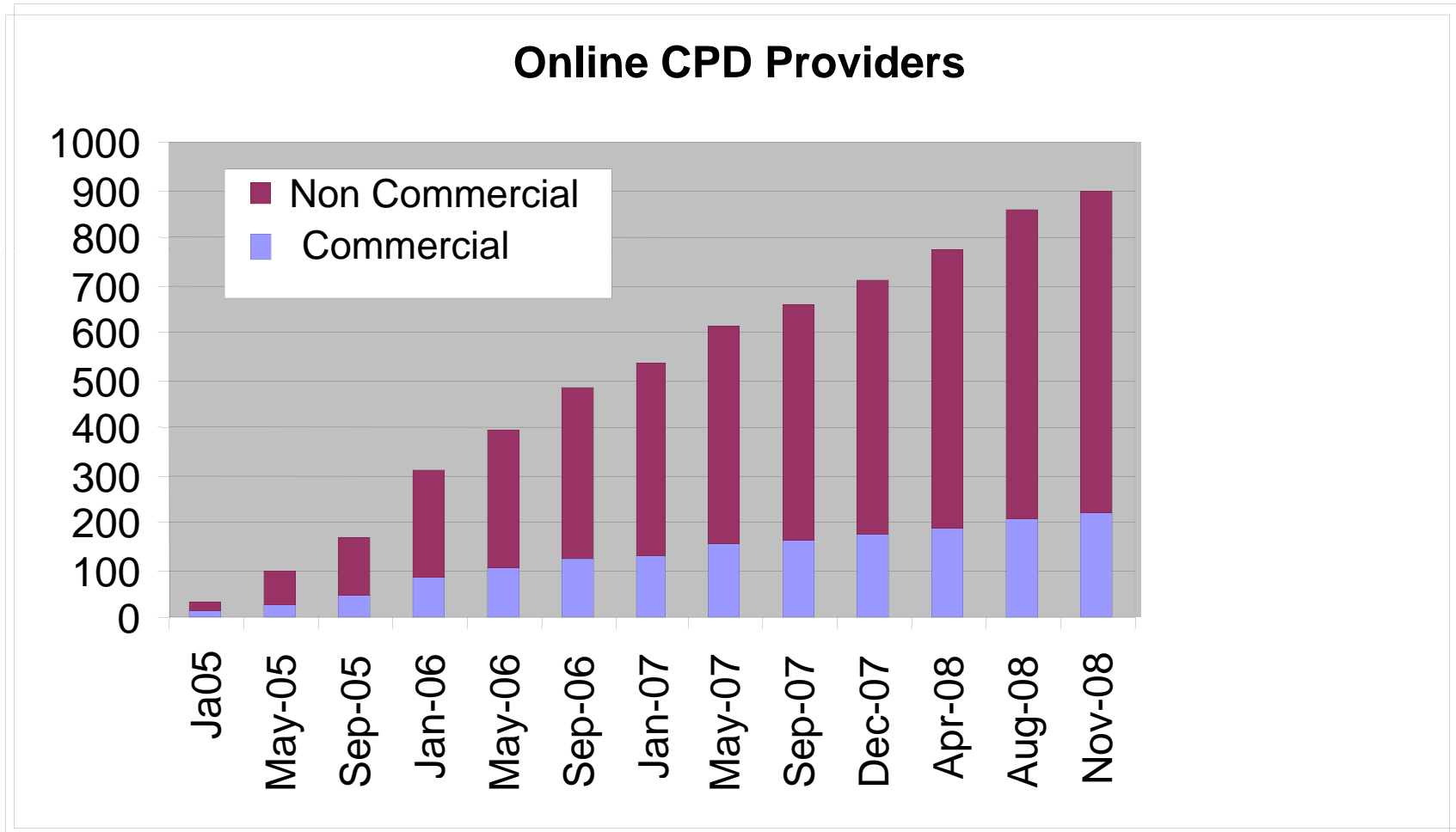
Additional approval criteria for distance learning

- Provide a valid method of assessment
- Provide facilities to enable users to evaluate the programme
- The provider's prior evaluation record is satisfactory.
- Evidence that all legal, medico-legal and ethical considerations are met.

Feedback, Reflection and Specialist Evaluation

- CPD “owned by the learner”
- All activities:
 - Reflection and feedback necessary to record credits
 - Reviewed annually at appraisal
- On-line application system:
 - Enables collation of feedback
 - Enables specialist input into approval process

Uptake of on-line Approvals



I.Starke

CPD in Revalidation - 2009

- *“New system of revalidation.....will require a more rigorous approach to CPD, to support doctors in keeping their skills up to date and demonstrating objectively that they have done so”*
- GMC will require documented proof of appropriate CPD

CPD in Revalidation - 2009

- Audit of the adequacy of the individual programme
- Increasing focus on the outcome in terms of effect on clinical practice
- Increased linkage between CPD and appraisal

CPD in Revalidation - 2009

- Time-based credit systems insensitive to quality and relevance
- Effective schemes are flexible and based on self-evaluation
- Learning in the workplace more likely to lead to better practice

Revalidation Changes

- Reflection and feedback continue
- Relevance to areas of practice agreed at appraisal
- More structured reflection
- Outcome of CPD activity documented and reviewed at appraisal
- More emphasis on educational methods in quality assurance / approval.

Summary

- Move from:
 - Simple approval and self-recording
- Through:
 - Reflection and feedback with verification audit
- To:
 - Documented learning and behaviour change reviewed at appraisal
 - Essential part of medical Revalidation

