Michael Guthrie, Director of Policy and Standards
INPTRA, 29 April 2015

An outcomes-based approach to CPD requirements
Today’s presentation

• The HCPC
• The HCPC model
• Some observations, thoughts and challenges
HCPC Register

c. 330,000 registrants from 16 professions
CPD standards and audits

Registrants must:

1. Maintain a continuous, up-to-date and accurate CPD record.

2. Demonstrate a mixture of learning activities relevant to current or future practice.

3. Seek to ensure that their CPD has contributed to the quality of their practice and service delivery.

4. Seek to ensure that their CPD benefits the service user.

5. Upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the standards for CPD.
Registration is renewed

Registrant renews registration online or using renewal form

Random selection for CPD audit process

Registrant submits profile

Profile is assessed against CPD standards

CPD standards are met by registrant

Registration is renewed
CPD audit outcomes – 2014 audit

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of registrants</th>
<th>% of registrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accepted</td>
<td>997</td>
<td>81.5</td>
</tr>
<tr>
<td>Deferred</td>
<td>141</td>
<td>11.5</td>
</tr>
<tr>
<td>Did not renew</td>
<td>20</td>
<td>1.6</td>
</tr>
<tr>
<td>Voluntarily deregistered</td>
<td>58</td>
<td>4.7</td>
</tr>
<tr>
<td>Under Scrutiny</td>
<td>6</td>
<td>0.5</td>
</tr>
<tr>
<td>Removed</td>
<td>2</td>
<td>0.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1224</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>
Observations, thoughts and challenges (1)

• How do we know whether our approach is successful?
  - Outcomes versus inputs?
  - Benefit to patients and the public?

• What is the purpose of the audits?
  - Is a risk-based approach to CPD auditing possible or preferable?

• How might we / should we improve our requirements?
  - Patient feedback
  - Peer review (learning with others)
Observations, thoughts and challenges (2)

The spectrum of continuing fitness to practise

“Self-reported input-based CPD”

“Revalidation”

Professional Standards Authority (2012)

Can CPD provide assurance of continuing fitness to practise?
Research

• Perceptions and experiences
  - Understanding of the standards.
  - Purpose, value and experience of the audits.
  - Improvements.

• Costs and benefits
  - Literature review.
  - Data collection from audit submissions (e.g. types of CPD, amount, area of practice).
  - Impact; costs.
Thank you for listening

www.hcpc-uk.org/registrants/cpd/