Continuous Professional Development

INPTRA

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Continuing Competence
Global Concept-Regional Variations
What’s in a Name?

Continuing Competence
Continuing Professional Development
Professional Competence
Continuing Education
Maintenance of Licensure
What is Continuing Competence?

“Continuing Competency seeks to determine whether an individual healthcare professional continues to provide safe, competent care by maintaining current knowledge and skills since the time of initial licensure.”

(Burns, 2009)
What is Continuous Professional Development?

Many professions define CPD as a structured approach to learning to help ensure competence to practice, taking in knowledge, skills and practical experience. CPD can involve any relevant learning activity, whether formal and structured or informal and self-directed.

The CPD Institute, 2015
Whose Responsibility is it to ensure Competence?

“Licensure is not a grant of perpetual immunity from having to keep abreast of developments in the field.”

(Moore, 1970)

The Regulators
The Professional Association
The Individual
Who has the authority to enforce a Competence requirement?

“Licensing boards are the only with legal authority over practitioners in a profession, with the power to grant and take away the privilege to practice.”

(Swankin, 2006)
What Does Competence Have to do with Scope of Practice?

Scope of Practice

PT Professional Scope of Practice

Personal scope of practice – individual competence

Jurisdictional (legal) PT scope of practice. Varies by state practice act

APTA, 2013
Are we meeting public expectations?

Competence is assuring both quality and safety of practice.

(PEW Commission)

How Competent is your health care provider?

68% of consumers believed that being licensed meant that health care providers underwent periodic evaluation and assessment of their Professional skills

98% of consumers felt it was important for health professionals to demonstrate periodically their competency.

(Nutt, 2010)
Are we meeting our own professional Expectations?

What is our responsibility?

*Principle 6*: Physical Therapists shall enhance their expertise through the lifelong acquisition and refinement of knowledge, skills, abilities and professional behaviors.  

(Code of Ethics)  

(APTA, 2009)
Demonstration/Evaluation of Competency

Mandated Continuing Education
Peer Review
Simulation
Audits of Performance
Reflective Practice/Writing
Peer Consultation
Professional Portfolio
Self Assessment or Continuing Professional Development
Certification and Certification Maintenance
Specialization
Re-examination

(Hart, 2000) (Jasper, 2001) (Burns, 2009)
Competence
Mandatory or Voluntary

Mandatory: The licensing law

Voluntary: Certification/Specialization

(Dove, 1995)
What’s Right or Wrong with continuing Education?

Is there a benefit to mandatory continuing education?
  Responsibility of the individual
  Responsibility of the regulator

Is there a relationship between traditional CE and improved patient outcomes?

How is continuing education used?
  Individual understanding of their own competence
  For the purposes of defending the ability to practice in a certain domain. (employment, litigation)

(Culley, 2000)
The Business of Continuing Education

1) CME business in the US increased 14.5% from 2001-2002
2) Profits from online CE courses exceeded 9 billion in 2003 and $14 billion in 2004
3) CE is meant to improve the quality of Health care
4) Who is checking the quality of the CE?

(Vaughn, 2006)
A Learning Needs Assessment

A catalyst and an outcome measure
Learning Needs Self-Assessment
Develop a Learning Plan
Peer Review of the learning plan
Reassessment following implementation

(Kuj)
Are we over regulating Competence?

We all share the desire to provide safe and effective care.

PT’s are motivated, patient centered, intelligent and committed. Should their professional growth be dictated?

Do requirements for maintenance of licensure or certification bring the endeavor of continuing competence to a higher scientific level?

Has the physical therapy community validated the various means by which we attempt to prove competence? Should we start there?

(Kempen, 2014)
References


References


