

Continuing Professional Development in Secondary Care

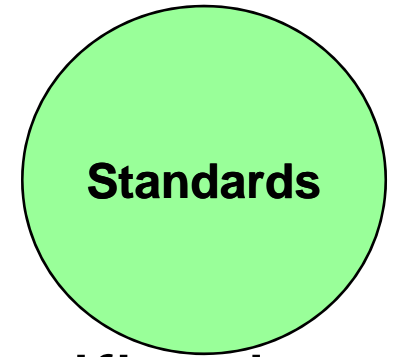
Dr Alistair Thomson

Chairman

Directors of CPD Subcommittee of the
Academy of Medical Royal Colleges

European CME 4th November 2008

Revalidation



- Revalidation = Relicensure + Recertification
 - Positive affirmation, not just absence of concerns
- Relicensure:
 - 5 yearly cycle
 - Generic standards set by GMC
 - CPD-based
 - Revised appraisal: formative *and* summative
 - 360-degree feedback
 - Emphasis on communication skills

GMC - Good Medical Practice

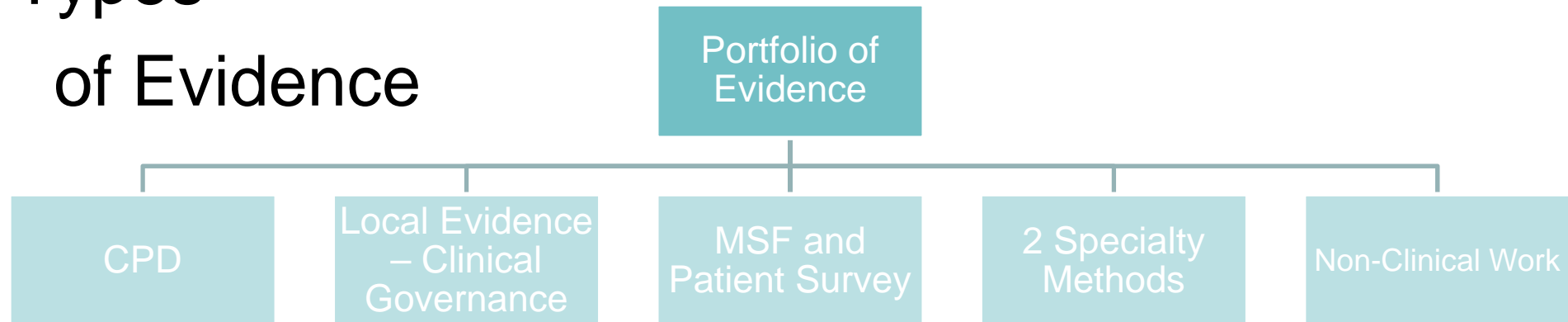
- Good clinical care **CPD**
- Maintaining good medical practice **CPD**
- Teaching and training **CPD**
- Relationships with patients **CPD**
- Working with colleagues **CPD**
- Probity
- Health



Recertification: 5 x 5 x 5

- 5 years
- 5 Appraisals
- 5 Types

of Evidence



CPD Activities

	Internal	External	Personal
Clinical	Clinical Meetings	Clinical Skills laboratory work	Reflective Notes
Academic	Audit of a case series	Presentation of research	None
Professional	Department Management role	Deanery Programme Director	None

RCPCH CPD Audit of Compliance

- Denominator population = c.2900 participants
- Aimed for 5% sample
- Selected by random number generator
- Individuals contacted
 - Previous year's CPD documentation requested
 - (Informed of criteria for audit)
 - Enquiry about internal CPD documentation available

Audit Results – CPD Adherence

Category	2002	2003	2004
Evidence complete	99 (71%)	49 (34%)	33 (21%)
Evidence incomplete, but > 25 ECPD	37 (26%) (2 no PDP)	75 (51%) (9 no PDP)	91 (58%) (9 no PDP)
No evidence	2 (1%)	1 (1%)	8 (5%)
< 25 ECPD	1 (1%)	16 (11%)	15 (9%)
No return	1 (1%)	4 (3%)	11 (7%)
Total	140	146	158

Discussion – CPD Compliance

- Standards of evidence
 - 10 Principles of CPD (2005) allows wide discretion
 - Lack of signed PDP suggests no appraisal
- Decline in complete records from 2002 to 2004
- More failing to meet audit standard over 3 years
 - Reasons unclear, compliance fatigue?
 - ...but undesirable for revalidation
- Evidence of CPD → Appraisal → Recertification

Evidence of Internal CPD - RCPCH

- n = 158/187 eligible → 118 responses
- Evidence available (some mentioned > once)
 - Attendance lists 63% Handouts, minutes 33%
 - Personal notes 26%* Activities record 23%
 - Programmes 20% Personal diaries 19%
 - Certificates 16%
 - Various, e.g. invites 8%
- Evidence sparse or non-existent for 48%

*= Evidence of learning

Quality of CPD

- Does evidence of effectiveness of CPD exist?
 - Does CPD affect outcome
 - Is it worth the money for study leave?
- Evidence surprisingly sparse
- Evaluation of CPD may give insights
- Directors of CPD project

Future of CPD

- Learning routes possible, e.g.
 - Modular Learning: e.g. Child Protection
 - E-learning, etc
- Considerations
 - Link with Life Long Learning, Continuity with training
 - Learning styles, Principles of adult learning
 - Develop assessment methods
- Components of future CPD
 - Maintaining/Updating/New/Credentials

Evolution of CPD

Past

- Informal
- Unplanned
- Provided
 - Lectures
 - Conferences
- Journals and reading
- College-accreditation

Present

- CPD scheme
- Semi-structured
- Personal Development Planning
- Reflective practice

Future

- Formalised
- Planned
- Quality Assured
- Service targeted
- Evidenced
- Assessed