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Challenges in Competence Measurement – Portfolios

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Perspectives on portfolios

The HPC perspective

The challenges for:

1.Registrants

2.Employers

3.Professional bodies

4.Organisation

Contribution to public protection

The HPC perspective

- Standards of CPD (outcome based)
- Statutory requirement since 2006
- Communications work across UK – 200+ talks, video, website, meetings and consultations
- 2.5% random selection
- 6,361 professionals audited to date (Register 213,000)
- 13 of 15 professions audited

1. Registrants

- Fear of the unknown – not embedded in some professions
- Lack of clear definition – not hours / points based
- Reflective model – presentation of benefits
- Fear of regulator questioning competency
- Support for learning from employers – no legal requirement
- Written form sometimes difficult to present – dyslexia / time since qualification

2. Employers

- Financial resources to support learning activities
- Justifying time away from client-facing work
- Unsure of requirements – not hours / points based
- Risk of employees being removed from the Register
- Tying-in with annual performance review – variation
- Links with other qualifications frameworks – KSF (UK)

3. Professional bodies

- Adapting their own approach or philosophy to CPD
- Supporting compliance – promoting genuine engagement
- Presumes registrants have knowledge of own CPD requirements – supporting the development of members' understanding of CPD
- Supporting members in developing the skills required to reflect and relate CPD to their practice

4. Organisation – CPD assessors

- Presentation of profile – style / variety (not an academic exercise)
- Frequency of assessments – maintaining knowledge and skills
- Assessment system not currently available online
- Requests for further information
- Providing appropriate and useful guidance, not being prescriptive
- Not HPC employees, time commitments, most full-time employed

4. Organisation – Registration / Fitness to Practise Departments

- Offering telephone support
- Resistance / lack of understanding from registrants
- Length of process
- Volume of paperwork
- Appeals
- Fitness to practise referrals

Contribution to public protection

- Ensures that registrants demonstrate a commitment to updating knowledge and skills
- Outcome-based audit encourages self-reflection and understanding of own learning needs
- Demonstrates that regulator is proactively monitoring
- Compliments existing processes – renewal / fitness to practise
- Failure to comply = removal from Register

Finding out more and getting in touch

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