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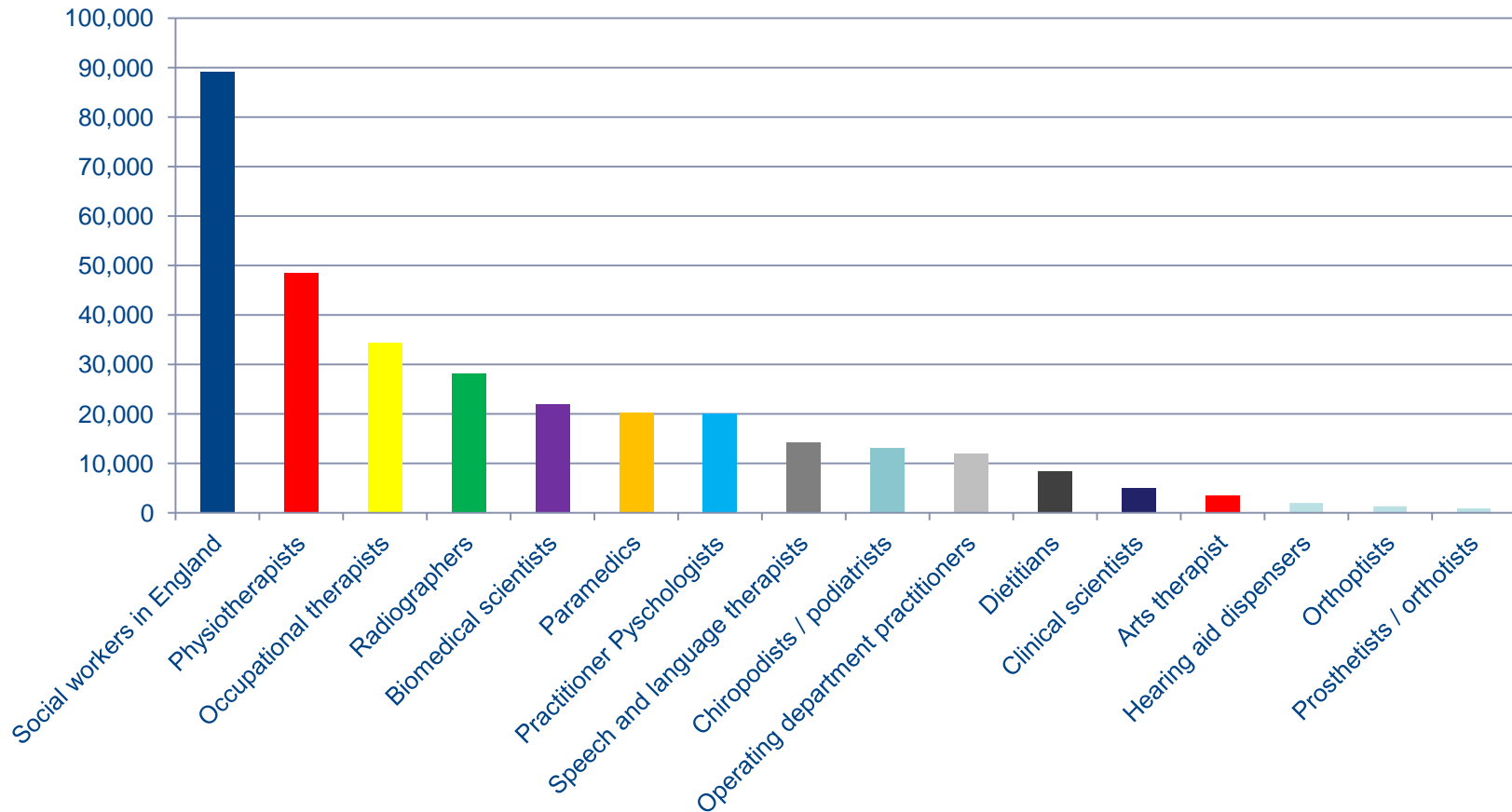
# An outcomes-based approach to CPD requirements

## Today's presentation

- The HCPC
- The HCPC model
- Some observations, thoughts and challenges

## HCPC Register

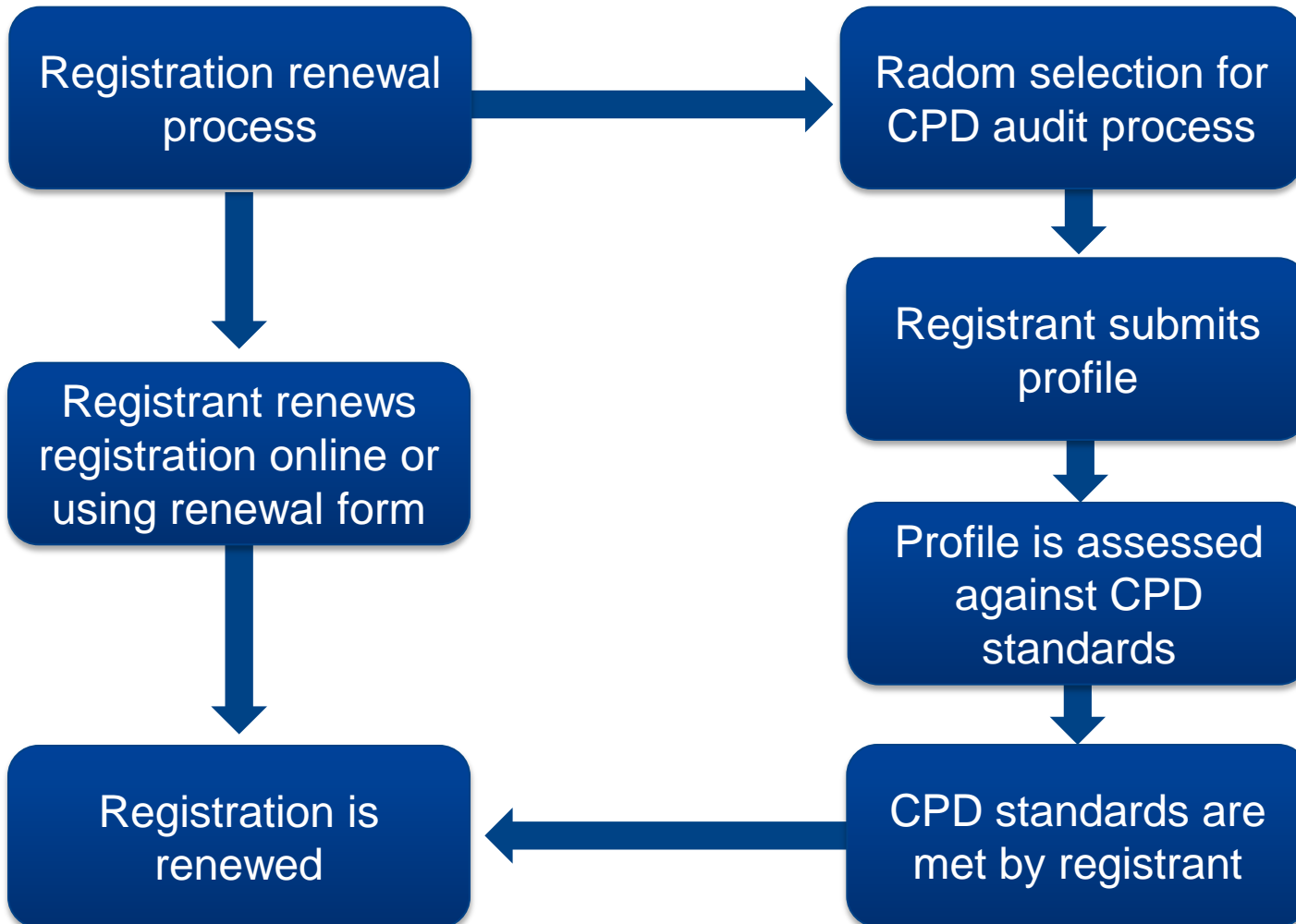
c. 330,000 registrants from 16 professions



## 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.



## CPD audit outcomes – 2014 audit

	Number of registrants	% of registrants
<b>Accepted</b>	997	81.5
<b>Deferred</b>	141	11.5
<b>Did not renew</b>	20	1.6
<b>Voluntarily deregistered</b>	58	4.7
<b>Under Scrutiny</b>	6	0.5
<b>Removed</b>	2	0.2
<b>Total</b>	1224	100

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## **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)



“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/](http://www.hcpc-uk.org/registrants/cpd/)