

# 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



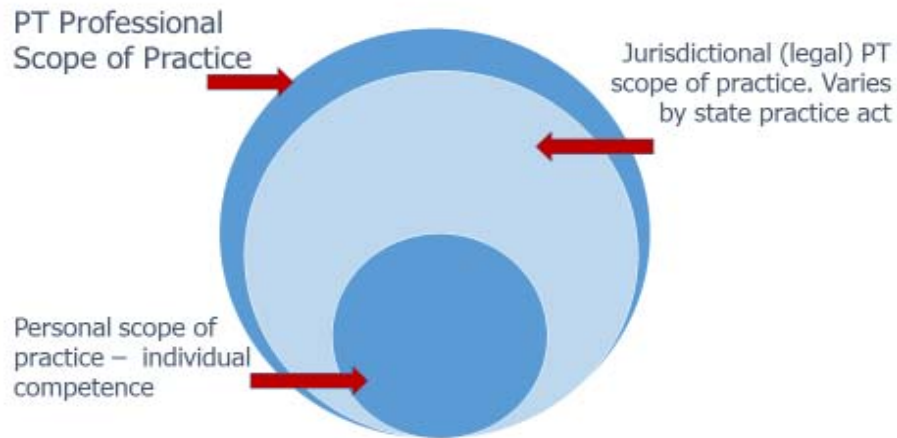
# Who has the authority to enforce a Competence requirement?

“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



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)

# 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 on line 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?





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