

Agenda Item 12 (iv)

Enclosure 13

**Health and Care Professions Council
20 March 2019**

**Continuing Professional Development audit
report 2015-17**

For approval

From Natalie Berrie, Registration Manager

Council, 20 March 2019

Continuing professional development audit report 2015-17

Executive summary and recommendations

The attached document is the fifth written report on the CPD audit process. It also presents a review of the 16 professions audited between 2015 and 2017 including social workers in England who have been audited for the second time. Chiropodists / podiatrists and operating department practitioners have been audited for the fifth time. All other professions are now on their third or fourth audit.

This report was recommended for approval by the Education and Training Committee on 7 March 2019.

Decision

The Committee is asked to:

- Discuss and approve the attached document for publication, subject to minor editorial amendments and legal scrutiny.

Background information

This report is intended to provide a review of the CPD process so far. It looks in detail at the standards, audit process, assessments and finally the audit results of the 16 professions who were selected for audit during this period.

The results are for paramedics, orthoptists, speech and language therapists, prosthetists / orthotists, clinical scientists, occupational therapists, biomedical scientists, radiographers, physiotherapists, arts therapists, dietitians, chiropodists / podiatrists, hearing aid dispensers, social workers in England, operating department practitioners and practitioner psychologists.

CPD assessors have contributed to the report, providing feedback and suggestions for those selected for audit in the future.

The report will be available on our website. It will be distributed to professional bodies and other key stakeholders.

Resource implications

The publication falls within the Registrations Department and Communications Department work plans. The Registration Department has worked with Policy and Communications Department to produce the document. The editing and design of the report is being managed by the Communications Department.

Please note that some content, graph and table numbers may differ slightly to what is stated within the report. These numbers will be updated at the design stage, to ensure they are correct along with formatting.

Financial implications

The publication falls within the Registration Department budget.

Date of paper

7 March 2019

2015–17

Continuing professional development audit report

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Executive summary

This report describes the outcomes of the 16 professions we audited on our standards for continuing professional development (CPD) between June 2015 and March 2017.

The majority of registrants successfully completed their CPD audit, with most CPD profiles being accepted after their first assessment. Out of the 16 professions included in this report that have been through more than one audit, seven have seen an increase in the number of profiles accepted compared to their previous audit and one remained the same.

Voluntary deregistration rates varied across the professions. The majority of registrants who requested voluntary deregistration were in the over 50 age range, as was the case in our previous four CPD audit reports. This trend seems to indicate that those registrants are retiring from their profession.

Of those selected for audit there was a lower rate across all professions who did not renew their registration compared to the previous report. In regards to the rate of deferrals, this varied across the professions. The average deferral rate across all 16 professions was also slightly more than the previous audit.

There is a very small number of registrants whose profiles remain 'under assessment'. There is a number of different reasons why some registrants are still listed as being 'under assessment'. This includes a small number of registrants who did not renew their registration before the renewal deadline but who have, subsequently, been readmitted to the Register

A small number of those selected for audit were removed from the Register. Those decisions were made because registrants had failed to submit either a CPD profile or further information in support of their profile. In each case, the HCPC will have given them several opportunities to comply before the decision was taken to remove them from the Register. Some registrants were also removed because their profiles were assessed as not meeting the standards. Twelve appeals were made during the period covered by this report.

Our initial analysis is that there are no significant differences in the outcomes between each profession. Approximately 75–85 per cent of CPD profiles submitted for audit were accepted. Seven of the professions have seen an improvement in the percentage of CPD profiles that were accepted compared to previous audits.

The quality of the CPD profiles we have seen so far is high and continues to improve with each round of audits. The majority of profiles continue to demonstrate links between ongoing learning, benefits to practice and service users.

Introduction

About us

We are the Health and Care Professions Council (HCPC). We are a regulator and our main aim is to protect the public. To do this, we keep a register of professionals who meet our standards for their training, professional skills, behaviour and health. We can take action if someone on our Register falls below our standards.

Our main functions

To protect the public, we:

- set standards for the education and training, professional skills, conduct, performance and ethics of registrants;
- keep a register of professionals who meet those standards;
- approve programmes which professionals must complete before they can register with us; and
- take action when registrants do not meet our standards.

Continuing professional development and the HCPC

We define continuing professional development (CPD) as the way in which registrants continue to learn and develop throughout their careers, so that they keep their knowledge and skills up-to-date and are able to practise safely and effectively.

Each time a profession renews its registration, we take a random sample of registrants and ask them to provide us with information about their CPD to demonstrate that they have met our CPD standards.

The standards

Our standards say that a registrant must:

1. maintain a continuous, up-to-date and accurate record of their CPD activities;
2. demonstrate that their CPD activities are 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; and
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.

About this report

This report describes the outcomes of the audits for the 16 professions who were asked to submit their CPD profile between 2015 and 2017. It includes information about the audit process, statistics showing the outcomes of the audits and describes key trends we identified in the audits.

Below is a list of the audits that took place between 2015 and 2017, by profession and in the order that the audits took place.

- Paramedics
- Orthoptists
- Speech and language therapists
- Prosthetists / orthotists
- Clinical scientists
- Occupational therapists
- Biomedical scientists
- Radiographers
- Physiotherapists
- Arts therapists
- Dietitians
- Chiropodists / podiatrists
- Hearing aid dispensers
- Operating department practitioners

- Social workers
- Practitioner psychologists

The CPD audit process

Registration and CPD

Registrants must renew their HCPC registration every two years and each profession has fixed renewal dates. Each time a profession renews its registration, registrants are asked to sign a renewal declaration to confirm that they continue to meet the HCPC's:

- standards of conduct performance and ethics
- standards of proficiency for their profession; and
- standards for continuing professional development.

CPD is linked to registration renewal. This means that each time a profession renews its registration we also select a sample of registrants, asking them to send us a 'CPD profile'. The profile provides information about their CPD activities and shows how they have met the CPD standards.

Selection

We select a random sample of 2.5 per cent of registrants to participate in the CPD audit when a profession renews its registration.

A registrant has to be on the Register for a full two years before they will be selected for audit. This allows them time to undertake CPD which meets our requirements. It also avoids selecting those new to their profession or those returning to practice after a break.

The selection is random because CPD is an ongoing requirement for all registrants. A random selection ensures all registrants have an equal chance of being selected for audit. This also means that a registrant could be selected to participate in an audit more than once in their professional career or, indeed, in consecutive audits.

Sample size

When the first audits took place in 2008, we selected five per cent of the first two professions to renew and asked them to complete a CPD profile. Those professions were chiropodists / podiatrists and operating department practitioners. Following the positive results of these audits, we subsequently reduced the sample size to 2.5 per cent.

The sample sizes we chose were in part informed by analysis carried out on our behalf by the University of Reading.¹ This looked at how confident we could be with different sample sizes and whether the audits would be successful in picking up instances where registrants were not meeting our standards. In deciding the sample size, we also considered the role of the audits in encouraging all registrants to undertake CPD.

We are confident that auditing 2.5 per cent of registrants is a proportionate approach to the professions as a whole. It gives us a good picture of whether or not professionals are meeting our standards, while keeping costs down to manageable levels. However, we will continue to monitor trends in the audit outcomes and the findings of ongoing research activities to consider whether our approach should change in the future.

All of the 13 professions that were regulated when the CPD standards were introduced in 2006 have now been audited at least three times. Since then, three new professions – hearing aid dispensers, practitioner psychologists and social workers in England – have joined the Register.

The first CPD audit for each of these professions was as follows.

- Hearing aid dispensers – from May 2012
- Practitioner psychologists – from March 2013
- Social workers in England – from September 2014

¹ University of Reading (2009). Advice on sample size for CPD audit process.
[Need to update this URL](#)

Assessing the profiles

CPD assessors

We have appointed 87 CPD assessors. They work as partners of the HCPC to undertake the assessment of CPD profiles. They work in a similar way to the other partners who work with us on registrant assessments, fitness to practise panels and approving education and training programmes.

All of our CPD assessors receive training before they start assessing profiles. CPD profiles are assessed at our offices in London, with the assessors working in pairs and reaching a joint decision.

The assessors look at the profiles and accompanying evidence and discuss these before reaching their decision. As the CPD standards are the same for all the professions we regulate, we carry out 'cross-profession' assessment. This means that the first assessor will be from the same profession as the registrant whose profile is being assessed. Whereas, the second assessor may be from a different HCPC profession.

Assessment outcomes

Assessors can recommend a range of outcomes. These are the following.

- The profile meets the CPD standards;
- The registrant needs to provide further information. This may happen if, for example, evidence is missing or the assessors need to know more about a CPD activity. The registrant will be given some time to supply the information;
- The registrant should be allowed further time to meet the CPD standards. This may happen if a registrant has shown a commitment to meeting the CPD standards but needs more time to do so. An extension of up to three months may be granted; and
- The profile does not meet the standards.

Deferral

We recognise that, due to unavoidable circumstances, some registrants may need to defer (put off) their audit. For example, they may not be able to complete a CPD profile as a result of illness, family or personal circumstances or maternity leave. 'Deferral' offers those who cannot complete their CPD profile due to circumstances beyond their control the opportunity to stay registered.

Registrants who would like to defer must write to us as soon as possible, giving their reasons for deferring and evidence to support it. Anyone accepted for deferral is automatically included in the next round of CPD audits for their profession.

Appeals

Those selected for audit are given three months in which to submit a CPD profile which demonstrates how they have met the standards. Registrants are sent information to help them complete their CPD profile. Several reminders are sent if a profile is not received within the timescale.

A registrant who fails to provide a CPD profile within the allowed timeframe or whose submitted CPD profile is rejected may be removed from the Register. The CPD process has been designed so that removal should only occur in those cases where a registrant has completely failed to undertake CPD or engage with the HCPC in the CPD process.

A registrant who is removed from the Register for not meeting the CPD standards has 28 days in which to appeal against the decision.

Any appeal will be heard by a registration appeal panel, made up of a member of the HCPC Council (who acts as Chair), a person from the profession concerned and a lay person. The registrant can ask to attend the appeal hearing or for their appeal to be dealt with based upon the documents alone.

Assessor feedback

In the last CPD report, we asked our assessors for feedback on the CPD audit submissions they had assessed. Below are some key recommendations from CPD assessors who were involved in the audits between 2015 and 2017. They think that they would help registrants to complete a CPD profile.

Do:

- Keep it simple. Use simple language to describe the CPD you have done, what you have learnt from it, and how it has benefited you and your service user(s).
- Choose four to six CPD activities over the last two years. Tell us what you did, what you learnt, and the benefits to you and your service user(s).
- Ensure the activities you discuss are a mixture of learning types and were undertaken in the last two years.
- Remember to include a dated list, in chronological order, of all the CPD activities you have completed in the last two years. This will demonstrate that you have met CPD standard 1. Please explain any gaps of three consecutive months or more.
- Provide a clear, easy-to-follow profile of evidence. Profile templates, examples and guidance can be found on our website within the CPD section.
- Double check your profile before submitting it to us, ensuring all relevant documentation is included.

Don't:

- Try to describe in detail every activity you have undertaken over the last two years. Selecting a small number of different activities that you feel benefited you the most and writing about each one is a better approach (see previous examples).
- Send us evidence of all your CPD activities. We only need evidence to support the activities you have written about to demonstrate standards 3 and 4.
- Include identifiable information. This must be anonymised before including it with your CPD profile. This is any information you hold about a service user(s) that could identify them, such as names, addresses or any other personal information.
- Include CVs.

Audit results

In this section we give statistics for the outcome of the CPD audits for the 16 professions we audited between June 2015 and March 2017.

For each of the professions we have included a table which outlines the outcome of the audit. We have also included some descriptive information, pie charts and graphs to illustrate some of the trends we identified in the audit. The audit outcomes are listed by profession, in the order that we audited each profession.

Key to tables and graphs

The results of the CPD audits are presented by profession. We categorised each registrant audited into one of six different outcomes. An explanation of these outcomes is given below.

Outcome	Explanation
Accepted	The CPD profile met the CPD standards.
Deferred	The registrant was selected for audit but requested deferral due to unavoidable circumstances, and we accepted their request.
Deregistered (voluntarily)	The registrant was selected for audit but removed their name from the Register and so did not participate in the audit.
Deregistered (did not renew)	The registrant was removed from the Register because they did not renew their registration.
Under assessment	The registrant's CPD profile is currently being assessed.
Removed	The registrant was removed from the Register because they did not meet the CPD standards.

Table 1: Summary of overall CPD audit results 2015 –17

Outcome	Number of registrants audited	% sample
Accepted	6,774	78.8
Deferred	1,012	11.8

Deregistered (voluntarily)	484	5.6
Deregistered (did not renew)	267	3.1
Under assessment	7	0.07
Removed	55	0.63
Total	8,599	100

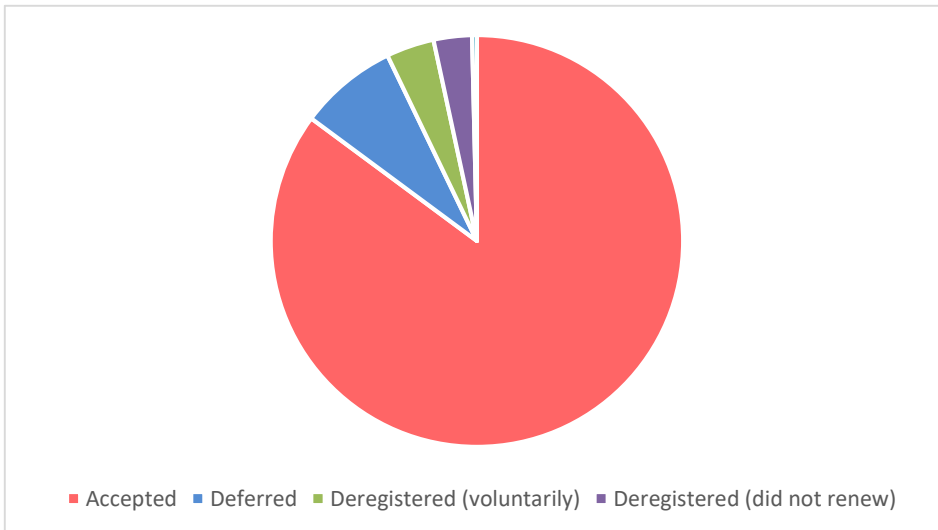
Paramedics

We selected 2.5 per cent of paramedics for audit in June 2015.

Table 2: Outcome of paramedic CPD audit

Outcome	Number of registrants	% of registrants
Accepted	453	85.2
Deferred	41	7.7
Deregistered (voluntarily)	20	3.8
Deregistered (did not renew)	16	3.0
Under assessment	2	0.3
Removed	0	0
Total	532	100

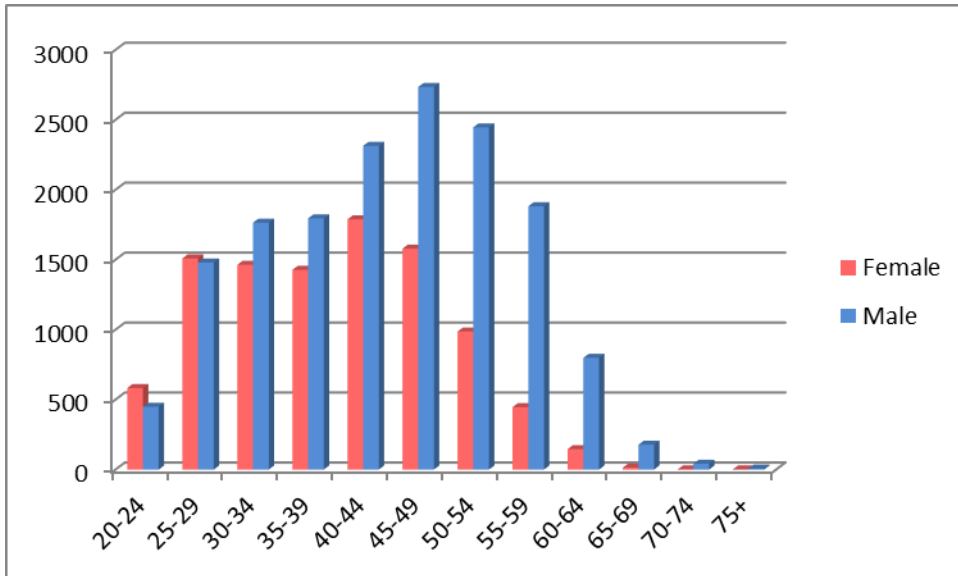
Graph 1: Outcome of paramedic CPD audit



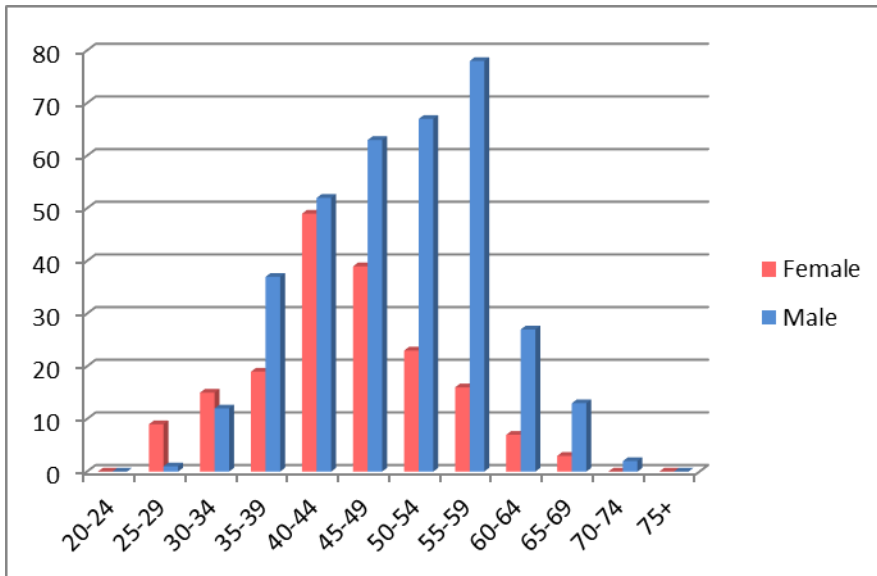
- The average age of those paramedics selected for audit was 47 years, compared to an average age of 42 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 38 per cent of those selected were female and 62 per cent were male.
- Approximately one in 15 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 33 registrants across the profession as a whole.
- The average age of paramedics selected for audit who requested voluntary deregistration was 59 years. The average age of paramedics who requested voluntary deregistration in the profession as a whole was 56 years.
- The average age of those paramedics selected for audit who did not renew their registration was 54 years. The average age of paramedics who did not renew their registration in the profession as a whole was 52 years.

Graph 2 and 3 compares the age range and gender split of paramedics as a profession as a whole and those selected for audit.

Graph 2: Age and gender of paramedics across the whole profession



Graph 3: Age and gender of paramedics selected for CPD audit



There were 41 successful deferral requests.

Table 3: Reasons for deferral of paramedics

Reason for deferral	Number of paramedics
Maternity leave	8

Health	16
Family health	9
Employment situation	1
Domestic situation	2
Academic study	2
Career break	1
Bereavement	2

Comparison with previous audit

This was the fourth CPD audit for paramedics. Their first audit took place in June 2009. The following table compares the results from the four audits.

Table 4: Comparison with previous audits of paramedics

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	79.8	6.9	2.4	1.1	9.8	0
2011 audit	85	11	1.9	1.9	0	0.2
2013 audit	88.3	6.6	3.5	1.6	0	0
2015 audit	85.2	7.7	3.8	3	0.3	0
Difference 2011 v 2009	5.2	4.1	-0.5	0.8	-9.8	0.2
Difference 2013 v 2011	3.3	-4.4	1.6	-0.3	0	-0.2
Difference 2015 v 2013	-3.1	1.1	0.3	1.4	0.3	0

This shows that less paramedic profiles were accepted in the 2015 audit than in 2013. There were also more deferral requests in 2015. It should be noted that there was a higher number of paramedics who did not renew in 2015.

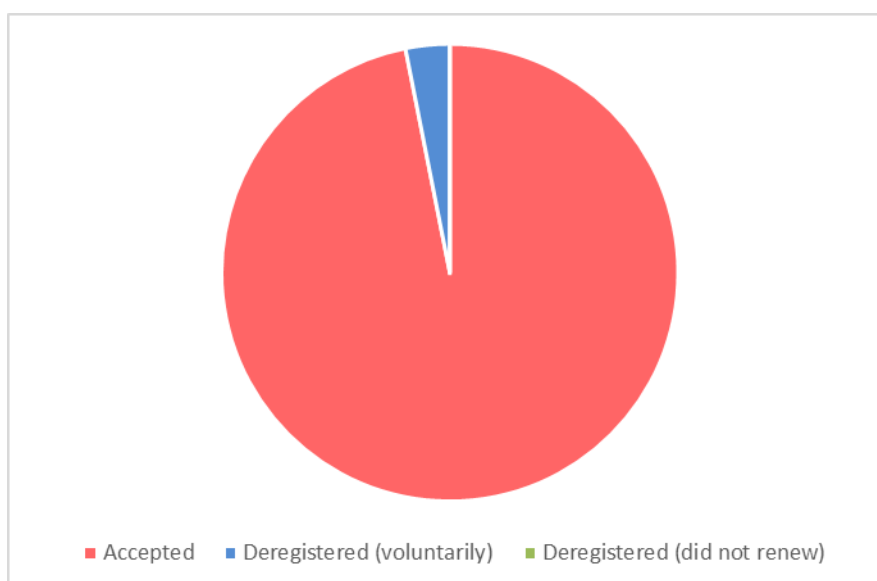
Orthoptists

We selected 2.5 per cent of orthoptists in June 2015.

Table 5: Outcome of orthoptist CPD audit

Outcome	Number of registrants	% sample
Accepted	31	91.2
Deferred	2	5.8
Deregistered (voluntarily)	1	3
Deregistered (did not renew)	0	0
Under assessment	0	0
Removed	0	0
Total	34	100

Graph 4: Outcome of orthoptist CPD audit

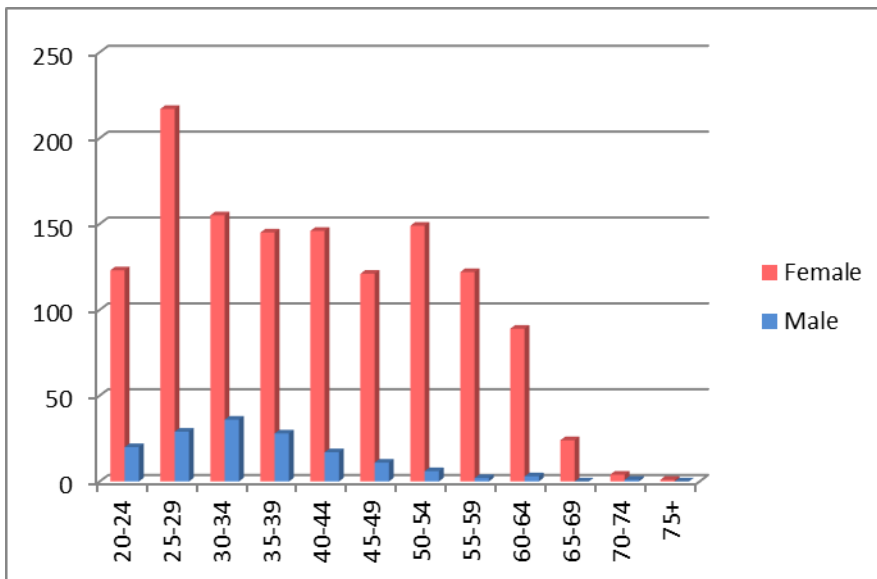


- The average age of those selected for audit was 45 years, compared to an average age of 40 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 89 per cent of those selected were female and eleven per cent were male.

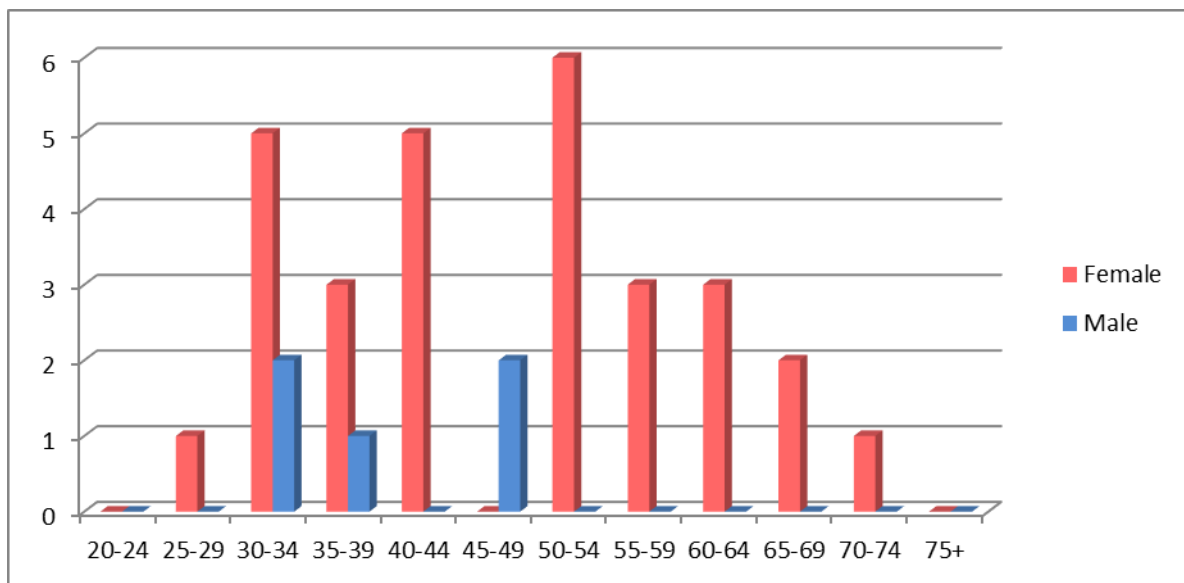
- Only one orthoptists selected for audit requested voluntary deregistration. The average age of orthoptists who requested voluntary deregistration in the profession as a whole was 58 years.
- No orthoptists selected for audit who did not renew their registration. The average age of orthoptists who did not renew their registration in the profession as a whole was 47 years.

Graphs 5 and 6 illustrate the age range and gender split of orthoptists as a profession as a whole and those selected for audit.

Graph 5: Age and gender of orthoptists across the whole profession



Graph 6: Age and gender of orthoptists selected for CPD



There were two successful deferral requests.

Reason for deferral	Number of registrants
Maternity Leave	1
Health	1

Comparison with Previous audit

This was the fourth CPD audit for orthoptists. Their first audit took place in June 2009. The following table compares the results from the four audits.

Table 6: Comparison with previous audits of orthoptists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	73.4	10	3.3	3.3	10	0
2011 audit	75.8	12.1	12.1	0	0	0
2013 audit	84.8	0	6.1	9.1	0	0
2015 audit	91.2	5.8	3	0	0	0
Difference 2011 v 2009	2.4	2.1	8.8	-3.3	-10	0
Difference 2013 v 2011	9	-12.1	-6	9.1	0	0
Difference 2015 v 2013	6.4	5.8	-3.1	-9.1	0	0

This shows that more orthoptist profiles were accepted in 2015 than in the previous audits. There were more deferral requests than in 2013 but fewer voluntary deregistration requests.

Speech and language therapists

We selected 2.5 per cent of speech and language therapists for audit in July 2015.

Table 7: Outcome of speech and language therapist CPD audit

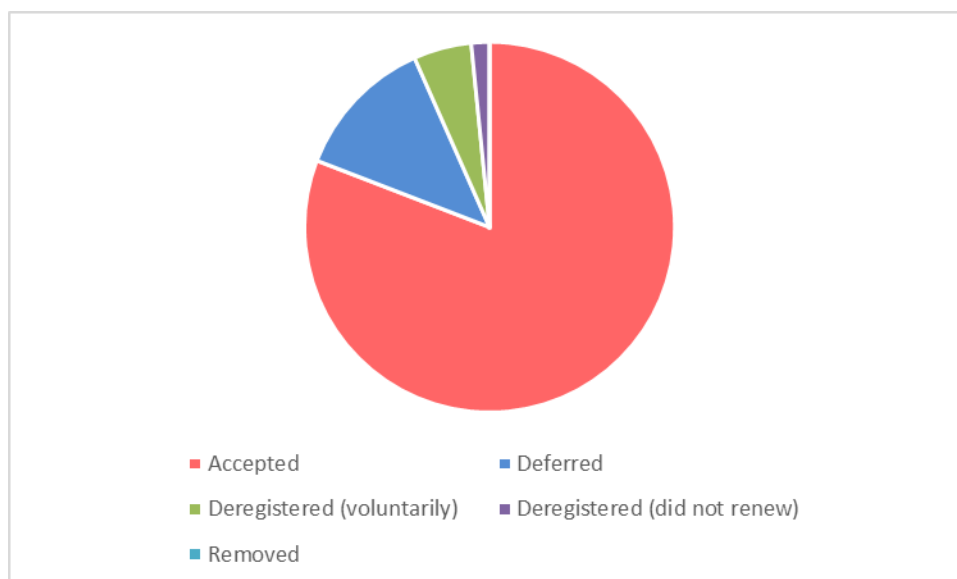
Outcome	Number of registrants	% sample
Accepted	304	80.9
Deferred	47	12.5
Deregistered (voluntarily)	19	5
Deregistered (did not renew)	6	1.6
Under assessment	0	0
Removed	0	0

Total

376

100

Graph 7: Outcome of speech and language therapist CPD audit

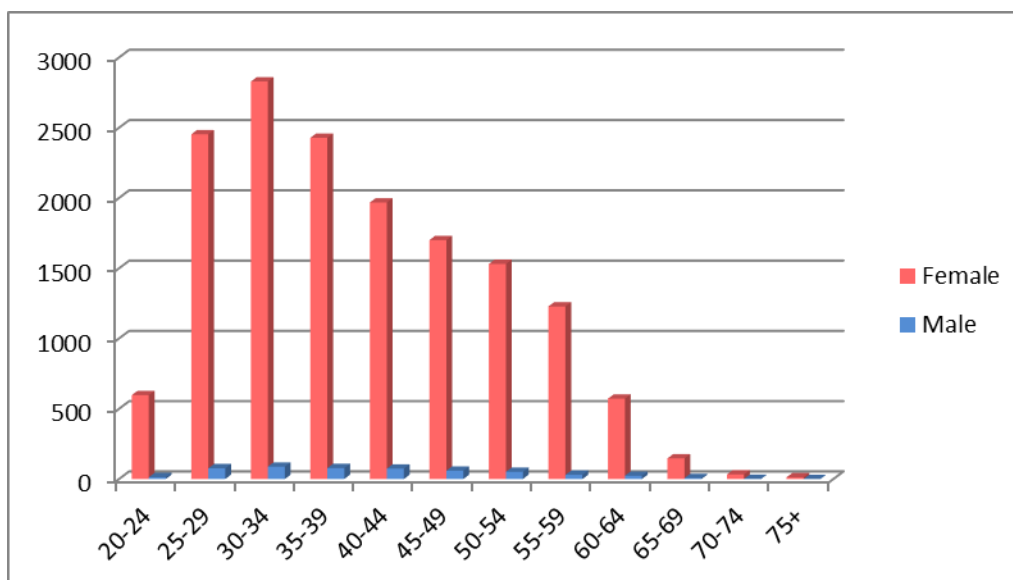


- The average age of those selected for audit was 43 years, compared to an average age of 40 for the profession as a whole.

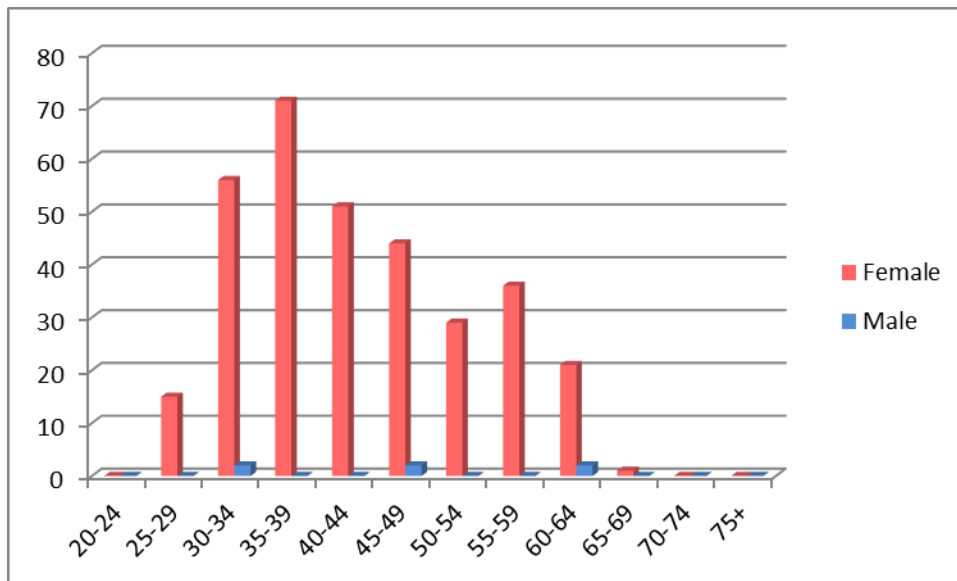
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 97 per cent of those selected were female and three per cent were male.
- Approximately one in 15 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of speech and language therapists selected for audit who requested voluntary deregistration was 49 years. The average age of speech and language therapists who requested voluntary deregistration in the profession as a whole was 53 years.
- The average age of speech and language therapists selected for audit who did not renew their registration was 49 years. The average age of speech and language therapists who did not renew their registration in the profession as a whole was 40 years.

Graphs 8 and 9 illustrate the age range and gender split of speech and language therapists as a profession as a whole and those selected for audit.

Graph 8: Age and gender of speech and language therapists across the whole profession



Graph 9: Age and gender of speech and language therapists selected for CPD



There were 47 successful deferral requests.

Table 8: Reasons for deferral of speech and language therapists

Reason for deferral	Number of registrants
Maternity leave	28
Health	10
Bereavement	4
Family health	2
Domestic situation	1
Career break	1
Employment situation	1

Comparison with previous audit

This was the fourth CPD audit for speech and language therapists. Their first audit took place in July 2009. Table following table compares the results from the four audits.

Table 9: Comparison with previous audits of speech and language therapists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	82.6	9.5	4.9	3	0	0
2011 audit	77.5	15.2	3.3	4	0	0
2013 audit	79.8	13.6	3.7	2.6	0	0.3
2015 audit	80.9	12.5	5	1.6	0	0
Difference 2011 v 2009	-5.1	5.7	-1.6	1	0	0
Difference 2013 v 2011	2.3	-1.6	0.4	-1.4	0	0.3
Difference 2015 v 2013	1.1	-1.1	1.3	-1	0	-0.3

This shows that more speech and language therapist profiles were accepted in the 2015 audit compared to 2013. There were also fewer deferral requests in 2015.

Prosthetists / orthotists

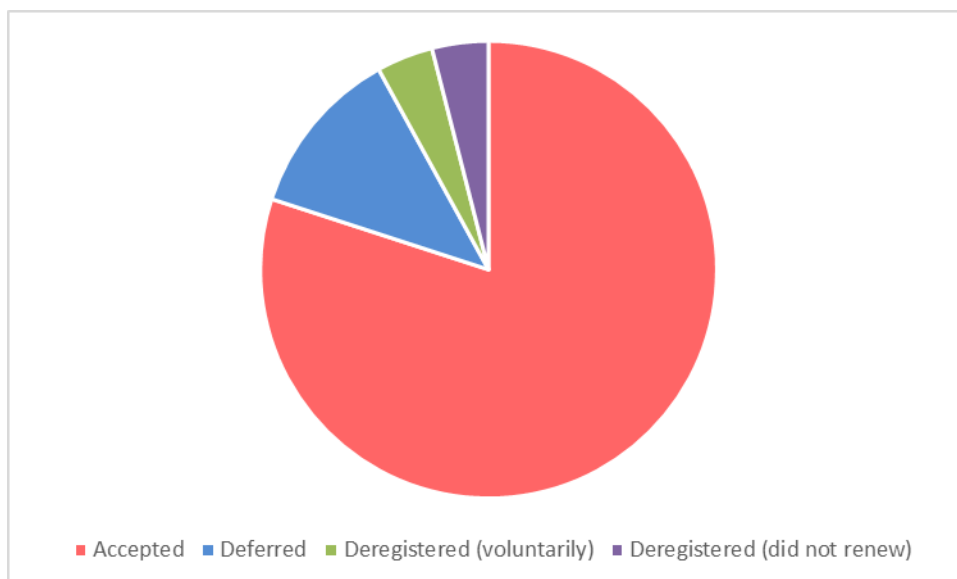
We selected 2.5 per cent of prosthetists / orthotists for audit in July 2015.

Table 10: Outcome of prosthetist / orthotist CPD audit

Outcome	Number of registrants	% sample
Accepted	20	80
Deferred	3	12
Deregistered (voluntarily)	1	4
Deregistered (did not renew)	1	4
Under assessment	0	0
Removed	0	0

Total **25** **100**

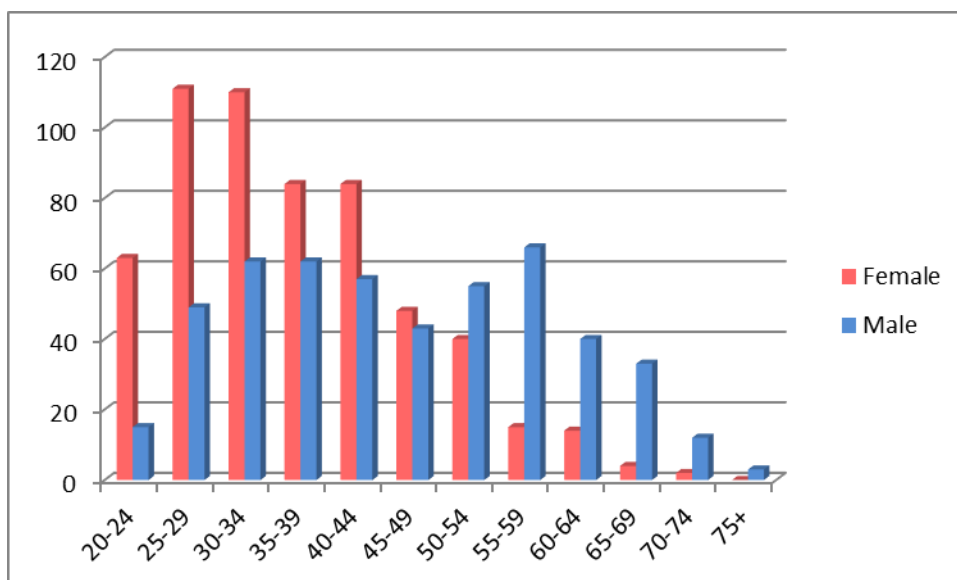
Graph 10 – Outcome of prosthetist / orthotist CPD audit



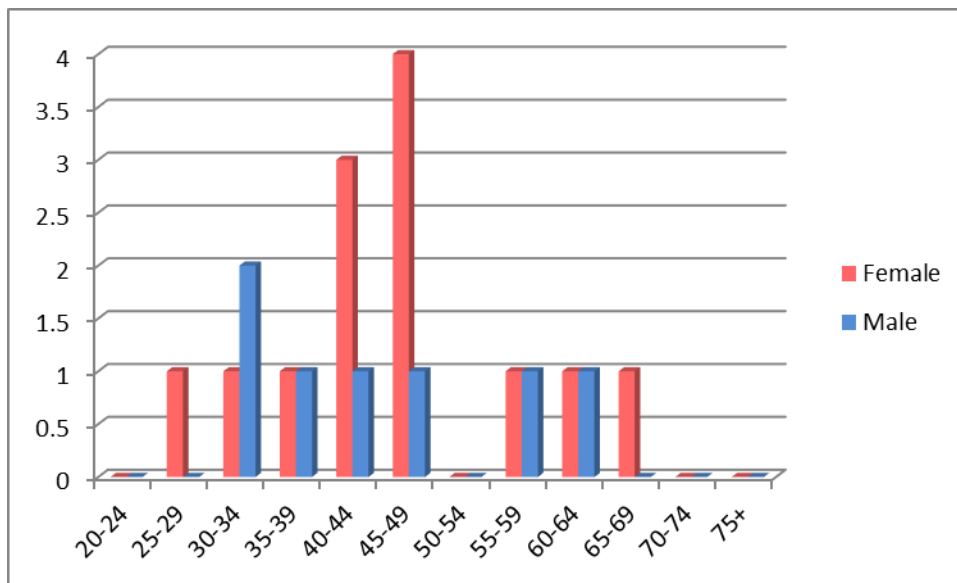
- The average age of those selected for audit was 45 years, compared to an average age of 41 for the profession as a whole.
- 65 per cent of those selected were female and 35 per cent were male. In the profession as a whole, 54 per cent are female and 46 per cent are male.
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.
- Only one prosthetist / orthotists selected for audit requested voluntary deregistration. The average age of prosthetists / orthotists who requested voluntary deregistration in the profession as a whole was 56 years.
- Only one prosthetist / orthotists selected for audit did not renew their registration. The average age of prosthetists / orthotists who did not renew their registration in the profession as a whole was 50 years.

Graphs 11 and 12 illustrate the age range and gender split of prosthetists / orthotists as a profession as a whole and those selected for audit.

Graph 11 – Age and gender of prosthetists / orthotists across the whole profession



Graph 12 – Age and gender of prosthetists / orthotists selected for CPD



There were three successful deferral request.

Table 11: Reasons for deferral of prosthetists / orthotists

Reason for deferral	Number of registrants
Employment situation	1
Maternity leave	1
Domestic situation	1

Comparison with previous audit

This was the fourth CPD audit for prosthetists / orthotists. Their first audit took place in July 2009. The following table compares the results from the four audits.

Table 12: Comparison with previous audits – prosthetists / orthotists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	77.4	4.5	9.1	4.5	0	4.5
2011 audit	86.4	4.5	0	9.1	0	0
2013 audit	75	8.3	12.5	4.2	0	0
2015 audit	80	12	4	4	0	0
Difference 2011 v 2009	9	0	-9.1	4.6	0	-4.5
Difference 2013 v 2011	-11.4	3.8	12.5	-4.9	0	0
Difference 2015 v 2013	5	3.7	-8.5	-0.2	0	0

This shows that more prosthetist / orthotist profiles were accepted in 2015 compared to the 2013 audit. There were fewer voluntary deregistration requests in this audit and prosthetists / orthotists who did not renew their registration.

Clinical scientists

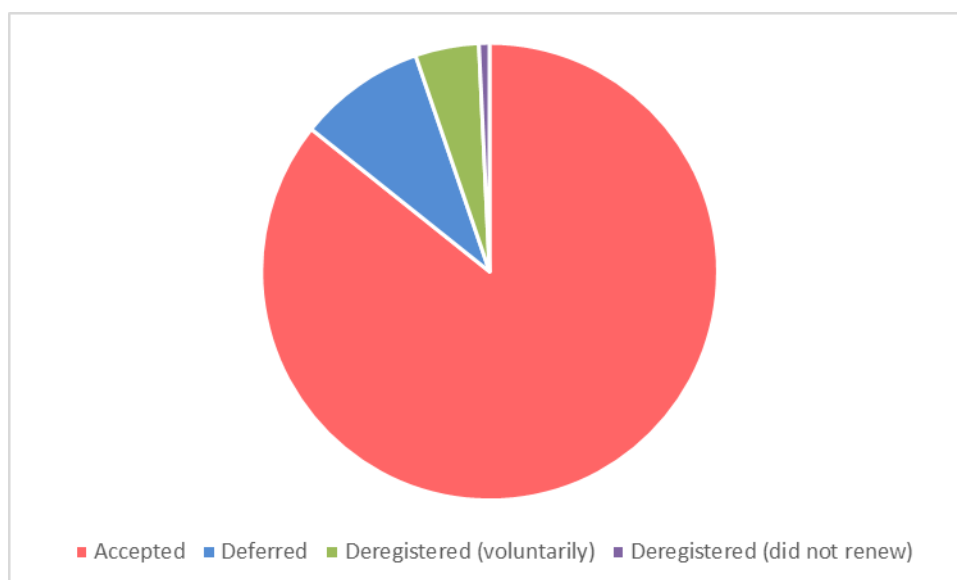
We selected 2.5 per cent of clinical scientists for audit in July 2015.

Table 13: Outcome of clinical scientist CPD audit

Outcome	Number of registrants	% sample
Accepted	114	85.7
Deferred	12	9.0
Deregistered (voluntarily)	6	4.5
Deregistered (did not renew)	1	0.8
Under assessment	0	0
Removed	0	0

Total **133** **100**

Graph 13: Outcome of clinical scientist CPD audit

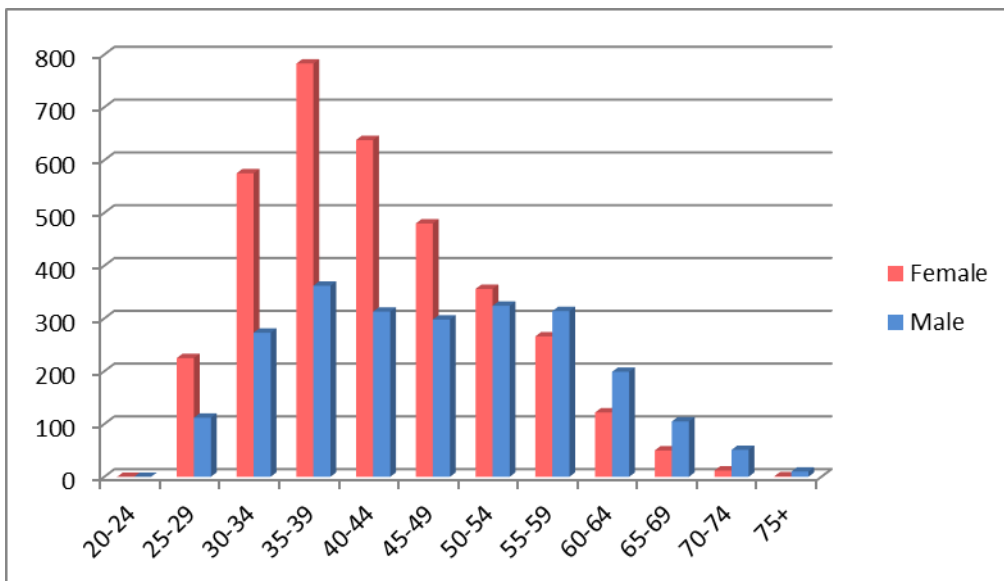


- The average age of those selected for audit was 49 years, compared to an average age of 44 for the profession as a whole.

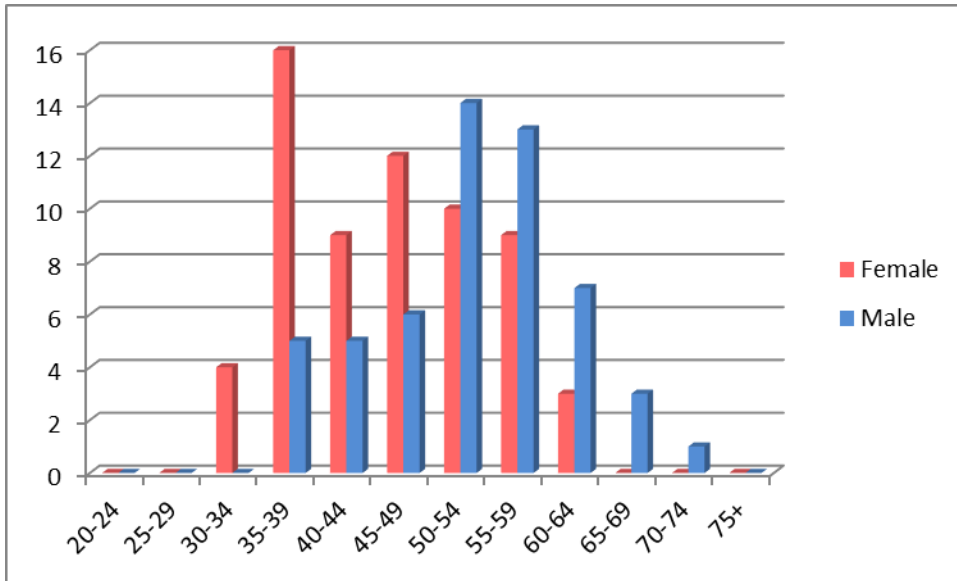
- 54 per cent of those selected were female and 46 per cent were male. In the profession as a whole, 60 per cent are female and 40 per cent are male.
- Approximately one in 19 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of clinical scientists selected for audit who requested voluntary deregistration was 57 years. The average age of clinical scientists who requested voluntary deregistration in the profession as a whole was 62 years.
- Only one clinical scientist selected for audit did not renew their registration. The average age of clinical scientists who did not renew their registration in the profession as a whole was 55 years.

Graphs 14 and 15 illustrate the age range and gender split of clinical scientists as a profession as a whole and those selected for audit.

Graph 14: Age and gender of clinical scientists across the whole profession



Graph 15: Age and gender of clinical scientists selected for CPD



There were twelve successful deferral requests.

Table 14: Reasons for deferral of clinical scientists

Reason for deferral	Number of registrants
Maternity leave	9
Health	1
Family health	1
Academic study	1

Comparison with previous audit

This was the fourth CPD audit for clinical scientists. Their first audit took place in July 2009. The following table compares the results from the four audits.

Table 15: Comparison with previous audits of clinical scientists

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	83.9	6.2	4.5	3.6	0	1.8
2011 audit	84.8	6.8	4.2	4.2	0	0
2013 audit	84.6	6.5	6.5	2.4	0	0
2015 audit	85.7	9	4.5	0.8	0	0
Difference 2009 v 2011	0.9	0.6	-0.3	0.6	0	-1.8
Difference 2011 v 2013	-0.2	-0.3	2.3	-1.8	0	0
Difference 2013 v 2015	1.1	2.5	-2	-1.6	0	0

This shows there were more profiles accepted in this audit compared with 2013. There was also an increase in registrants being deferred with a decrease in the number of registrants who voluntarily removed their name from the Register and did not renew.

Occupational therapists

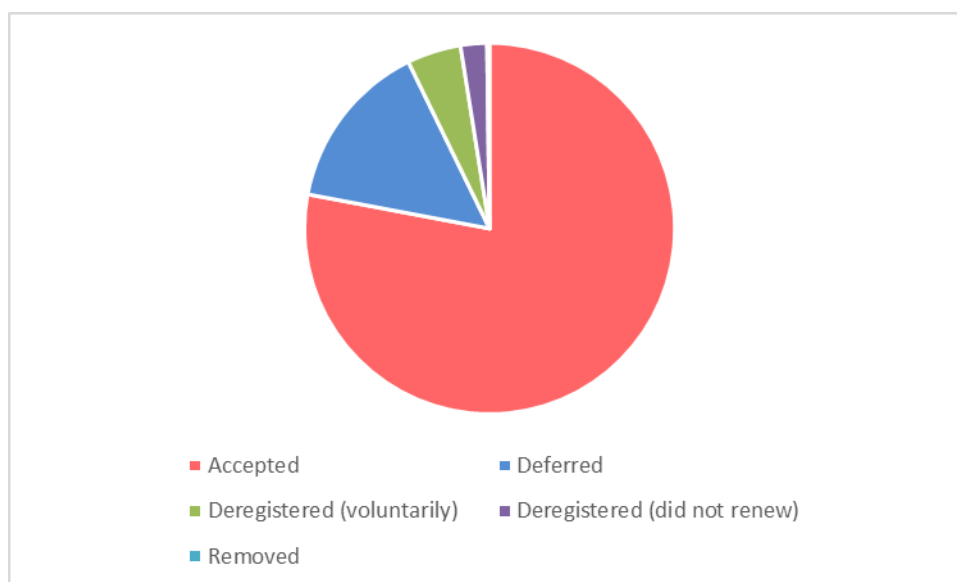
We selected 2.5 per cent of occupational therapists for audit in August 2015.

Table 16: Outcome of occupational therapist CPD audit

Outcome	Number of registrants	% sample
Accepted	711	78.0
Deferred	135	14.8
Deregistered (voluntarily)	43	4.7
Deregistered (did not renew)	21	2.3
Under assessment	0	0
Removed	2	0.2

Total **912** **100**

Graph 16: Outcome of occupational therapist CPD audit

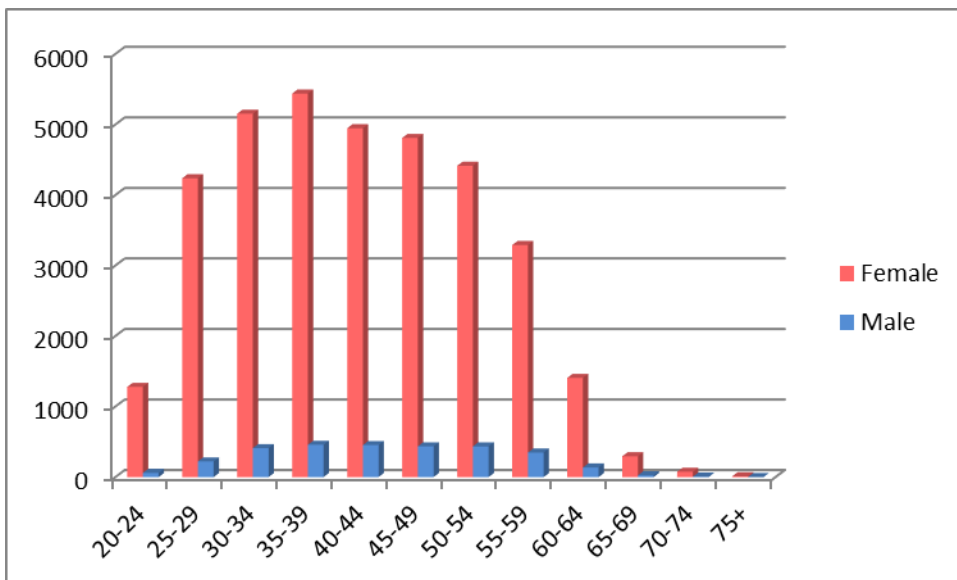


- The average age of those selected for audit was 45 years, compared to an average age of 42 for the profession as a whole.

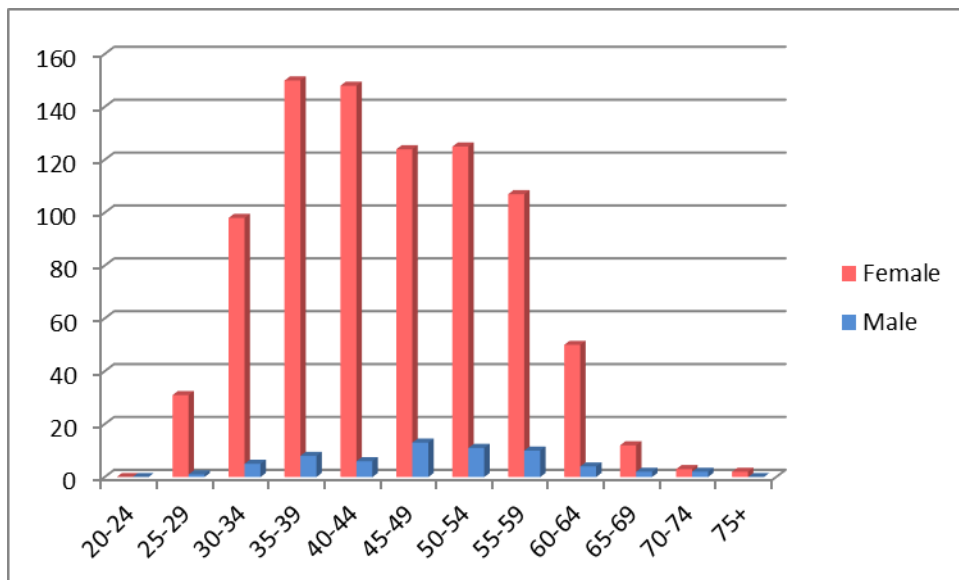
- The gender of those selected for audit reflected the gender split of the profession as a whole; 92 per cent of those selected were female and 8 per cent were male.
- Approximately one in 14 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of occupational therapists selected for audit who requested voluntary deregistration was 52 years. The average age of occupational therapists who requested voluntary deregistration in the profession as a whole was 54 years.
- The average age of occupational therapists selected for audit who did not renew their registration was 47 years. The average age of occupational therapists who did not renew their registration in the profession as a whole was 43 years.
- Two registrants were removed from the Register for failing to send in a complete CPD profile. Neither registrant appealed the decision.

Graphs 17 and 18 illustrate the age range and gender split of occupational therapists as a profession as a whole and those selected for audit.

Graph 17: Age and gender of occupational therapists across the whole profession



Graph 18: Age and gender of occupational therapists selected for CPD



There were 135 successful deferral requests.

Table 17: Reasons for deferral of occupational therapists

Reason for deferral	Number of registrants
Maternity leave	63
Health	27
Family health	17
Career break/ travel	12
Bereavement	6
Domestic situation	4
Employment situation	4
Academic Study	2

Comparison with previous audit

This was the fourth CPD audit for occupational therapists. Their first audit took place in August 2009. The following table compares the results from the four audits.

Table 18: Comparison with previous audits of occupational therapists

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	79.9	10.7	6.2	3	0.1	0.1
2011 audit	79.2	11.8	5.3	3.6	0	0.1
2013 audit	76.6	15.8	4.2	3.3	0	0.1
2015 audit	78	14.8	4.7	2.3	0	0.2
Difference 2009 v 2011	-0.7	1.1	-0.9	0.6	-0.1	0
Difference 2011 v 2013	-2.6	4	-1.1	-0.3	0	0
Difference 2013 v 2015	1.4	-1	0.5	-1	0	0.1

There was an increase in profiles accepted in this audit compared with the previous audit. There was a slight reduction in those registrants who successfully deferred. Slightly more registrants voluntarily removed their name from the Register and less did not renew compared with the previous audit.

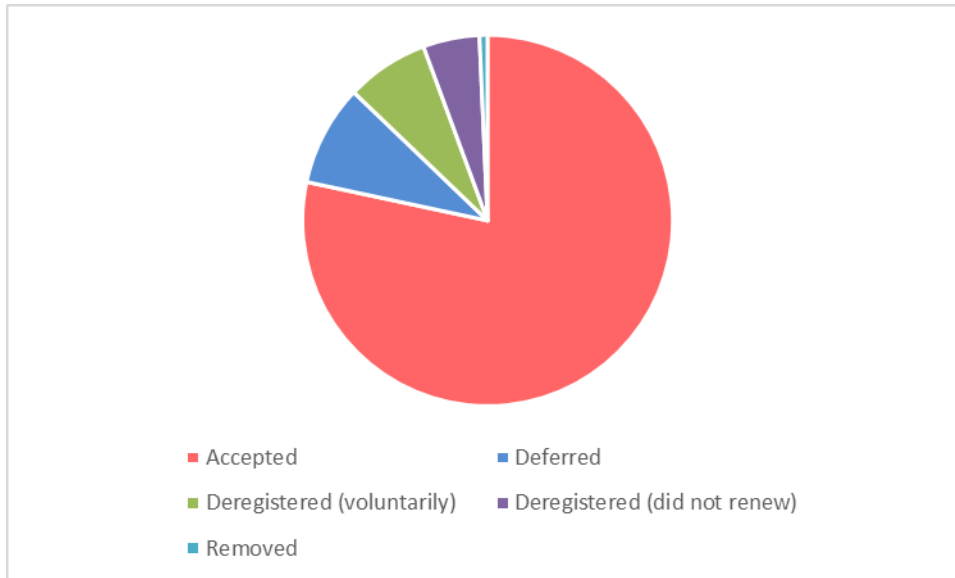
Biomedical scientists

We selected 2.5 per cent of biomedical scientists for audit in September 2015.

Table 19: Outcome of biomedical scientist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	445	78.4
Deferred	50	8.8
Deregistered (voluntarily)	41	7.2
Deregistered (did not renew)	28	4.9
Under assessment	0	0
Removed	4	0.7
Total	568	100

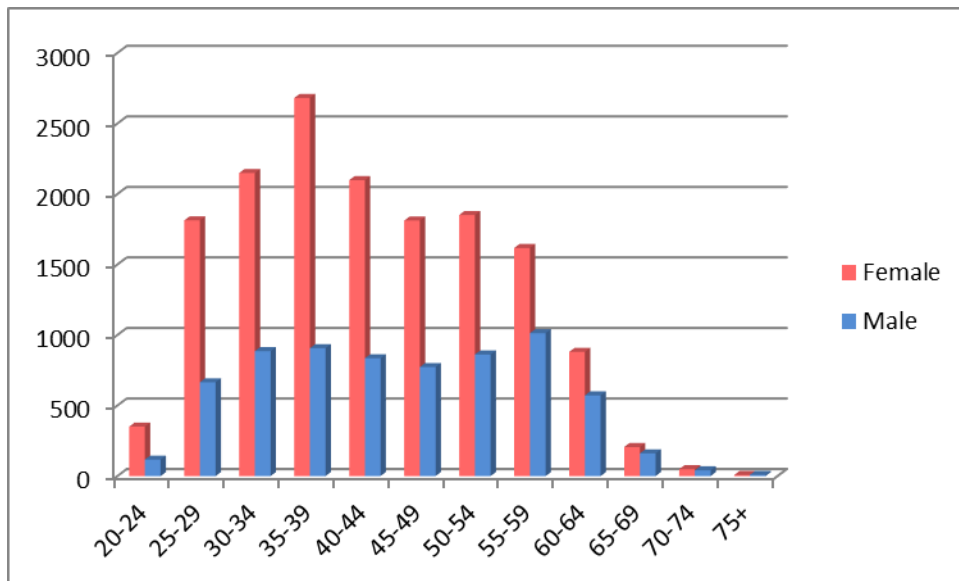
Graph 19: Outcome of biomedical scientist CPD audit



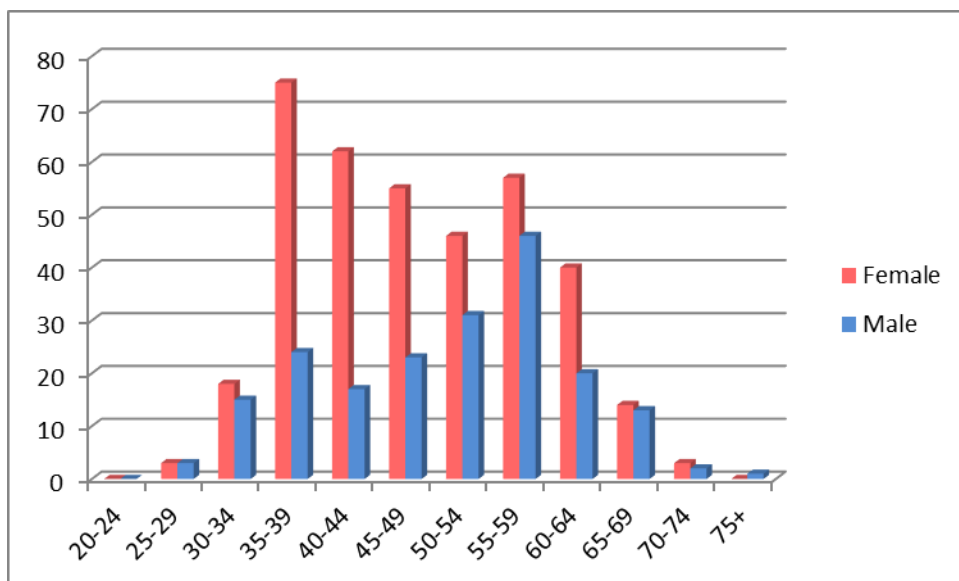
- The average age of those selected for audit was 49 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 69 per cent of those selected were female and 31 per cent were male.
- Approximately one in 8 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 14 registrants across the profession as a whole.
- The average age of biomedical scientists selected for audit who requested voluntary deregistration was 58 years. The average age of biomedical scientists who requested voluntary deregistration in the profession as a whole was 59 years.
- The average age of biomedical scientists selected for audit who did not renew their registration was 52 years. The average age of biomedical scientists who did not renew their registration in the profession as a whole was 59 years.
- Four registrants were removed from the Register. One registrant did not respond to a request for further information. Two registrants did not meet the CPD standards despite several opportunities to do so and one registrant did not engage in the process. None of those registrants appealed any of those decisions.

Graphs 20 and 21 illustrate the age range and gender split of biomedical scientists as a profession as a whole and those selected for audit.

Graph 20: Age and gender of biomedical scientists across the whole profession



Graph 21: Age and gender of biomedical scientists selected for CPD



There were 50 successful deferral requests.

Table 20: Reasons for deferral of biomedical scientists

Reason for deferral	Number of registrants
Maternity leave	19
Health	16
Family health	5
Employment situation	5
Career break	4
Bereavement	1

Comparison with previous audit

This was the fourth CPD audit for biomedical scientists. Their first audit took place in September 2009. The following table compares the results from the four audits.

Table 21: Comparison with previous audits of biomedical scientists

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	83.9	6.7	4.9	3.4	0.9	0.2
2011 audit	84.8	6.7	4.7	3.3	0.2	0.3
2013 audit	82.5	7.8	5.1	3.9	0	0.7
2015 audit	78.4	8.8	7.2	4.9	0	0.7
Difference 2009 v 2011	0.9	0	-0.2	-0.1	-0.7	0.1
Difference 2011 v 2013	-2.3	1.1	0.4	0.6	-0.2	0.4
Difference 2013 v 2015	-4.1	1	2.1	1	0	0

There were less profiles accepted in 2015 compared with the previous audit and a slight increase in the number of registrants who deferred. There was an increase in the number of registrants who voluntarily removed their name from the Register and an increase in those who did not renew compared to the previous audit.

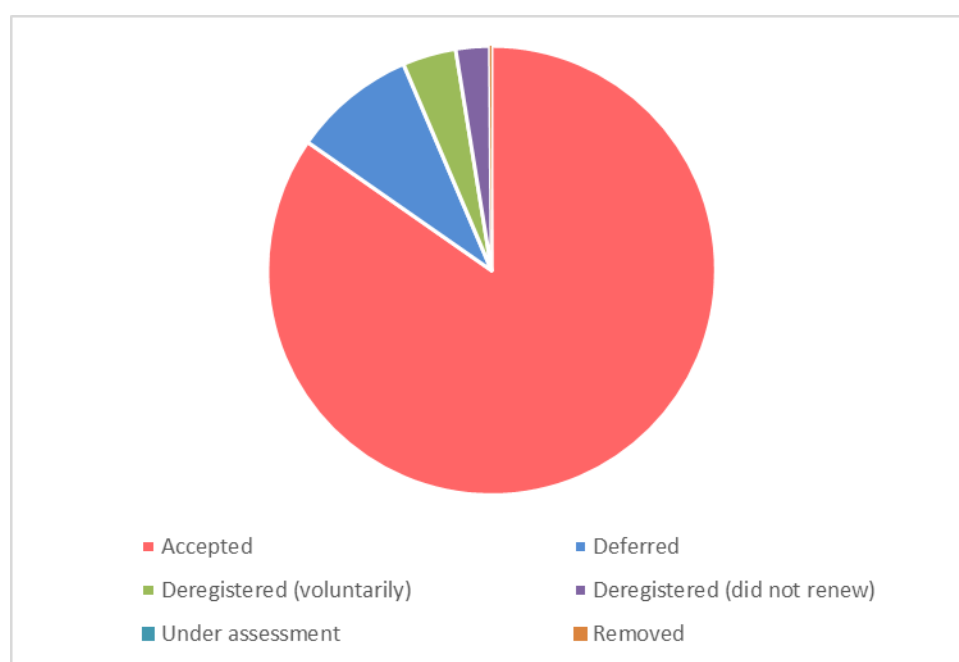
Radiographers

We selected 2.5 per cent of radiographers for audit in December 2015.

Table 22: Outcome of radiographer CPD audit

Outcome	Number of registrants	% of registrants
Accepted	658	84.7
Deferred	69	8.9
Deregistered (voluntarily)	30	3.9
Deregistered (did not renew)	19	2.4
Under assessment	0	0
Removed	1	0.1
Total	777	100

Graph 22: Outcome of radiographer CPD audit

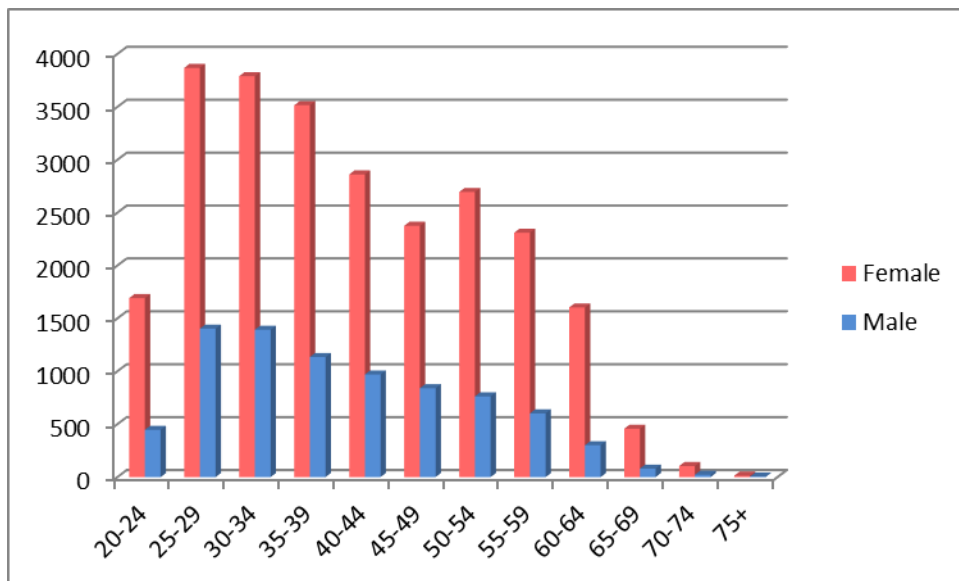


- The average age of those selected for audit was 45 years, compared to an average age of 41 for the profession as a whole.

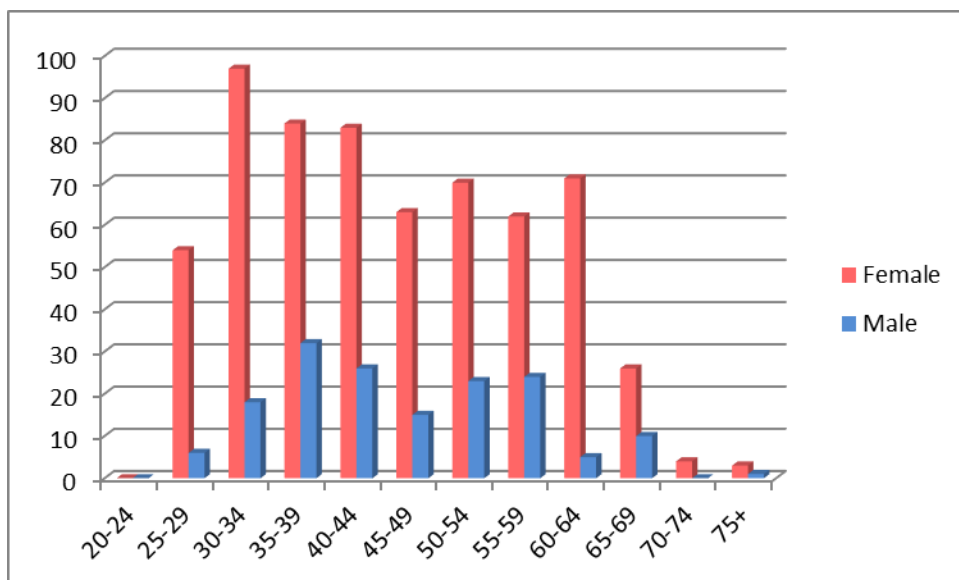
- The gender of those selected for audit reflected the gender split of the profession as a whole; 76 per cent of those selected were female and 24 per cent were male.
- Approximately one in 16 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 25 registrants across the profession as a whole.
- The average age of radiographers selected for audit who requested voluntary deregistration was 56 years. The average age of radiographers who requested voluntary deregistration in the profession as a whole was also 57 years.
- The average age of radiographers selected for audit who did not renew their registration was 50 years. The average age of radiographers who did not renew their registration in the profession as a whole was 42 years.
- One registrant was removed from the Register as there was no response to a second request for further information requested by the assessors. The applicant did not appeal the decision.

Graphs 23 and 24 illustrate the age range and gender split of radiographers as a profession as a whole and those selected for audit.

Graph 23: Age and gender of radiographers across the whole profession



Graph 24: Age and gender of radiographers selected for CPD audit



There were 69 successful deferral requests.

Table 23: Reasons for deferral of radiographers

Reason for deferral	Number of registrants
Maternity leave	36
Health	15
Family health	3
Academic study	5
Career break / travel	4

Bereavement	3
Employment situation	2
Domestic situation	1

Comparison with previous audit

This was the fourth CPD audit for radiographers. Their first audit took place in December 2009. The following table compares the results from the four audits.

Table 24 Comparison with previous audits of radiographers

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	86.7	5.1	2.9	4.4	0.6	0.3
2011 audit	82.9	9.6	4.5	3	0	0
2013 audit	84.7	9.4	3.4	2.5	0	0
2015 audit	84.7	8.9	3.9	2.4	0	0.1
Difference 2009 v 2011	-3.8	4.5	1.6	-1.4	-0.6	-0.3
Difference 2011 v 2013	1.8	-0.2	-1.1	-0.5	0	0
Difference 2013 v 2015	0	-0.5	0.5	-0.1	0	0.1

There was no difference in the number of registrants who had their profile accepted compared with the previous audit, however there were slightly less registrants who successfully deferred. A slight increase in the number of registrants who voluntarily removed their name from the Register.

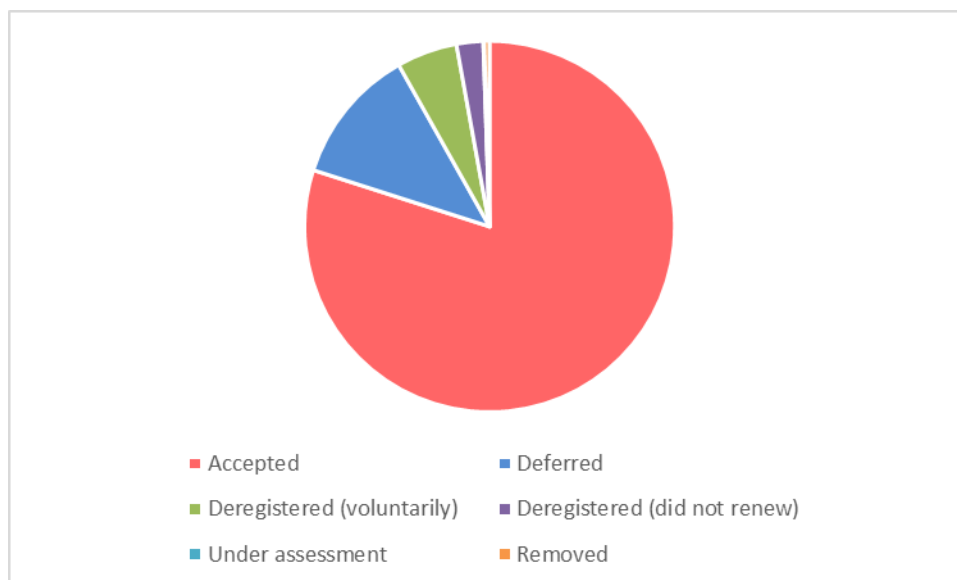
Physiotherapists

We selected 2.5 per cent of physiotherapists for audit in February 2016.

Table 25: Outcome of physiotherapist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	1027	79.9
Deferred	153	11.9
Deregistered (voluntarily)	68	5.3
Deregistered (did not renew)	30	2.3
Under assessment	1	0.1
Removed	6	0.5
Total	1285	100

Graph 25 – Outcome of physiotherapist CPD audit

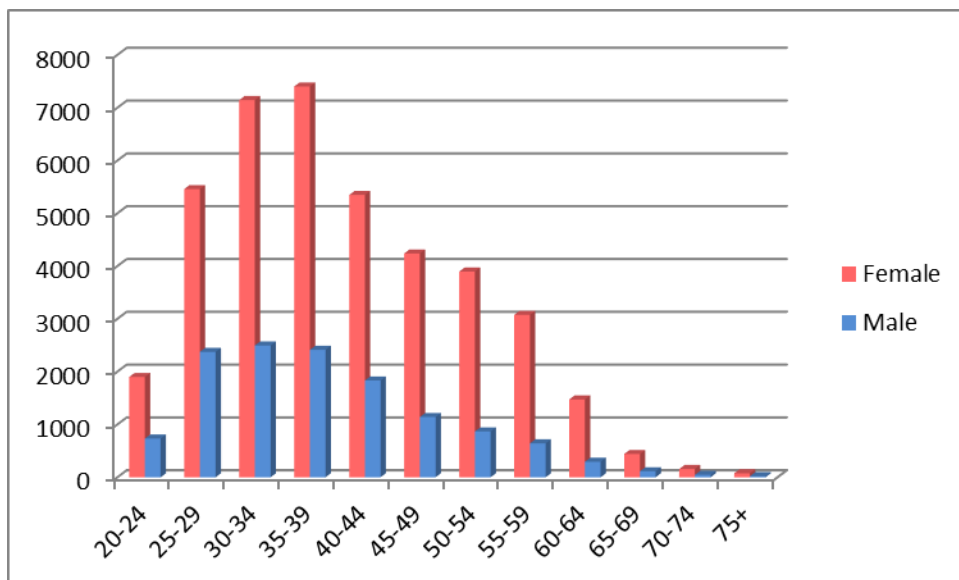


- The average age of those selected for audit was 43 years, compared to an average age of 40 for the profession as a whole.
- 82 per cent of those selected were female and 18 per cent were male. In the profession as a whole, 76 per cent are female and 24 per cent are male.

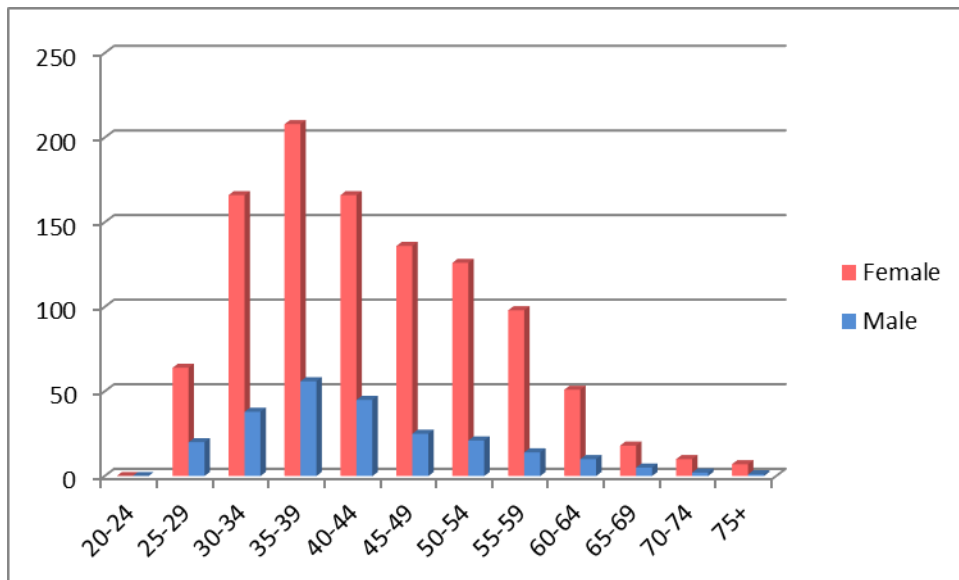
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 25 registrants across the profession as a whole.
- The average age of physiotherapists selected for audit who requested voluntary deregistration was 55 years. The average age of physiotherapists who requested voluntary deregistration in the profession as a whole was also 53 years.
- The average age of physiotherapists selected for audit who did not renew their registration was 44 years. The average age of physiotherapists who did not renew their registration in the profession as a whole was 40 years.
- Six registrants were removed from the Register following the audit. Three failed to submit further information requested by the assessors and three failed to submit a complete CPD profile. None of them appealed against any of those decisions.

The following graphs illustrate the age range and gender split of physiotherapists as a profession as a whole and those selected for audit.

Graph 26: Age and gender of physiotherapists across the whole profession



Graph 27: Age and gender of physiotherapists selected for CPD



There were 153 successful deferral requests.

Table 26: Reasons for deferral of physiotherapists

Reason for deferral	Number of registrants
Maternity leave	86
Health	22
Family health	12
Employment situation	3
Domestic situation	8
Bereavement	11
Career break	7
Academic study	3
Retirement	1

Comparison with previous audit

This was the fourth CPD audit for physiotherapists. Their first audit took place in February 2010. The following table compares the results from the four audits.

Table 27: Comparison with previous audits of physiotherapists

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2010 audit	85.1	7.2	3.5	3.1	0.5	0.6
2012 audit	79.5	11.5	3.7	4.2	0.8	0.3
2014 audit	81.7	11.6	4.8	1.6	0	0.3
2016 audit	79.9	11.9	5.3	2.3	0.1	0.5
Difference 2012 v 2010	-5.6	4.3	0.2	1.1	0.3	-0.3
Difference 2014 v 2012	2.2	0.1	1.1	-2.6	-0.8	0
Difference 2016 v 2014	-1.8	0.3	0.5	0.7	0.1	0.2

Slightly less profiles were accepted in 2016 compared with the previous audit in 2014. A slight increase was seen in registrants who deferred. There were more registrants who voluntarily removed their name from the Register and did not renew compared with the 2014 audit.

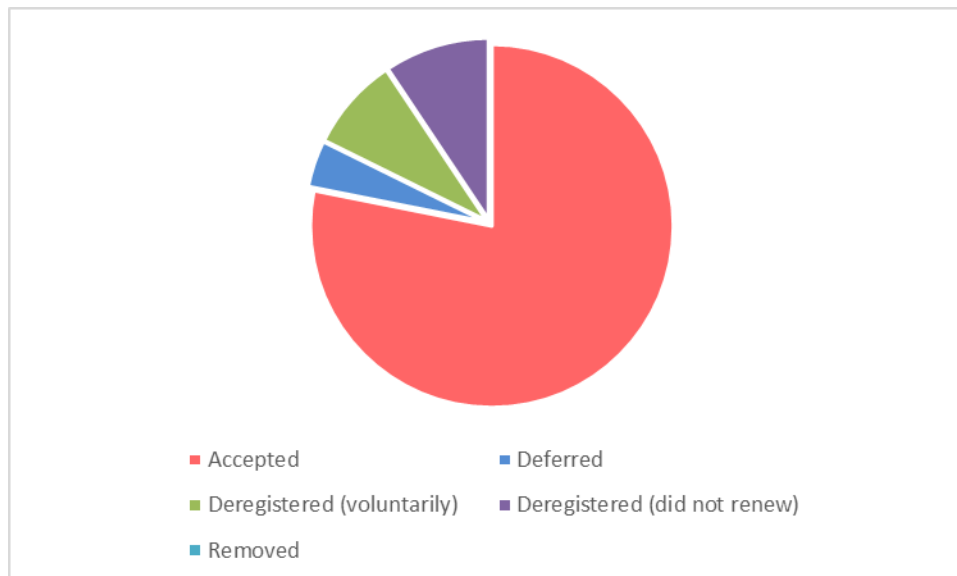
Arts therapists

We selected 2.5 per cent of arts therapists for audit in March 2016.

Table 28: Outcome of arts therapist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	75	78.1
Deferred	4	4.2
Deregistered (voluntarily)	8	8.3
Deregistered (did not renew)	9	9.4
Under assessment	0	0
Removed	0	0
Total	96	100

Graph 28: Outcome of arts therapist CPD audit

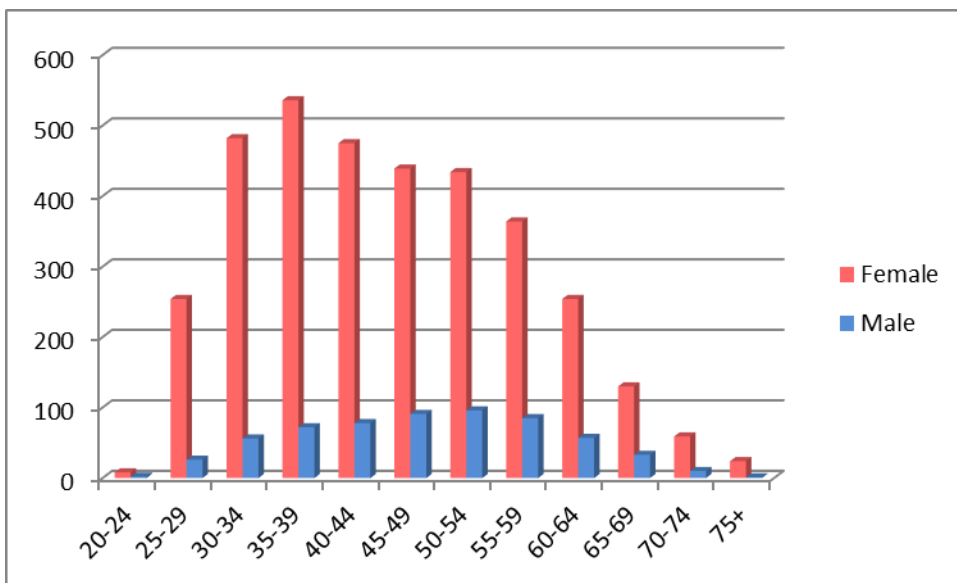


- The average age of those selected for audit was 51 years, compared to an average age of 46 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 85 per cent of those selected were female and 15 per cent were male.

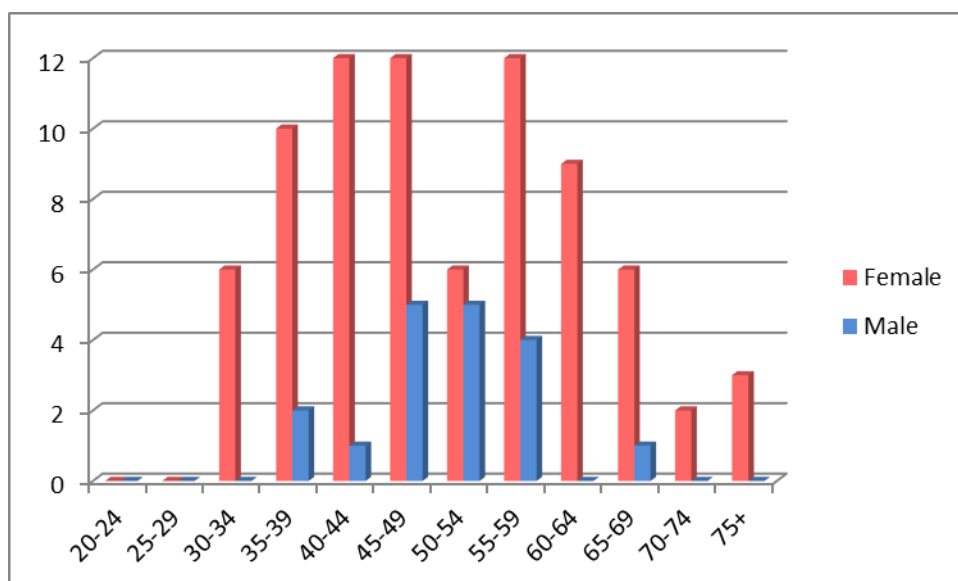
- Approximately one in six registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.
- The average age of arts therapists selected for audit who requested voluntary deregistration was 51 years. The average age of arts therapists who requested voluntary deregistration in the profession as a whole was 56 years.
- The average age of arts therapists selected for audit who did not renew their registration was 53 years. The average age of arts therapists who did not renew their registration in the profession as a whole was 46 years.

Graphs 29 and 30 illustrate the age range and gender split of arts therapists as a profession as a whole and those selected for audit.

Graph 29: Age and gender of arts therapists across the whole profession



Graph 30: Age and gender of arts therapists selected for CPD audit



There were four successful deferral requests.

Table 29: Reasons for deferral of arts therapists

Reason for deferral	Number of registrants
Maternity leave	2
Family Health	1
Bereavement	1

Comparison with previous audit

This was the fourth CPD audit for arts therapists. Their first audit took place in March 2010. The following table compares the results from the four audits.

Table 30: Comparison with previous audits of arts therapists

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2010 audit	77.1	14.3	2.9	5.7	0	0
2012 audit	74.3	12.8	9	2.6	0	1.3
2014 audit	69.8	11.6	12.8	4.6	0	1.2
2016 audit	78.1	4.2	8.3	9.4	0	0
Difference 2012 v 2010	-2.8	-1.5	6.1	-3.1	0	1.3
Difference 2014 v 2012	-4.5	-1.2	3.8	2	0	-0.1
Difference 2016 v 2014	8.3	-7.4	-4.5	4.8	0	-1.2

There were more profiles accepted in 2016 compared with the previous audit in 2014. There was a reduction in the number of registrants who deferred but an increase in the number who did not renew.

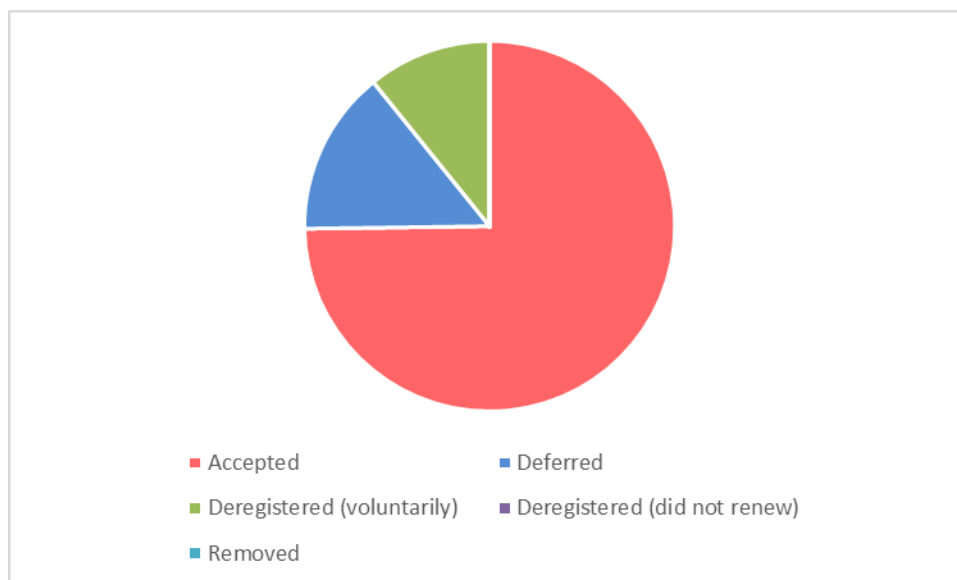
Dietitians

We selected 2.5 per cent of dietitians for audit in April 2016.

Table 31: Outcome of dietitian CPD audit

Outcome	Number of registrants	% of registrants
Accepted	166	74.5
Deferred	32	14.3
Deregistered (voluntarily)	24	10.8
Deregistered (did not renew)	0	0
Under assessment	0	0
Removed	1	0.4
Total	223	100

Graph 31: Outcome of dietitian CPD audit

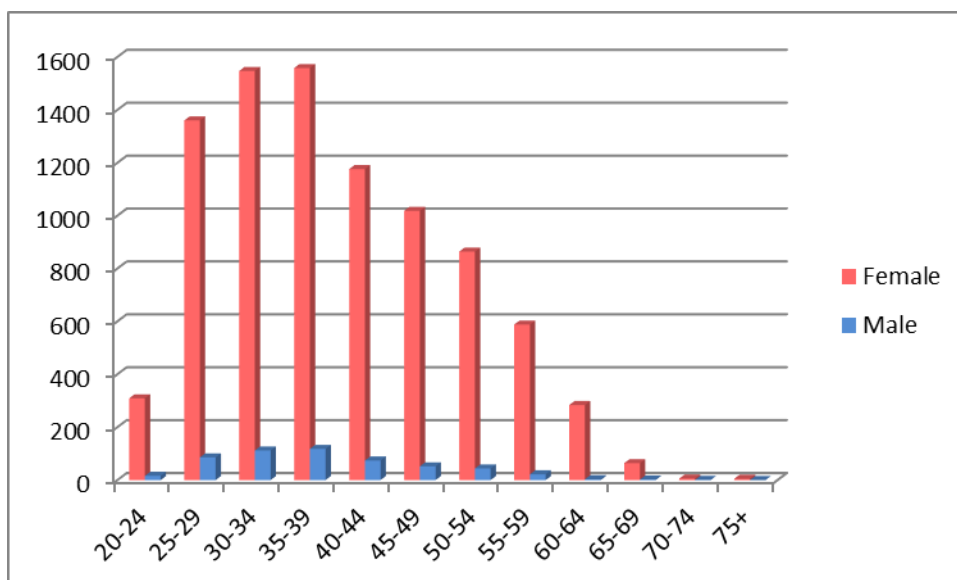


- The average age of those selected for audit was 44 years, compared to an average age of 40 for the profession as a whole.

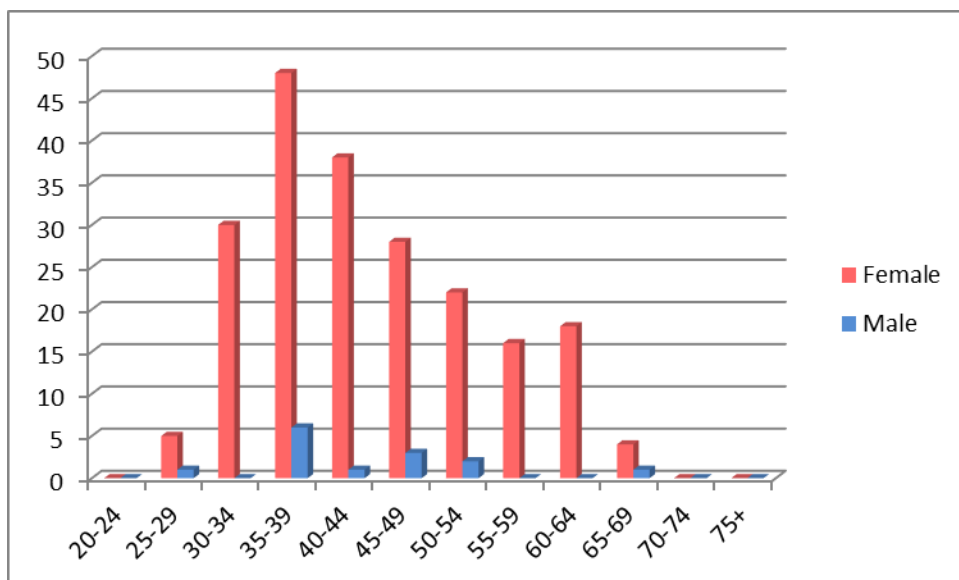
- The gender of those selected for audit reflected the gender split of the profession as a whole; 94 per cent of those selected were female and 6 per cent were male.
- Approximately one in nine registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of dietitians selected for audit who requested voluntary deregistration was 49 years. The average age of dietitians who requested voluntary deregistration in the profession as a whole was 50 years.
- No dietitians selected for audit who did not renew their registration. The average age of dietitians who did not renew their registration in the profession as a whole was 38 years.
- One registrant was removed from the Register despite several reminders they did not submit further information requested by the assessor. The registrant did not appeal the decision.

Graphs 32 and 33 illustrate the age range and gender split of dietitians as a profession as a whole and those selected for audit.

Graph 32: Age and gender of dietitians across the whole profession



Graph 33: Age and gender of dietitians selected for CPD



There were 32 successful deferral requests.

Table 32: Reasons for deferral of dietitians

Reason for deferral	Number
Maternity leave	22
Health	6
Family Health	2
Career Break	2

Comparison with previous audit

This was the fourth CPD audit for dietitians. Their first audit took place in April 2010. The following table compares the results from the three audits.

Table 33: Comparison with previous audits of dietitians

	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2010 audit	75.4	12.3	7.3	3.9	1.1	0
2012 audit	79.1	12.2	5.1	2.1	1.5	0
2014 audit	79.9	12	4.3	3.3	0	0.5
2016 audit	74.5	14.3	10.8	0	0	0.4
Difference 2012 v 2010	3.7	-0.1	-2.2	-1.8	0.4	0
Difference 2014 v 2012	0.8	-0.2	-0.8	1.2	-1.5	0.5
Difference 2016 v 2014	-5.4	2.3	6.5	-3.3	0	-0.1

This shows that less profiles were accepted in 2016 compared with the previous audit in 2014. More registrants were deferred and voluntarily removed their name from the Register compared with 2014, however there were no instances of registrants not renewing their registration.

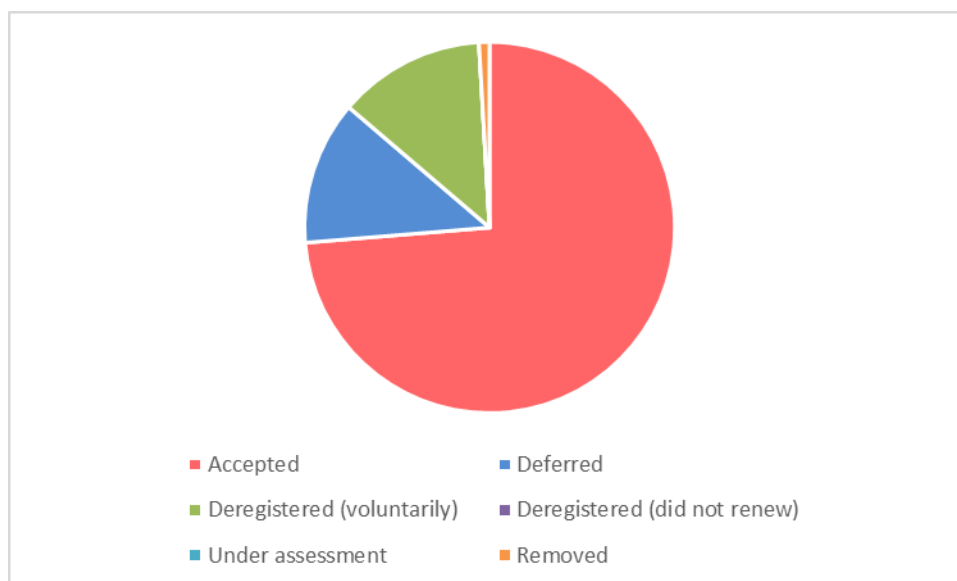
Chiropodists / podiatrists

We selected 2.5 per cent of chiropodists / podiatrists for audit in May 2016.

Table 34: Outcome of chiropodist / podiatrist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	241	73.9
Deferred	41	12.6
Deregistered (voluntarily)	42	12.9
Deregistered (did not renew)	0	0
Under assessment	0	0
Removed	2	0.6
Total	326	100

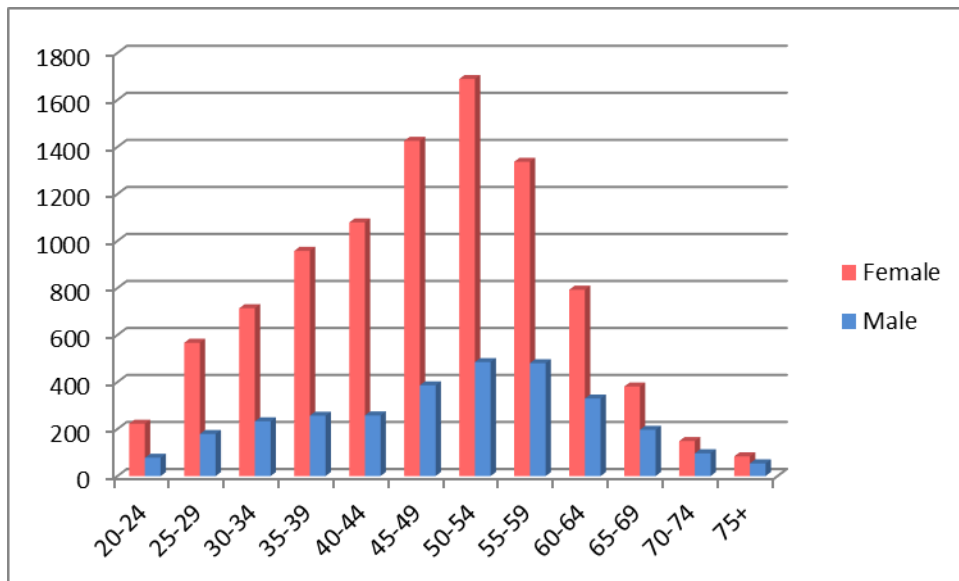
Graph 34: Outcome of chiropodist / podiatrist CPD audit



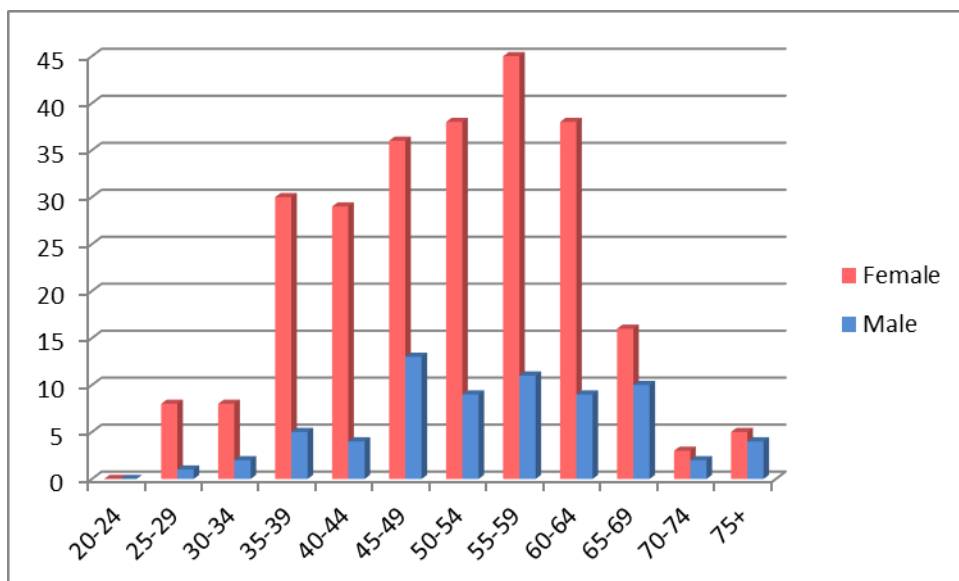
- The average age of those selected for audit was 52 years, compared to an average age of 48 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 76 per cent of those selected were female and 24 per cent were male.
- Approximately one in eight registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of chiropodists / podiatrists selected for audit who requested voluntary deregistration was 62 years. The average age of chiropodists / podiatrists who requested voluntary deregistration in the profession as a whole was also 61 years.
- The average age of chiropodists / podiatrists selected for audit who did not renew their registration was 53 years. The average age of chiropodists / podiatrists who did not renew their registration in the profession as a whole was 48 years.
- Two registrants were removed from the Register. One registrant did not submit a complete profile and one registrant did not respond to a request for further information from the CPD assessors. One registrant appealed the decision.

Graphs 35 and 36 illustrate the age range and gender split of chiropodists / podiatrists as a profession as a whole and those selected for audit.

Graph 35: Age and gender of chiropodists / podiatrists across the whole profession



Graph 36: Age and gender of chiropodists / podiatrists selected for CPD



There were 41 successful deferral requests.

Table 35: Reasons for deferral of chiropodists / podiatrists

Reason for deferral	Number of registrants
Maternity leave	12
Health	13
Family health	6
Domestic situation	6
Bereavement	2
Career Break	1
Employment situation	1

Comparison with previous audit

This was the fifth CPD audit for chiropodists / podiatrists. Their first audit took place in May 2008. The following table compares the results from the five audits.

Table 36: Comparison with previous audits – chiropodists / podiatrists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2008 audit	73.8	10.2	6.3	9.5	0	0.2
2010 audit	75.1	11.8	5.6	4.4	3.1	0
2012 audit	75.8	12.9	5.5	4.6	1.2	0
2014 audit	76.6	13.5	6.8	2.8	0	0.3
2016 audit	73.9	12.6	12.9	0	0	0.6
Difference 2010 v 2008	1.3	1.6	-0.7	-5.1	3.1	-0.2
Difference 2012 v 2010	0.7	1.1	-0.1	0.2	-1.9	0
Difference 2014 v 2012	0.8	0.6	1.3	-1.8	-1.2	0.3
Difference 2016 v 2014	-2.7	-0.9	6.1	-2.8	0	0.3

Less profiles were accepted in 2016 compared with the previous audit in 2014. We also saw a slight reduction in registrants who deferred. There were more registrants who voluntarily removed their name from the Register, however there were no instances of registrants not renewing.

Hearing aid dispensers

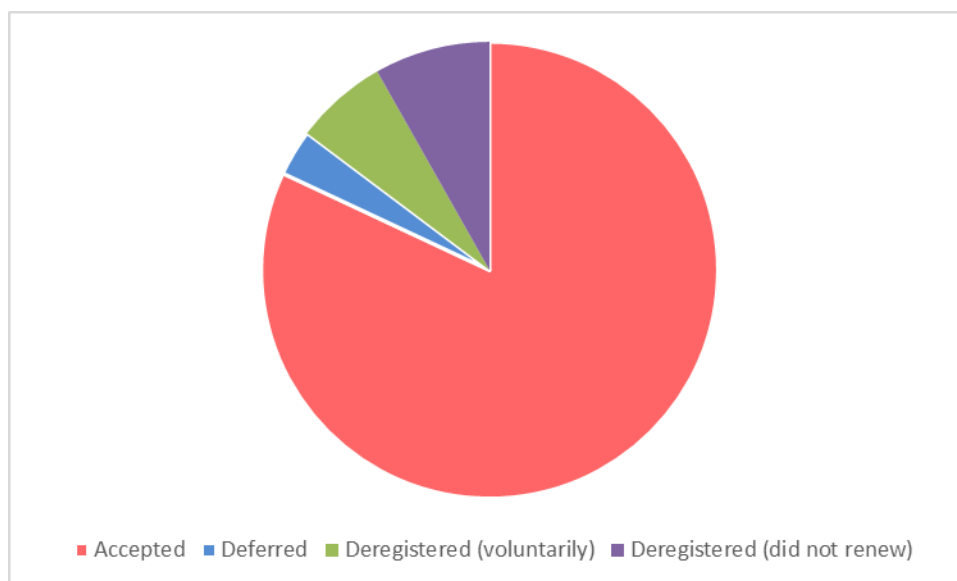
We selected 2.5 per cent of hearing aid dispensers for audit in May 2016.

Table 37: Outcome of hearing aid dispenser CPD audit

Outcome	Number of registrants	% sample
Accepted	50	82
Deferred	2	3.2
Deregistered (voluntarily)	4	6.6
Deregistered (did not renew)	5	8.2
Under assessment	0	0
Removed	0	0

Total **61** **100**

Graph 37: Outcome of hearing aid dispenser CPD audit

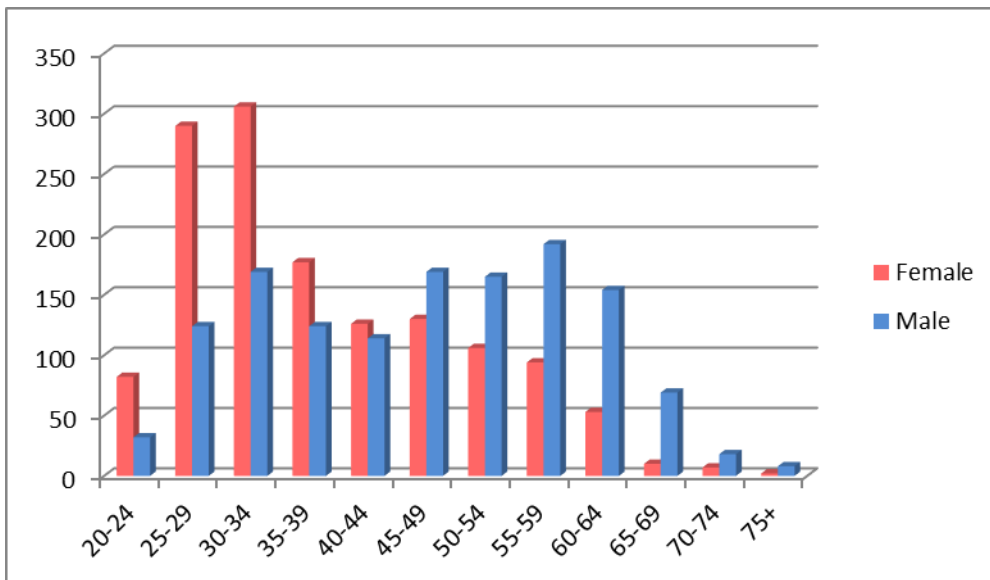


- The average age of those selected for audit was 48 years, compared to an average age of 42 for the profession as a whole.
- 34 per cent of those selected were female and 66 per cent were male. In the profession as a whole, 51 per cent are female and 49 per cent are male.

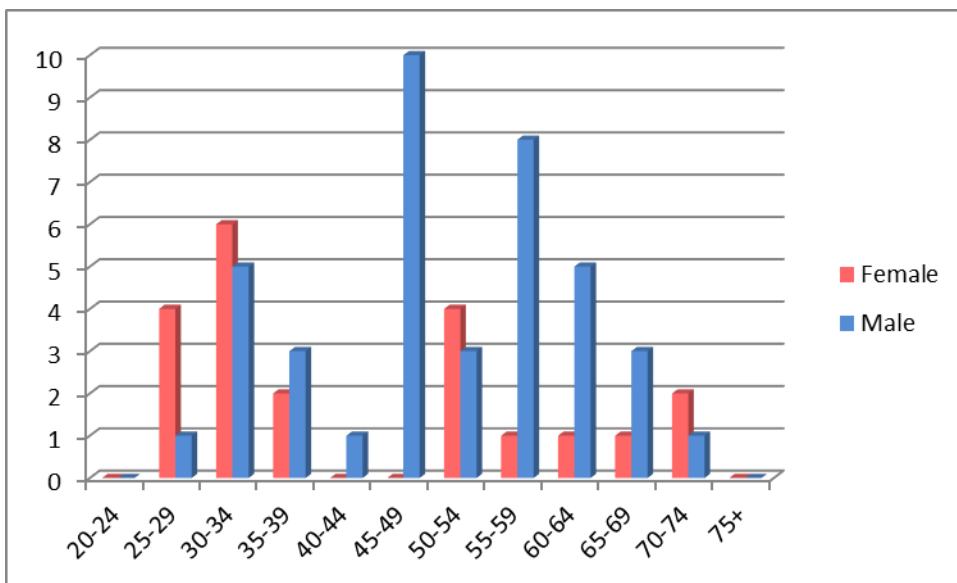
- Approximately one in five registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of hearing aid dispensers selected for audit who requested voluntary deregistration was 56 years. The average age of hearing aid dispensers who did not renew their registration in the profession as a whole was 55 years.
-
- The average age of hearing aid dispensers selected for audit who did not renew their registration was 50 years. The average age of hearing aid dispensers who did not renew their registration in the profession as a whole was 42 years.
-

Graphs 38 and 39 illustrate the age range and gender split of hearing aid dispensers as a profession as a whole and those selected for audit.

Graph 38: Age and gender of hearing aid dispensers across the whole profession



Graph 39: Age and gender of hearing aid dispensers selected for CPD audit



There were 2 successful deferral requests.

Table 38: Reasons for deferral of hearing aid dispensers

Reason for deferral	Number of registrants
Employment Situation	2

Comparison with previous audit

This was the third CPD audit for hearing aid dispensers. The first audit took place in May 2012. The following table compares the results from these three audits.

Table 39: Comparison with previous audits of hearing aid dispensers

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2012 audit	86	0	4.7	7	0	2.3
2014 audit	98	2	0	0	0	0
2016 audit	82	3.2	6.6	8.2	0	0
Difference 2014 v 2012	12	2	-4.7	-7	0	-2.3
Difference 2016 v 2014	-16	1.2	6.6	8.2	0	0

This shows the number of profiles accepted has decreased compared with the previous audit in 2014. However we saw an increase in the number of deferral requests, registrants voluntarily removing their name from the Register and registrants not renewing.

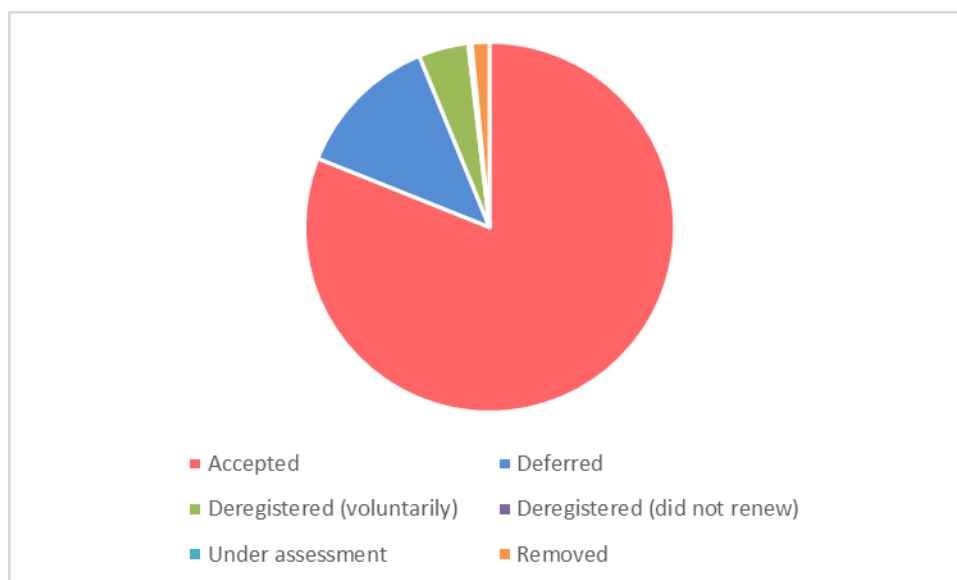
Operating department practitioners

We selected 2.5 per cent of operating department practitioners for audit in September 2016.

Table 40: Outcome of operating department practitioner CPD audit

Outcome	Number of registrants	% sample
Accepted	261	81.1
Deferred	41	12.7
Deregistered (voluntarily)	14	4.3
Deregistered (did not renew)	1	0.3
Under assessment	0	0
Removed	5	1.6
Total	322	100

Graph 40: Outcome of operating department practitioner CPD audit

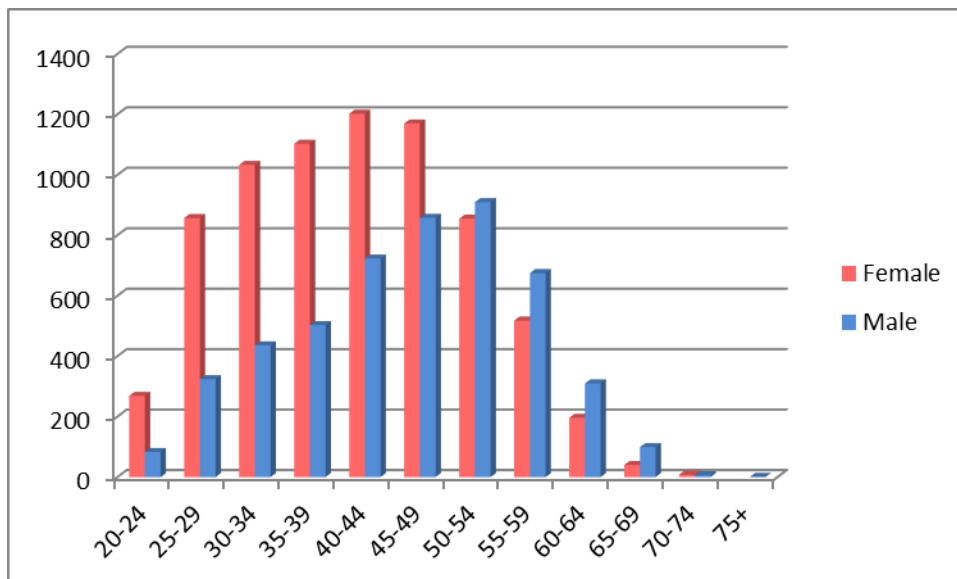


- The average age of those selected for audit was 46 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 62 per cent of those selected were female and 38 per cent were male.

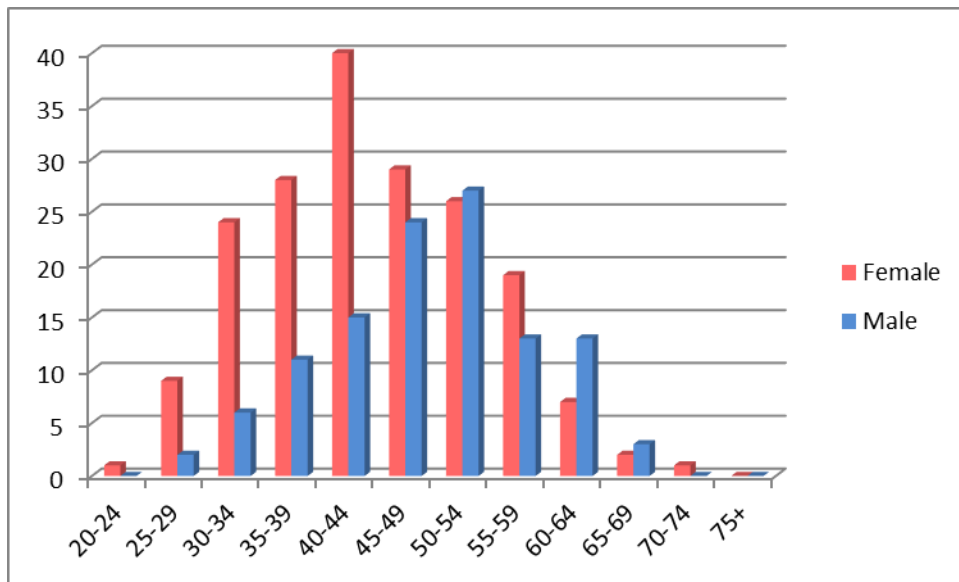
- Approximately one in 21 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 33 registrants across the profession as a whole.
- The average age of operating department practitioners selected for audit who requested voluntary deregistration was 51 years. The average age of operating department practitioners who requested voluntary deregistration in the profession as a whole was 58 years.
- The average age of operating department practitioners selected for audit who did not renew their registration was 53 years. The average age of operating department practitioners who did not renew their registration in the profession as a whole was 50 years.
- Five registrants were removed from the Register for failing to submit their CPD profile despite several requests. One registrant appealed the decision.

Graphs 41 and 42 illustrate the age range and gender split of operating department practitioners as a profession as a whole and those selected for audit.

Graph 41: Age and gender of operating department practitioners across the whole profession



Graph 42: Age and gender of operating department practitioners selected for CPD



There were 41 successful deferral requests.

Table 41: Reasons for deferral of operating department practitioners

Reason for deferral	Number
Maternity leave	14
Health	13
Family Health	8
Bereavement	3
Academic study	1
Domestic situation	1
Employment situation	1

Comparison with previous audit

This was the fifth CPD audit for operating department practitioners. Their first audit took place in 2008. The following table compares the results from the five audits.

Table 42: Comparison with previous audits of operating department practitioners

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2008 audit	78.9	10.4	2.6	3.6	2.8	1.7
2010 audit	71.3	10.9	2.7	5	9.3	0.8
2012 audit	78.4	13	2.2	3.2	3.2	0
2014 audit	80.7	10.7	3.7	4.3	0	0.6
2016 audit	81.1	12.7	4.3	0.3	0	1.6
Difference 2010 v 2008	-7.6	0.5	0.1	1.4	6.5	-0.9
Difference 2012 v 2010	7.1	2.1	-0.5	-1.8	-6.1	-0.8
Difference 2014 v 2012	2.3	-2.3	1.5	1.1	-3.2	0.6
Difference 2016 v 2014	0.4	2	0.6	-4	0	1

This shows the number of operating department practitioner profiles that were accepted has slightly increased between 2014 and 2016 audit. There was also an increase in deferral requests and registrants voluntarily removing their names from the Register. Registrants not renewing has decreased compared to 2014.

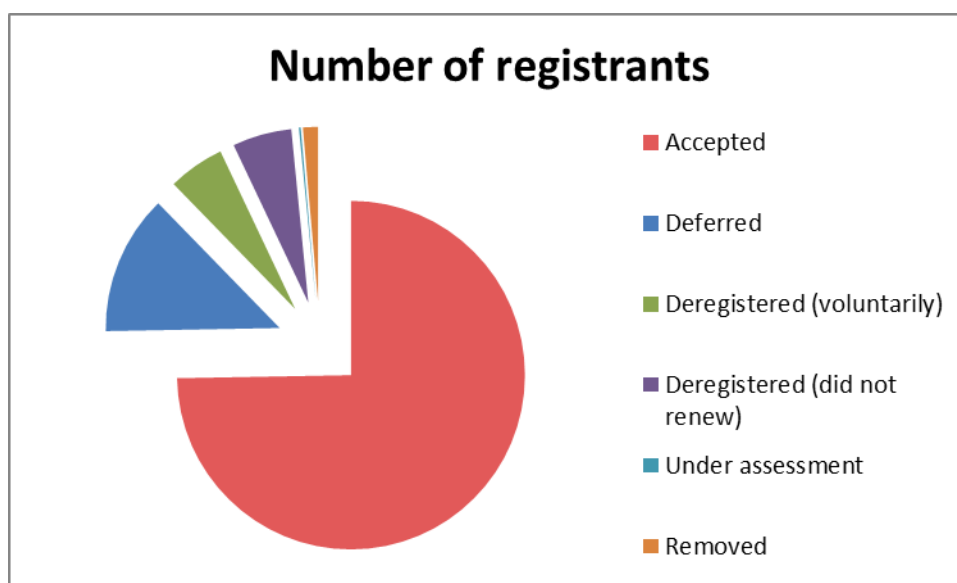
Social workers in England

We selected 2.5 per cent of social workers in England for audit in September 2016.

Table 43: Outcome of social worker CPD audit

Outcome	Number of registrants	% of registrants
Accepted	1767	74.8
Deferred	307	12.9
Deregistered (voluntarily)	124	5.2
Deregistered (did not renew)	130	5.5
Under assessment	4	0.2
Removed	33	1.4
Total	2365	100

Graph 43: Outcome of social worker CPD audit

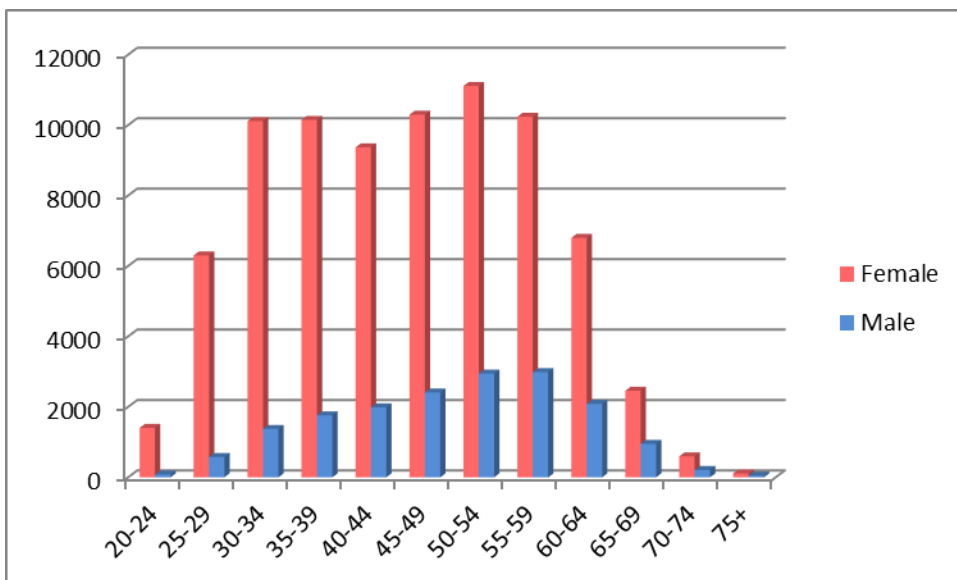


- The average age of those selected for audit was 49 years, compared to an average age of 46 for the profession as a whole.
- 81 per cent of those selected were female and 19 per cent were male. In the profession as a whole, 82 per cent are female and 18 per cent are male.

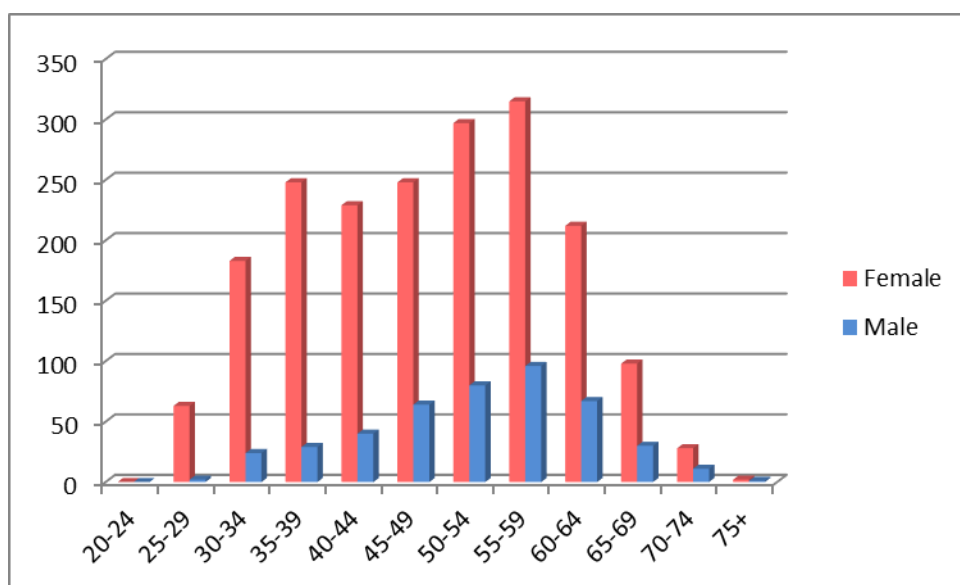
- Approximately one in 9 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 14 registrants across the profession as a whole.
- The average age of social workers selected for audit who requested voluntary deregistration was 59 years. The average age of social workers who requested voluntary deregistration in the profession as a whole was also 59 years.
- The average age of social workers selected for audit who did not renew their registration was 56 years. The average age of social workers who did not renew their registration in the profession as a whole was 53 years.
- Thirty three registrants were removed from the Register. Twenty four of those registrants failed to submit a complete CPD profile and eight failed to submit further information despite several requests. One registrant failed to meet the CPD standards. Eight of those registrants appealed the decision.

Graphs 44 and 45 illustrate the age range and gender split of social workers as a profession as a whole and those selected for audit.

Graph 44: Age and gender of social workers across the whole profession



Graph 45: Age and gender of social workers selected for CPD audit



There were 307 successful deferral requests.

Table 44: Reasons for deferral of social workers

Reason for deferral	Number of registrants
Maternity leave	108
Health	114
Family health	21
Adoption Leave	2
Employment situation	17
Career break / travel	7
Domestic situation	11
Academic study	7
Bereavement	20

Comparison with previous audits

This was the second CPD audit for this profession. The first audit took place in September 2014

Table 45: Comparison with previous audits of social workers in England

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2014 audit	78.6	10.3	5.7	4.6	0.5	0.3
2016 audit	74.8	12.9	5.2	5.5	0.2	1.4
Difference 2016 v 2014	-3.8	2.6	-0.5	0.9	-0.3	1.1

This shows the number of social workers in England profiles that were accepted has decreased between 2014 and 2016 audit. There was an increase in deferral requests and a slight decrease in registrants voluntarily removing their names from the Register. Registrants not renewing has increased compared to 2014.

Practitioner psychologists

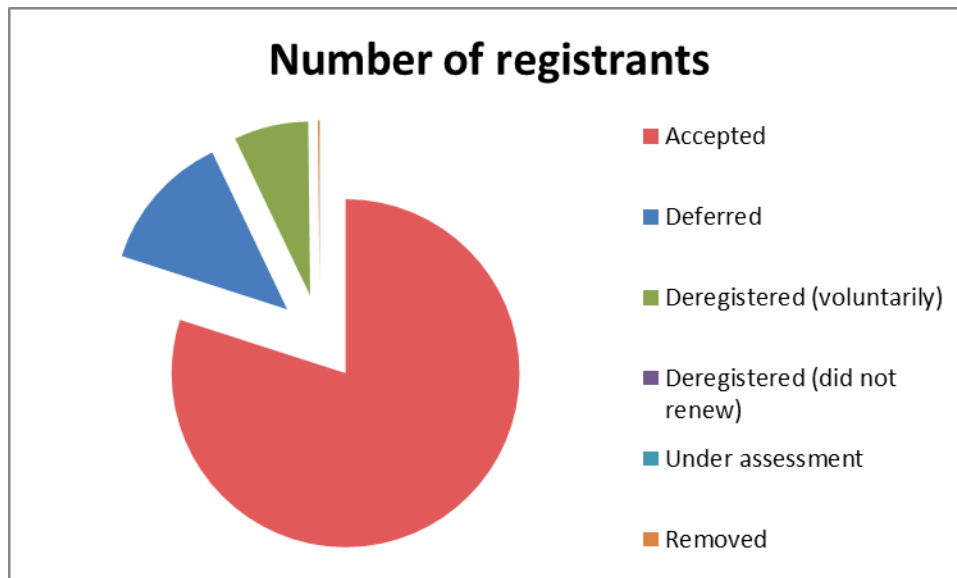
We selected 2.5 per cent of practitioner psychologists for audit in March 2017.

Table 46: Outcome of practitioner psychologist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	451	80
Deferred	73	12.9
Deregistered (voluntarily)	39	6.9
Deregistered (did not renew)	0	0
Under assessment	0	0
Removed	1	0.2

Total **564** **100**

Graph 46: Outcome of practitioner psychologist CPD audit

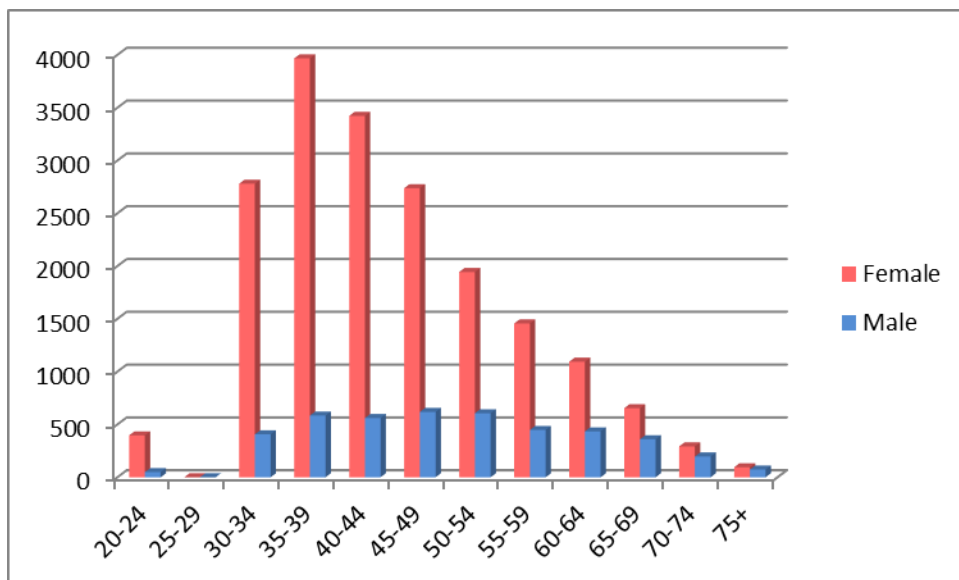


- The average age of those selected for audit was 48 years, compared to an average age of 45 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 81 per cent of those selected were female and 19 per cent were male.

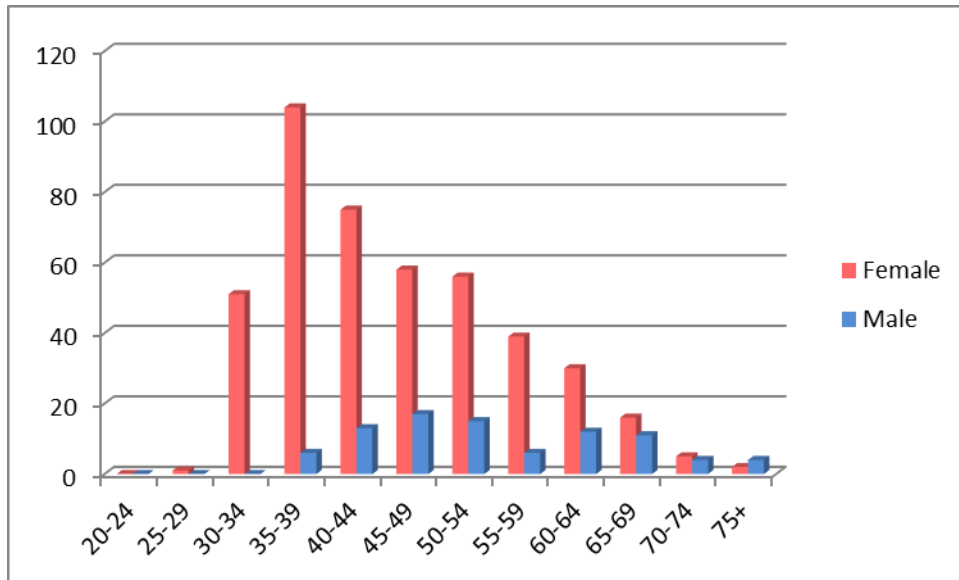
- Approximately one in 14 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 25 registrants across the profession as a whole.
- The average age of practitioner psychologists selected for audit who requested voluntary deregistration was 59 years. The average age of practitioner psychologists who requested voluntary deregistration in the profession as a whole was also 61 years.
- No practitioner psychologists selected for audit did not renew their registration. The average age of practitioner psychologists who did not renew their registration in the profession as a whole was 54 years.
- One registrant was removed from the Register for failing to submit a complete CPD profile despite several requests. The registrant appealed the decision.

Graphs 47 and 48 illustrate the age range and gender split of practitioner psychologists as a profession as a whole and those selected for audit.

Graph 47: Age and gender of practitioner psychologists across the whole profession



Graph 48: Age and gender of practitioner psychologists selected for CPD audit



There were 73 successful deferral requests.

Table 46: Reasons for deferral of practitioner psychologists

Reason for deferral	Number of registrants
Maternity leave	44
Bereavement	4
Career break / travel	1
Health	14
Family health	5
Employment situation	3
Academic study	1
Domestic situation	1

This was the third CPD audit for practitioner psychologists. The first audit took place in 1 March 2013. The following table compares the results from these three audits.

Table 48: Comparison with previous audits of practitioner psychologists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2013 audit	83.8	8.1	3.7	1.5	2.9	0
2015 audit	83	10.1	4.2	2.3	0.2	0.2
2017 Audit	80	12.9	6.9	0	0	0.2
Difference 2015 v 2013	-0.8	2	0.5	0.8	-2.7	0.2
Difference 2017 v 2015	-3	2.8	2.7	-2.3	-0.2	0

This shows the number of practitioner psychologist profiles accepted were fewer than the previous audit. There was an increase in the number of successful deferral requests.

Table 48: Summary of audit results (percentages)

Profession	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed	Total
Arts therapists	78.1	4.2	8.3	9.4	0.0	0.0	100
Biomedical scientists	78.3	8.8	7.2	4.9	0.0	0.7	100
Chiropodists / podiatrists	73.9	12.6	12.9	0.0	0.0	0.6	100
Clinical scientists	85.7	9.0	4.5	0.8	0.0	0.0	100
Dietitians	74.5	14.3	10.8	0.0	0.0	0.4	100
Hearing aid dispensers	82.0	3.2	6.6	8.2	0.0	0.0	100
Occupational therapists	78.0	14.8	4.7	2.3	0.0	0.2	100
Operating department practitioners	81.1	12.7	4.3	0.3	0.0	1.6	100
Orthoptists	91.2	5.8	3	0	0	0	100
Paramedics	85.2	7.7	3.8	3.0	0.3	0	100
Physiotherapists	79.9	11.9	5.3	2.3	0.1	0.5	100
Practitioner psychologists	80	12.9	6.9	0.0	0.0	0.2	100
Prosthetists / orthotists	80	12	4	4	0	0	100
Radiographers	84.7	8.9	3.9	2.4	0.0	0.1	100

Social workers in England	74.8	12.9	5.2	5.5	0.2	1.4	100
Speech and language therapists	80.9	12.5	5	1.6	0	0	100

Table 49: Summary of deferral reasons (percentages)

Profession	Maternity leave	Health	Family health	Domestic situation	Employment situation	Bereavement	Career break / travel	Academic study	Adoption Leave	Total
Arts therapists	50	0	25	0	0	25	0	0	0	100.0
Biomedical scientists	38	32	10	0	10	2	8	0	0	100.0
Chiropodists / podiatrists	29.3	31.7	14.6	14.6	2.4	4.9	2.4	0	0	100.0
Clinical scientists	75	8.3	8.3	0	0	0	0	8.3	0	100.0
Dietitians	68.8	18.8	6.3	0	0	0	6.3	0	0	100.0
Hearing aid dispensers	0	0	0	0	100	0	0	0	0	100.0
Occupational therapists	46.7	20	12.6	3	3	4.4	8.9	1.5	0.7	100.0
Operating department practitioners	34.1	31.7	19.5	2.4	2.4	7.3	0	2.4	0	100.0
Orthoptists	50	50	0	0	0	0	0	0	0	100.0
Paramedics	19.5	39	22	4.9	2.4	4.9	2.4	4.9	0	100.0
Physiotherapists	56.2	14.4	7.8	5.2	2.6	7.2	4.6	2.0	0	100.0
Practitioner psychologists	60.3	19.2	6.8	1.4	4.1	5.5	1.4	1.4	0	100.0
Prosthetists / orthotists	33.3	0	0	33.3	33.3	0	0	0	0	100.0
Radiographers	52.2	21.7	4.3	1.4	2.9	4.3	5.8	7.2	0	100.0
Social workers in England	35.2	37.1	6.8	3.6	5.5	6.5	2.3	2.3	0.7	100.0
Speech and language therapists	59.6	21.3	4.3	2.1	2.1	8.5	2.1	0	0	100.0

Overall audit summary

This report looks at the outcomes of the CPD audits for all 16 professions that we regulate, which took place 2015–17. This includes social workers in England who we audited for the second time. We audited chiropodists / podiatrists and operating department practitioners for the fifth time. While, we audited all other professions for the third or fourth time.

In this section, we provide a summary of the outcomes of the audits across the 16 professions covered by this report, identifying possible trends and suggesting potential explanations for them.

In our previous four reports (covering 2008–9, 2009–10, 2011-13 and 2013-15 respectively), we made the following observations.

- The majority of registrants successfully completed their CPD audit, with most CPD profiles accepted after their first assessment.
- Those who requested voluntary deregistration after being selected for audit were generally in the 50+ age group.

Those observations remain the case throughout the audits. We, again, noticed an increase in the number of registrants whose profiles were accepted as submitted, without the need for them to submit further information to the assessors. Our assessors also noted an improvement in the quality of the profiles being submitted. This suggests the guidance provided by us is helping registrants to complete their CPD profiles in a way that demonstrates they meet the CPD standards.

Further guidance is available on the HCPC website, which includes several videos which explain the different stages of the CPD process. We also ran a consultation on the information provided in our guidance ‘Continuing professional development and your registration’ and made changes to the information in this document. We continue to work on ensuring all information communicated and correspondence is up to date.

We found that updating our guidance and information has continued to contribute to fewer registrants being asked to submit further information and helps registrants to understand our CPD standards. In this audit report the number of profiles still under assessment has reduced in total compared to the previous audit.

In our 2008–9 report, we noticed that in each of the professions, the proportion of registrants selected for CPD audit who did not renew their registration or voluntarily deregistered was higher than for the profession as a whole. In contrast to this, our

2009–10 report found no clear trend in the data between selection for CPD audit and the likelihood of a registrant not renewing or voluntarily deregistering.

In the 2011-13 report, twelve out of the fifteen professions covered had a higher proportion of registrants selected for CPD audit who did not renew or voluntarily deregistered compared to the profession as a whole. For two professions (speech and language therapists and hearing aid dispensers) the rate of non-renewal or voluntary deregistration is in line with the profession as a whole. Only one profession, practitioner psychologists, had a higher rate of non-renewal or voluntary deregistration across the profession as a whole as compared to those selected for audit.

In the 2013-15 report, 14 out of the 16 professions covered had a higher proportion of registrants selected for CPD audit who did not renew or voluntarily deregistered compared to the profession as a whole. For one profession (speech and language therapists) the rate of non-renewal or voluntary deregistration is in line with the profession as a whole. The remaining profession (hearing aid dispensers) had no registrants selected for CPD who did not renew or who voluntarily deregistered.

Out of the 16 professions included in this report, we have audited all professions at least twice. Seven of these professions saw an increase in the number of profiles accepted compared to their previous audit and one remained the same. The eight professions that saw a decrease in the number of profiles accepted all saw an increase in either the number of deferrals or number of registrants who voluntarily deregistered.

We have again included information in this report about the age profile of those in each profession requesting voluntary deregistration. This shows that the majority were in the over 50 age range, as was the case in our previous three reports. This trend suggests that those registrants are retiring from their profession.

Deferrals

The rate of deferral varied across the professions. The average deferral rate across all 16 professions was 10.3 per cent, which is slightly more than the previous audit.

The lowest deferral rate was amongst hearing aid dispensers (3.2%). The highest deferral rate was amongst occupational therapists (14.8%). In the previous report occupational therapists were still the highest rate. The most common reasons for deferring were being, or having been, on maternity leave or health issues which meant the registrant was unable to complete their CPD profile.

Voluntary deregistration and non-renewal

Voluntary deregistration rates varied across the professions. The overall average voluntary deregistration rate for those selected for audit was 6.1 per cent. This was an increase compared to the previous report which saw 5.5 per cent request voluntary deregistration. Orthoptists had the lowest rate for voluntary deregistration at 3 per cent. Chiropodists and podiatrists had the highest rate (12.9%), although they were one of the smaller professions on our Register, so the numbers involved were smaller.

A lower rate of 2.8 per cent of those selected for audit across all professions did not renew their registration. This was a slight decrease compared to the previous report, which saw 3.3 per cent of those selected not renewing their registration. No dietitians, chiropodists and podiatrist, practitioner psychologists and orthoptists selected for audit failed to renew their registration. The highest rate was for arts therapists (9.4%). Again, this is also one of the smaller professions on our Register so the numbers involved were very small.

Under assessment

There are a very small number of registrants whose profiles remain 'under assessment' and only from three professions (paramedics, physiotherapists and social workers).

There is a number of different reasons why some registrants are still listed as being 'under assessment'. This includes a small number of registrants who did not renew their registration before the renewal deadline but who have subsequently been readmitted to the Register. If a registrant who has been selected for CPD audit chooses to deregister or not renew their registration but then applies for readmission within two years, they will provide a profile or be included in the next CPD audit.

It also includes one registrant who had become the subject of a fitness to practise investigation after they were selected for CPD audit. In those cases, the CPD process is suspended until any fitness to practise investigation or proceedings have concluded.

Removals

We removed only 0.63 per cent (55 registrants) of those selected for audit from the Register. This percentage is a slight increase compared to the previous audit, which

saw 22 registrants (0.3 %) of those selected for audit being removed from the Register.

Those decisions were made because they had failed to submit either a CPD profile or further information in support of their profile. In each case we would have given them several opportunities to comply before the decision was taken to remove them from the Register. We removed two registrants because we assessed their profiles as not meeting the standards.

Appeals

Twelve registrants appealed during the period covered by this report. In all cases the registrants either failed to submit their CPD profile (or further information) to us in time or had not met the CPD standards. We allowed five appeals as the registrants either submitted further information or a profile to be assessed. We dismissed three appeals and one appeal was remitted to the Education and Training Committee (ETC), whilst three registrants withdrew their appeals.

Conclusion

Our initial analysis is that there were no significant differences between the outcomes in different professions. Some professions have seen an improvement in the percentage of CPD profiles that were accepted compared to previous audits and others have seen a reduction, with one profession remaining the same.

Approximately 75– 85 per cent of CPD profiles submitted for audit were accepted, and there was what appears to be a random fluctuation in the numbers of registrants in each profession deferring their audit or voluntarily deregistering.

As in the case of our previous four CPD audit reports, the majority of registrants who requested voluntary deregistration were in the over 50 age range. This trend seems to indicate that those registrants are retiring from their profession. There was a lower rate across all professions who did not renew their registration compared to the previous report.

The majority of profiles continue to demonstrate links between ongoing learning and benefits to practice and service users. The quality of the CPD profiles we have seen so far is high and continues to improve with each round of audits. This shows the commitment that registrants have to maintaining their CPD portfolios through a broad range of activities.

We hope that you found this report informative. We are committed to implementing a process for CPD that is valuable and fair to registrants.

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Further information

The following publications are available from our website at www.hcpc-uk.org/resources/

- Continuing professional development and your registration
- How to complete your continuing professional development profile

A number of audio-visual presentations relating to the CPD standards and audit process are available on our website at www.hcpc-uk.org/cpd/

Sample profiles can be downloaded in the registrant section of our website at www.hcpc-uk.org/cpd/cpd-audits/completing-a-cpd-profile/

The following consultations are available from our website at www.hcpc-uk.org/news-and-events/consultations/

- Continuing Professional Development – Consultation paper
- Continuing Professional Development – Key decisions
- Consultation on an amendment to the Health Professions Council Standards for Continuing Professional Development

You can find more information on the CPD professional liaison group (PLG) on our website at www.hcpc-uk.org/about-us/who-we-are/committees/plg/

The Health and Social Work Professions Order 2001 is available on our website at www.hcpc-uk.org/resources/