

Education and Training Committee 25 September 2008

Continuing professional development (CPD) progress review

Executive summary and recommendations

Introduction

Since January 2007 the CPD project has been managed by Claire Reed (HPC Project Manager) and the project led by Richard Houghton (Head of Registration), with Greg Ross-Sampson (Director of Operations) responsible for the overall sponsorship of the project.

The attached document provides an update and statistical information relating to the CPD process.

Decision

The Committee is requested to note this document. No decision is required.

Background information

There has been a considerable amount of work undertaken since the paper submitted on 26 March 2008:

- The CPD Communications Manager is now a full-time permanent position within the Communications Directorate. The CPD Communications Manager primarily delivers talks on CPD to registrants, and has undertaken 80 talks since commencing the appointment in October 2007, having spoken to over 4400 registrants in total so far. Work has also been undertaken with professional bodies to ensure that they understand our standards and audit process so that they are ready to deal with members' queries. Initially priority is being given to chiropodists / podiatrists and operating department practitioners as these are the first two professions to be audited.
- The first CPD assessor training was delivered and 22 assessors were trained.
- The audit notifications were sent at the beginning of May 2008 to 650 chiropodists / podiatrists.
- The audit notifications were sent at the beginning of September 2008 to 470 operating department practitioners.
- The first five CPD assessment days have been held during July and August 2008.

Resource implications

Nil

Financial implications

Nil

Appendices

Appendix A – Table 1 Breakdown by route to Register of those registrants randomly selected for CPD

Appendix B - Table 2 CPD audit status

Appendix C - Table 3 CPD deferral reasons

Appendix D - Table 4 Analysis of registrants selected for CPD who have voluntary deregistered

Appendix E - Table 5 Analysis of registrants selected for CPD who have lapsed

Appendix F - Table 6 Analysis of registrants selected for CPD who have lapsed or voluntary deregistered

Appendix G - Table 7 Analysis of physiotherapists who have lapsed or voluntary deregistered

Appendix H – Graph All registrants selected for CPD audit by age range

Appendix I - Graph Age range of chiropodists selected for CPD audit and lapsed

Appendix J - Graph Age range of chiropodists selected for CPD audit and voluntary deregistered

Background papers

1. Continuing professional development and your registration brochure
2. Your guide to our standards for continuing professional development brochure
3. Continuing Professional Development – Consultation paper
4. Continuing Professional Development – Key decisions
5. CPD Process Decision, June 2007, Education and Training Committee paper
6. Continuing professional development assessors' day report, September 2007, Education and Training Committee paper
7. Continuing professional development (CPD) assessment fee and process approach, September 2007, Education and Training Committee paper
8. Continuing professional development (CPD) assessment fee, November 2007, Finance and Resources Committee paper
9. Continuing professional development (CPD) progress review, March 2008, Education and Training Committee paper

Date of paper

9 September 2008

2

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Continuing professional development (CPD) progress review

Introduction

The first profession to be audited for CPD were the chiropodists / podiatrists and 650 audit notifications were sent at the beginning of May 2008, which represents a 5% sample of the total number of chiropodists / podiatrists on the Health Professions Council (HPC) Register. The 650 registrants were randomly selected, from the total number of chiropodists / podiatrists on the Register, by the registration system computer software. HPC employees are unable to alter the audit sample in any way once it has been made.

Application route

The table in Appendix A provides details of the application route onto the Register for those individuals selected for CPD audit.

There are three ways of getting onto our Register:

UK Approved course

By successfully completing a qualification approved by us as leading to registration.

International

Applicants who have qualified outside of the United Kingdom can apply to us via this route. The education, training and experience of the applicant is assessed to determine whether the standards for registration have been met.

Grandparenting

The Health Professions Order 2001 ('the Order') established the legal basis for the transitional arrangements for registration known as 'grandparenting'. The requirements for grandparenting were contained within Article 13 of the order. Article 13(1) provided that the transitional arrangements apply to a person:

'(a) who is not registered on the date of coming into force of an order made under article 6 (1) which relates to his profession and who has never been registered under the 1960 Act or this Order; but

(b) who within the period of two years beginning with the date mentioned in sub-paragraph (a) ("the relevant period"), applies for admission to the Register under article 9(1).'

The legislation therefore limited the transitional arrangements to those who had not previously been registered by the Council for Professions Supplementary to Medicine (CPSM) or the HPC and who applied for registration within a two-year period from the opening of the Register.

The legislation further provided that there were two 'entry routes' for registration:

Article 13(2) provided that:

'A person to whom this article applies shall be treated as satisfying the requirements of article 9(2)(a) if he satisfies the Education and Training Committee, following any test of competence as it may require him to take –

- a) that for a period of at least three out of the five years immediately proceeding the date mentioned in paragraph (1)(a) or its equivalent on a part time basis, he has been wholly or mainly engaged in the lawful, safe and effective practice of the profession in respect to which he wishes to be registered; or
- b) that he has not so practised but has undergone in the United Kingdom or elsewhere such additional training and experience as satisfies the Council that he has the requisite standard of proficiency for admission to the part of the Register in respect of which he is applying.'

The provisions of articles (a) and (b) were known as 'route A' and 'route B'.

Overall analysis

Of the original 650 chiropodists / podiatrists randomly selected, 103 of those selected either voluntarily deregistered or lapsed from the Register. Currently 377 profiles have been successfully assessed and 58 are in the process of assessment whilst we await further information from the registrant to complete the assessment. There are 41 profiles that are currently awaiting assessment and these will be assessed at the next assessment day on 19 September 2008. HPC has approved 50 requests for deferral and Appendix C details the reasons for deferral. Currently HPC has had no written contact from 21 registrants. Appendix B includes a table which details all of the above CPD statuses and provides a percentage comparison of all those selected for CPD.

Analysis of chiropody / podiatry registrants selected for CPD who voluntarily deregistered

Currently there are 41 registrants that were selected for CPD who later voluntarily deregistered from Register. The figures displayed in Appendix D provide details of the route onto the Register for this group and makes comparison with individuals who voluntarily deregistered in 2006 and 2008. The figures indicate that whilst 37.14% of the total number of chiropodists / podiatrists who voluntarily deregistered in 2008, entered the Register via grandparenting route A, this figure increased to 78.05% of the total number who voluntarily deregistered, when selected for CPD, and entered the Register via grandparenting route A. However, upon further investigation 77.84% of those randomly selected for CPD applied to the Register

4

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via the grandparenting route and they only represent 29.18% of the total number of chiropodists / podiatrists on the Register, so the sample affects the overall results.

When reviewing the figures in Appendix D it is noted that 17.07% of those selected for CPD who voluntary deregistered, and entered the Register via the UK application route compares favourably with the total number that voluntary deregistered in 2008 and 2006. However, this figure is distorted as only 21.54% of those selected for CPD applied via the UK application route and they represent 70.04% of the total number of chiropodists / podiatrists on the Register.

Analysis of chiropody / podiatry registrants selected for CPD who lapsed

Currently there are 62 registrants that were selected for CPD who later lapsed from the Register. The figures displayed in Appendix E provides details of the route onto the Register for this group and makes comparison with individuals who lapsed in 2006 and 2008. The figures indicate that whilst 22.13% of the total number of chiropodists / podiatrists who lapsed in 2008 entered the Register via grandparenting route A, this figure increased to 66.13% of the total number who lapsed, when selected for CPD, and entered the Register via grandparenting route A. Again, this figure is distorted by the high percentage of registrants, who applied via the grandparenting route, that were selected for CPD audit.

When reviewing the figures in Appendix E it is noted that 19.35% of those selected for CPD who lapsed, and entered the Register via the UK application route compares favourably with the total number that lapsed in 2006 and 2008. However, this figure is distorted as a result of the low percentage of registrants who applied via the UK application route that were selected for CPD audit.

Appendix F provides an analysis of registrants selected for CPD who have lapsed or voluntary deregistered and for comparison purposes Appendix G gives details of those physiotherapists who have lapsed or voluntary deregistered in 2006 and 2008.

Age range of chiropodists / podiatrists selected for CPD audit who either lapsed or voluntary deregistered

Appendices H, I and J provide details of the above for information and discussion by the Committee.

Appendix A

Table 1 Breakdown by route to Register of those registrants randomly selected for CPD

Route to Register	Number	% of total
Grandparenting A	405	62.31%
Grandparenting B	83	12.77%
International	4	0.61%
UK	140	21.54%
Total	650	

Note: 18 GP records not tagged by route.

6

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Appendix B

Table 2 CPD audit status

Total CPD audit notifications	CPD profiles successfully assessed	% of total	Currently in assessment process	% of total	CPD profiles received and awaiting assessment	% of total	Deferral requests approved	% of total	Registrants who have made no contact	% of total	Voluntary deregistered or lapsed	% of total
650	377	58	58	8.92	41	6.31	50	7.69	21	3.23	103	15.85

Appendix C

Table 3 CPD deferral reasons

Deferral reason	Number
Personal illness / accident	17
Family illness / commitments	13
Maternity	10
Relationship breakdown	5
Bereavement	2
Career break / travel	2
Other	1
Total	50

Appendix D

Table 4 Analysis of registrants selected for CPD who have voluntary deregistered

Route to Register	Total No of chiropodists / podiatrists who voluntary deregistered in 2006	% of total number of chiropodists / podiatrists on the Register who voluntary deregistered in 2006	Total No of chiropodists / podiatrists who voluntary deregistered in 2008	% of total number of chiropodists / podiatrists on the Register who voluntary deregistered in 2008	Total No of chiropodists / podiatrists selected for CPD who voluntary deregistered	% of total number of chiropodists / podiatrists selected for CPD who voluntary deregistered
Grandparenting A	22	16.30	117	37.14	32	78.05
Grandparenting B	2	1.48	22	6.99	2	4.88
International	2	1.48	0	0	0	0
UK	109	80.74	176	55.87	7	17.07
Total	135	100	315	100	41	100

Appendix E

Table 5 Analysis of registrants selected for CPD who have lapsed

Route to Register	Total No of chiropodists / podiatrists who lapsed in 2006	% of total number of chiropodists / podiatrists on the Register who lapsed 2006	Total No of chiropodists / podiatrists who lapsed 2008	% of total number of chiropodists / podiatrists on the Register who lapsed in 2008	Total No of chiropodists / podiatrists selected for CPD who lapsed	% of total number of chiropodists / podiatrists selected for CPD who lapsed
Grandparenting A	112	11.68	208	22.13	41	66.13
Grandparenting B	23	2.40	49	5.21	6	9.68
International	60	6.26	56	5.96	3	4.84
UK	764	79.66	627	66.70	12	19.35
Total	959	100	940	100	62	100

Appendix F

Table 6 Analysis of registrants selected for CPD who have lapsed or voluntary deregistered

Route to Register	Total No of chiropodists / podiatrists who lapsed or voluntary deregistered in 2006	% of total number of chiropodists / podiatrists on the Register who lapsed or voluntary deregistered 2006	Total No of chiropodists / podiatrists who lapsed or voluntary deregistered 2008	% of total number of chiropodists / podiatrists on the Register who lapsed or voluntary deregistered in 2008	Total No of chiropodists / podiatrists selected for CPD who lapsed or voluntary deregistered	% of total number of chiropodists / podiatrists selected for CPD who lapsed or voluntary deregistered
Grandparenting A	134	12.25	325	25.90	73	70.87
Grandparenting B	25	2.28	71	5.66	8	7.77
International	62	5.67	56	4.46	3	2.91
UK	873	79.80	803	63.98	19	18.45
Total	1094	100	1255	100	103	100

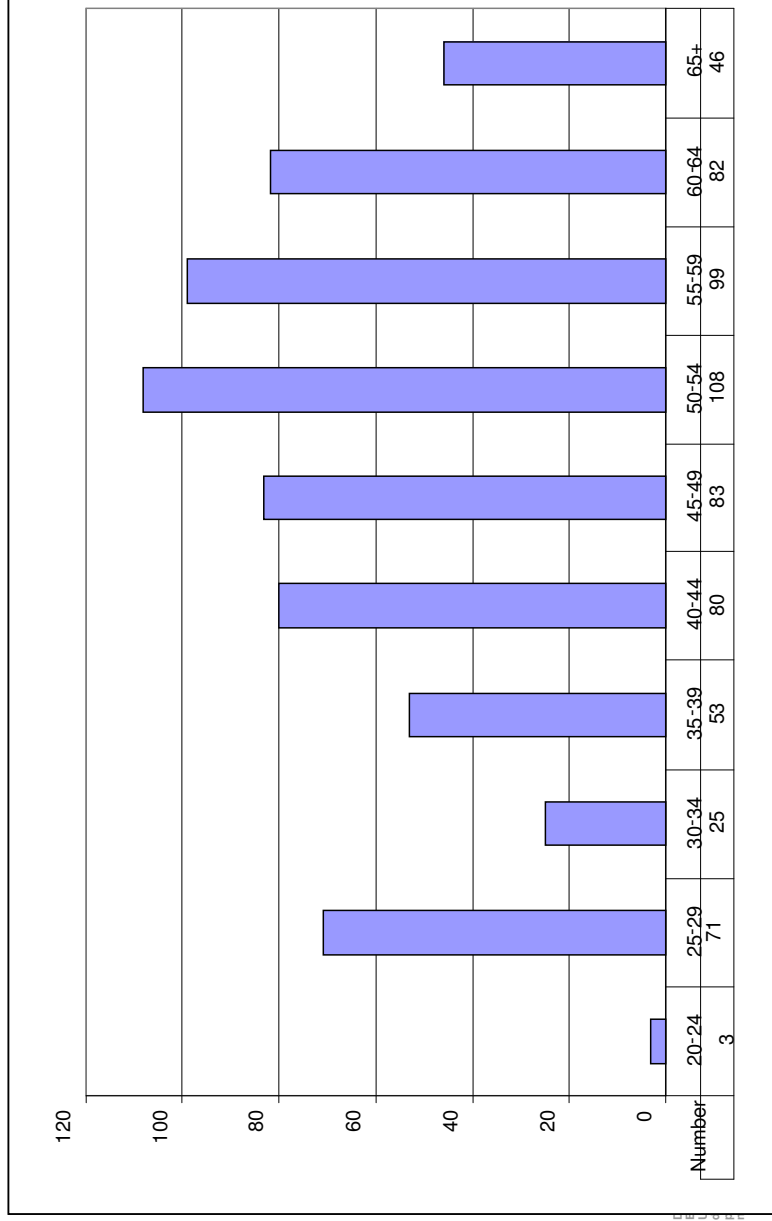
Appendix G

Table 7 Analysis of physiotherapists who have lapsed or voluntary deregistered

Route to Register	Total No of physiotherapists who lapsed or voluntary deregistered in 2006	% of total number of physiotherapists on the Register who lapsed or voluntary deregistered 2006	Total No of physiotherapists who lapsed or voluntary deregistered 2008	% of total number of physiotherapists on the Register who lapsed or voluntary deregistered in 2008
Grandparenting A	5	0.14	12	0.29
Grandparenting B	1	0.03	3	0.07
International	1354	37.19	1570	38.31
UK	2281	62.64	2514	61.33
Total	3641	100	4099	100

Appendix H

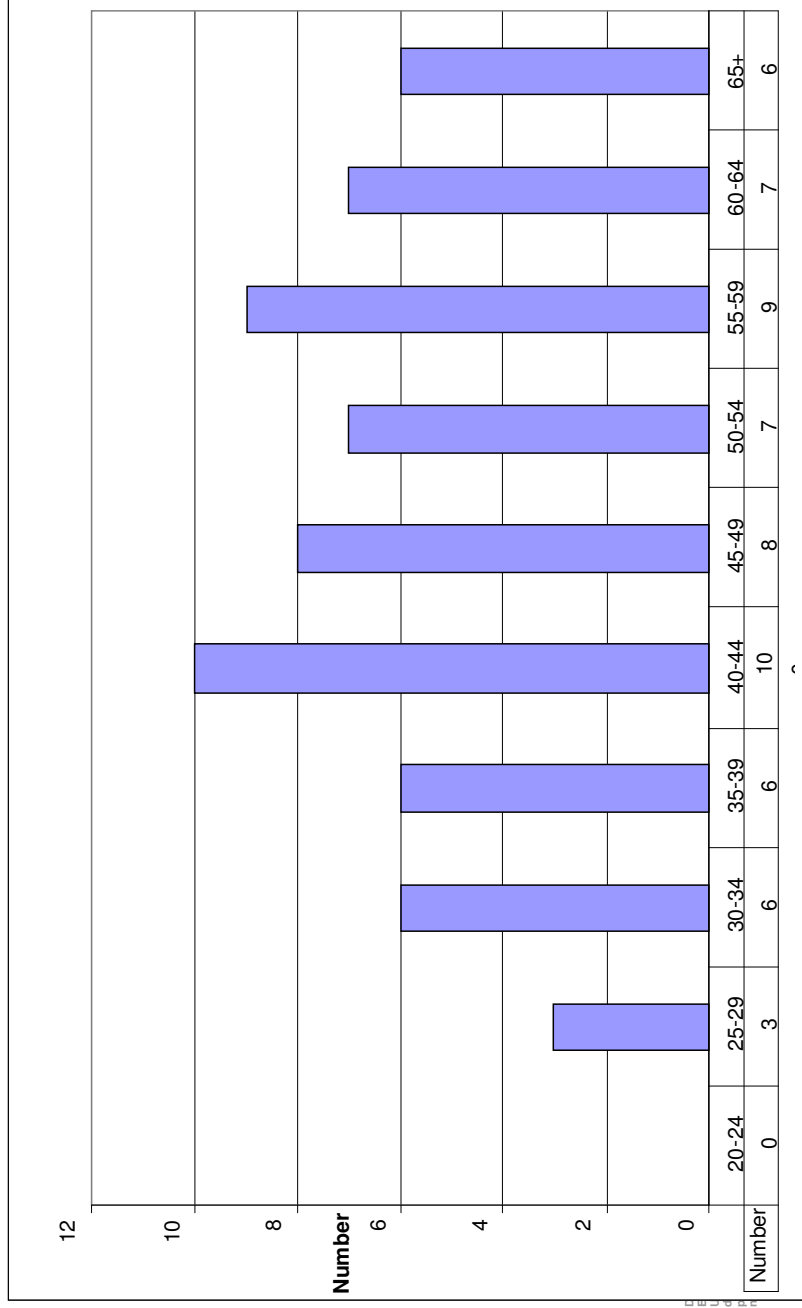
Graph All registrants selected for CPD audit by age range



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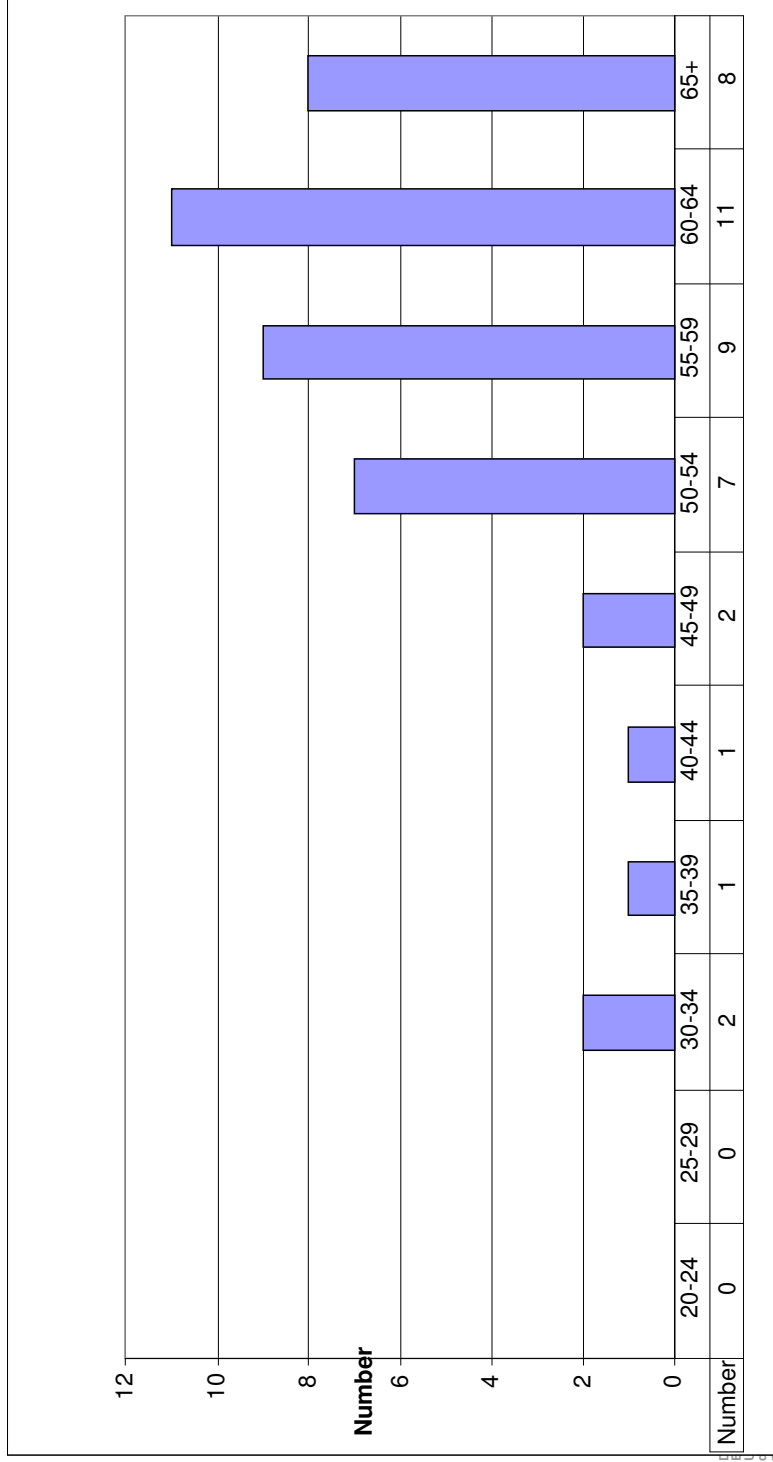
Appendix I

Graph Age range of chiropractors selected for CPD audit and lapsed



Appendix J

Graph Age range of chiropractors selected for CPD audit and voluntary deregistered



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