

CPD ASSESSMENT RESULTS 2009/10: UPDATE AND LESSONS

Reviewing and comparing CPD results in 2008/09 and 2009/10, Interim Post-Registration

Facilitator Michelle McCorry extrapolates some of the key findings and learning points

Key Statistics

- Since June 2006, 74% of the pharmaceutical register of Northern Ireland has been sampled at least once for CPD.
- Of the portfolios submitted in June 2010, 84.2% of portfolios were submitted online. This is the preferred mode of transmission as it encourages the registrant to record the correct information in the 4 sections of the CPD cycle (Reflection, Planning, Action, Evaluation)

Results for 2009/10

A total of 475 portfolios were submitted in June 2010 and assessed across two assessment periods: September 2010 and January 2011.

An impressive 80% of registrants sampled for CPD in June 2010 met the Society's standards for CPD.

CPD results for 2009/10 demonstrate that the majority of registrants are achieving the standards. However, compared with 2008/09, in 2009/2010 an increased number of portfolios

were assessed as an Option 4 (from 12 to 20%).

Lessons

Common errors that are made in documenting CPD, and tips for documenting future cycles, are highlighted below:

- Note the difference between UNSCHEDULED and SCHEDULED learning. Scheduled learning is where identified learning needs exist whereas unscheduled is where no prior learning needs are identified.
- Learning needs are often too vague, in the REFLECTION STAGE OF A CYCLE, identify focused and specific learning needs
- In the ACTION STAGE OF EACH CYCLE, a detailed summary of learning should be provided that relates specifically to your original learning need(s)
- In the EVALUATION STAGE OF EACH CYCLE, indicate whether or not your original learning needs have been met and record how you've applied your learning in practice
- Break larger subject areas/ pieces of learning into more discrete, manageable chunks
- Ensure that it is clear that the

original learning needs are addressed at each stage of the CPD cycle

- Do not claim hours relating to the application of your learning to practice e.g. preparation of presentations or writing SOPs, as hours of learning.

The following resources can help with documentation of CPD cycles:

- PSNI website
- NEW online CPD manual (available at: www.psnionline.org.uk/CPDManual)
- Facilitation network – trained pharmacist facilitators can provide detailed feedback on CPD cycles. This can be arranged by contacting the Post-Registration Facilitator
- Live workshops and classes
- Features in local pharmacy press.

"It is up to each pharmacist to ensure they have the requisite skills to record their CPD correctly as in future their professional registration may be affected by unsuccessful completion."

Brendan Kerr, Registrar.

Other CPD developments

- As of January 2011, all Option 3 result holders from the 2009/2010 sample will NOT be called for sampling in June 2011.
- The CPD process is undergoing some changes to improve the quality assurance aspect of the process in readiness for CPD becoming a legal requirement. These changes will be communicated to pharmacists in due course.

Result	Range of CPD cycles meeting standard	% pharmacists
Option 1	≥ 70%	54
Option 2	55-69	12
Option 3	40-54	14
Option 4	< 40	20

Table outlining the results for CPD portfolios assessed in 2009/10

SHAPING THE PHARMACY REVALIDATION AGENDA IN NORTHERN IRELAND

The Department of Health (London) White Paper *Trust, Assurance and Safety* (2007) outlines a requirement that all registered health professionals, including pharmacists, be subject to periodic reassessment of their fitness to practise (revalidation). One expectation for any revalidation scheme is that the degree of scrutiny applied to a registrant should be proportionate to the level of risk he or she poses. However, this begs the question of how "risk" should be defined and assessed for the purposes of revalidation.

Survey of Pharmacists

Independent research by the School of Pharmacy at the University of Manchester, commissioned by the Pharmaceutical Society of Northern Ireland, aims to provide some clarity around this important question. To this end, the University are currently conducting a survey of pharmacist views in Northern Ireland on the topic of practice and risk. All pharmacists should by now have received a copy of the survey by post.

Responses should be returned by 25 February 2011.



Participants in a recent stakeholder event on revalidation and practice risk in Northern Ireland pharmacy

Stakeholder Event

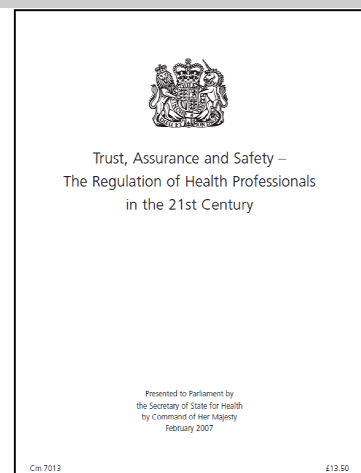
On Friday 11 February 2011 the University of Manchester hosted a revalidation stakeholder event at Society House. The purpose of the day was to invite stakeholders to review interim results of the pharmacist survey and to explore risks and risk management with an audience representative of all sectors of pharmacy in Northern Ireland.

The event was opened by Trevor Patterson, Chief Executive of the Pharmaceutical Society of Northern Ireland, who gave an update on revalidation developments in relation to other health professions and set out the intention to deliver a revalidation solution for pharmacy in Northern Ireland based on proportionality and which would command the confidence of both patients and the profession.

The University of Manchester then presented:

- emerging findings from research on assessing "risk" in the context of contemporary pharmacy practice in Northern Ireland;
- and,
- potential implications of findings in relation to revalidation of pharmacists in Northern Ireland.

3 working groups then discussed and provided answers to some questions related to revalidation, including the strengths and weaknesses of a revalidation system based upon CPD.



The DH (London) White Paper "Trust Assurance and Safety" (2007) requires that all registered health professionals become subject to periodic reassessment of their fitness to practise (revalidation).

All sectors of pharmacy were well represented and discussions were lively, informative and valuable.

The University of Manchester are due to present a final report at the end of March 2011 which will provide the Pharmaceutical Society with evidence to support its development of risk-based revalidation.

For more information on this research please contact Michelle McCorry, Interim Post-registration Facilitator. michelle.mccorry@psni.org.uk

"The University of Manchester's survey of Northern Ireland pharmacists in relation to revalidation and practice risk is an essential exercise in ensuring we gather the views of the profession on creating a fit for purpose revalidation model.

I therefore urge every pharmacist to take the time to complete the short questionnaire and make your views known."

Trevor Patterson, Chief Executive

THE NEW CPD ONLINE RESOURCE IS NOW AVAILABLE

A *NEW* online CPD manual resource has been developed and published www.psnionline.org.uk/CPDManual/ which aims to provide registrants with an understanding of Continuing Professional Development (CPD) and how learning associated with CPD should be documented in order to meet the requirements of the regulatory body.

Specifically, on completion of the online module registrants should:

- Understand what CPD is and

what the regulator expects pharmacists to do to meet their professional obligations

- Be able to list the four stages within a CPD cycle
- Be aware of methods to identify learning needs
- Know how to document CPD of relevance to their pharmacy role
- Have viewed and reflected on "real-life" CPD cycles previously submitted for

assessment

- Have had the opportunity to check understanding of the evaluation criteria used to assess cycles.

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Welcome to the CPD Website



CPD is a systematic, ongoing, cyclical process of self-directed learning. It includes everything you learn which enables you to do your job (current or future) more effectively.

The Society operates the CPD year from 1st June to 31st May.

An online CPD manual has been developed and published by the PSNI which aims to provide registrants with an understanding of CPD and how learning should be documented in order to meet the requirements of the regulatory body. [View the online resource.](http://www.psnionline.org.uk/CPDManual/)

Please note: CPD Requirement is 30 hours per year, however 5 hours can be for documentation time. You do not have to add in a cycle to document "writing up time". As long as your cycles reach 25 hours or more, the system automatically allocates the extra five hours for documenting cycles.

Please note: Pharmacists are recommended to submit a maximum of 12 cycles in any CPD year. On average NI-based pharmacists submit 8 CPD cycles per portfolio period.

If you have any queries or questions about CPD please contact Michelle McCorry at:

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The new online CPD Learning Resource is available at: www.psnionline.org.uk/CPDManual/