

Illustrative modelling of numbers of osteopaths entering the three-year CPD scheme and completing the CPD scheme and key dates for understanding how osteopaths are complying with the CPD scheme and opportunities to take mitigating actions

Table 1 – Key dates for understanding the transition of osteopaths from the old CPD scheme to the new CPD scheme and newly registered osteopaths joining the new CPD scheme on or after 1 October 2018

This table comprises all osteopaths currently on the register. The first section outlines key dates explaining when osteopaths in each registration renewal month will enter the CPD scheme for those osteopaths on the register prior to and at 1 October 2018.

The second section of the table provides information about osteopaths entering into the second three-year cycle.

The last section of the table provides information about osteopaths joining the Register after 1 October 2018 who will begin their CPD cycle on the date that they join the Register and will conclude their CPD cycle two months earlier in accordance with the end dates below. (So this first CPD period will always be two years and 10 months requiring 85 hours of CPD across that time with 42.5 hours of learning with others – following the current pattern of the first CPD year.) This table will include the c 220 osteopaths joining the register each year.

Renewal of registration month	Number of registrants per renewal month (at January 19)	Start date of first three-year cycle	End date of first three-year cycle	CPD cycle	Renewal of registration month following completion of first three-year cycle
December 2018	80	October 2018	September 2021	2018-2021	December 2021
January 2019	99	November 2018	October 2021	2018-2021	January 2022
February 2019	70	December 2018	November 2021	2018-2021	February 2022
March 2019	42	January 2019	December 2021	2019-2021	March 2022
April 2019	40	February 2019	January 2022	2019-2022	April 2022
May 2019	1871	March 2019	February 2022	2019-2022	May 2022

Annex A to 9

June 2019	483	April 2019	March 2022	2019-2022	June 2022
July 2019	1136	May 2019	April 2022	2019-2022	July 2022
August 2019	573	June 2019	May 2022	2019-2022	August 2022
September 2019	472	July 2019	June 2022	2019-2022	September 2022
October 2019	310	August 2019	July 2022	2019-2022	October 2022
November 2019	138	September 2019	August 2022	2019-2022	November 2022
December 2019		All osteopaths on the register at 1 October 2018 have now begun the first year of the three-year CPD cycle. Osteopaths who renew in December 2019 will now enter the second year of the first CPD cycle			
Renewal of registration month (following completion of first CPD cycle)	Number of registrants per renewal month	Start date of second three-year cycle	End date of second three-year cycle	CPD cycle	Renewal of registration month following completion of first three-year cycle
October 2021	TBC (includes only osteopaths who registered after 1 October 2018)	August 2021	July 2024	2021 to 2024	October 2024
November 2021	TBC (includes only osteopaths who registered after 1 October 2018)	September 2021	August 2024	2021 to 2024	November 2024

Annex A to 9

December 2021	TBC	October 2021	September 2024	2021 to 2024	December 2024
January 2022	TBC	November 2021	October 2024	2021 to 2024	January 2025
February 2022	TBC	December 2021	November 2024	2021 to 2024	February 2025
March 2022	TBC	January 2022	December 2024	2022 to 2024	March 2025
April 2022	TBC	February 2022	January 2025	2022 to 2025	April 2025
May 2022	TBC	March 2022	February 2025	2022 to 2025	May 2025
June 2022	TBC	April 2022	March 2025	2022 to 2025	June 2025
Month of first registration	Number of registrants per renewal month	Start date of first CPD cycle	End date of first CPD cycle	CPD cycle	Renewal of registration month following completion of first CPD cycle
October 2018	19	October 2018	July 2021	2018-2021	October 2021
November 2018	8	November 2018	August 2021	2018-2021	November 2021
December 2018	7	December 2018	September 2021	2018-2021	December 2021
January 2019	8	January 2019	October 2021	2019-2022	January 2022
February 2019	TBC	February 2019	November 2021	2019-2021	February 2022
March 2019	TBC	March 2019	December 2021	2019-2021	March 2022
April 2019	TBC	April 2019	January 2022	2019-2022	April 2022
May 2019	TBC	May 2019	February 2022	2019-2022	May 2022
June 2019	TBC	June 2019	March 2022	2019-2022	June 2022
July 2019	TBC	July 2019	April 2022	2019-2022	July 2022

August 2019	TBC	August 2019	May 2022	2019-2022	August 2022
September 2019	TBC	September 2019	June 2022	2019-2022	September 2022
October 2019	TBC	October 2019	July 2022	2019-2022	October 2022

Figure 1: Pictorial representation of the implementation of the CPD Scheme for Osteopaths on the Register

This table illustrates osteopaths expected to be in each year of the new CPD scheme at any given point in time.

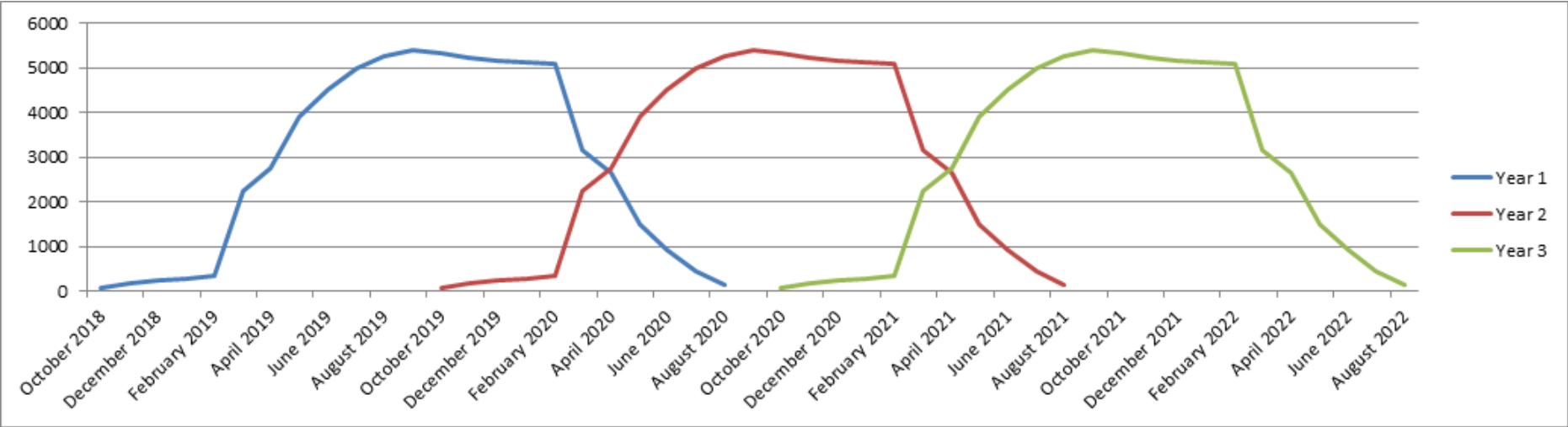


Table 2: Communications sent to or offered to existing osteopaths as they enter the new CPD scheme.

This illustrative example shows an osteopath who entered the new CPD scheme in December 2018 and who renews their registration in February 2019. The table also gives an indication of the responses received, where appropriate. It is designed to give a flavour of the levels of engagement and responses. Please note that a further example of registration touchpoints is available on request from Liz Niman – lniman@osteopathy.org.uk.

Date	Activity	Engagement	Sample of comments received
August 2018	Ebulletin sent to all osteopaths. Content with an email address included: <ul style="list-style-type: none"> • Publication of updated OPS with link • Call to set up a new CPD group – those interested invited to email for further information • GOsC speakers offered for CPD events run by groups of osteopaths – those interested invited to email • Link to table including start dates for the new CPD scheme • Invitation to join the GOsC peer discussion review session at the Institute of Osteopathy conference 	2,812 opens, 204 clicks Top link clicks <ul style="list-style-type: none"> • Link to online OPS site • When does my CPD cycle start? 	
September 2018	All osteopaths (and final year students) receive a copy of The Osteopath magazine, which had been newly redesigned. This issue acts as a reference tool about the CPD scheme. Articles included: <ul style="list-style-type: none"> • Why do we need a new scheme? • The new CPD scheme at a glance 		

	<ul style="list-style-type: none"> • Frequently asked questions • Connecting for CPD • Setting up a CPD group: a case study • How to reflect on CPD • Peer Discussion Review 		
October 2018	Registration renewal information sent to this illustrative osteopath.		
1 October 2018	<p>Monthly news ebulletin included following content:</p> <ul style="list-style-type: none"> • 'New CPD scheme launches today' with link to news story about start of the new scheme confirming that osteopaths will receive a personalised letter about when they will start • All you need to know about the new CPD scheme and a link to the CPD microsite. • Read new CPD Scheme Guidance with a link to the Guidance • Find out when you start the new CPD scheme with a link to the CPD Start Date table 	<p>2,752 opens, 502 clicks</p> <p>Top link clicks</p> <ul style="list-style-type: none"> • When do I start the new scheme? • News item on the CPD scheme launch date • The promotion of the CPD site as a newly refreshed resource 	
October 2018	Face-to-face session on the new Peer Discussion Review at the Institute of Osteopathy Convention. Attended by about 60 osteopaths.	<p>Feedback was very positive. Osteopaths were reassured by overview of the CPD scheme and appreciated spending time with a colleague discussing their responses to the peer discussion review template. Another key piece of feedback from this session was that</p>	<p>"There is enough leverage to keep it simple"</p> <p>"I think it is great, it will help to ensure that I stay on top of CPD"</p> <p>"I understand what is required"</p>

		osteopaths were less clear about what an objective activity was before the session but understood afterwards and were reassured to know that a case based discussion could count as they were familiar with this.	<p>“Much more reassured”</p> <p>“Positive, I see an opportunity to further develop my coaching and communication skills”</p> <p>Extra support queries included:</p> <ul style="list-style-type: none"> • Example write-ups • Sensitivity with feedback • What to do if you feel a colleague hasn’t met the standards? • Peer reviewer training, help with being careful with language (could count towards communication and consent CPD) • Perhaps an online video of a PDR available for osteopaths to watch
October 2018	Face-to-face session on the overview of the CPD scheme with the London Osteopathic Society. Attended by about 40 osteopaths.	Osteopaths were reassured by the overview of the CPD scheme. Opportunity to	Do we have any templates for the new elements (referred them to the CPD site).

		<p>respond to queries and questions.</p>	<p>How do you translate patient feedback into hours?</p> <p>How far into the 3-year period do you expect us to start the PDR?</p> <p>Are you asking for specific numbers for patient feedback?</p> <p>Do we have a PDR template?</p> <p>Will the GOsC do anything to facilitate peer matching?</p> <p>Can you be a peer for someone who is also a peer for you?</p> <p>Will you still audit on an annual basis?</p> <p>In a 3-year period, how many objective activities do I need to do?</p> <p>How much evidence would you need for a case-based discussion?</p>
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			<p>What does objective activity actually mean?</p> <p>Do we have a set structure for patient feedback?</p> <p>All these queries have answers in existing documentation, however, we continue to translate these documents into more accessible formats.</p> <p>The only exception is the peer matching scheme. We are working with the Institute of Osteopathy to support osteopaths with peer matching.</p>
November 2018	<p>Ebulletin sent including following content:</p> <ul style="list-style-type: none"> • When do you start the new CPD scheme? With a link to the table confirming start dates in relation to month of registration • Looking for resources to help with the new CPD scheme and a link to the CPD website • Have you read your special CPD launch issue of The Osteopath? With a link to email if you have not received it. 	<p>Opens: 3,247 Clicks: 493</p> <p>Top link clicks</p> <ul style="list-style-type: none"> • When do I join the new scheme? • Link to the updated CPD site • Link to the OPS site 	
November 2018	<p>November/December edition of The Osteopath which includes articles such as:</p>		

	<ul style="list-style-type: none"> • Update highlighting CPD guidance and '3 things to do now' including read the guidance, visit the website and check when you join the scheme • Plan your CPD with new Planning Workbook • Article about 'Candour and Complaints' highlighting relevant themes of the OPS • 'Keeping track of your new CPD' – highlighting the GOsC online CPD Diary to support recording and reflecting on CPD • Using clinical audit in practice 		
December 2018	Personalised letter sent to this illustrative osteopath who started on the new CPD scheme in December because they renew in February. Letter confirms their start date into the new scheme.		
December 2018	<p>Ebulletin sent out including the following content:</p> <ul style="list-style-type: none"> • Plan your CPD with new workbook with a link to this workbook • When do I start the new CPD Scheme – with a link to the start date table 	<p>Opens: 2,948 Clicks: 491</p> <p>Top link clicks:</p> <ul style="list-style-type: none"> • Planning your CPD workbook • When do I join the new CPD scheme 	
January 2019	<p>January/February edition of The Osteopath includes articles such as:</p> <ul style="list-style-type: none"> • Types of concerns report (with learning points for CPD) 		

	<ul style="list-style-type: none"> • How prepared are you for the new CPD survey? (CPD telephone survey results) • What exactly is an objective activity? • CPD Connect: summary of the GOsC's engagement events for CPD • Case study: how a new CPD group was set up in Petersfield plus tips and links for setting up and joining CPD/regional groups • Focus on updated OPS: boundaries • Using research for CPD (tips and resources) including a focus on the Council for Allied Health Professions Research • Communication and consent: managing uncertainty in clinical practice 		
<p>January 2019</p>	<p>January ebulletin (with subject line 'Plan your CPD') content included:</p> <ul style="list-style-type: none"> • How to do your CPD article on the CPD website with links to planning, OPS and CPD, objective activity, communication and consent, keeping CPD records and Peer Discussion Review. • Links to CPD events and courses and how to set up a skype group • Not sure when you start the CPD scheme? – with a link to start date table - Invitations to attend GOsC sessions at Institute of Osteopathy (iO) Roadshows during 2019 	<p>Opens: 3,731 (68%) Clicks: 674 (This is the highest response rate for a GOsC ebulletin).</p> <p>Top link clicks</p> <ul style="list-style-type: none"> • Getting started • When do I start the new CPD scheme? • Planning your CPD Workbook • CPD events page 	

January/ February 2019	This illustrative Osteopath will receive email about 6 weeks after their registration renewal letter explaining that they will shortly receive their CPD pack.		
February 2019	Osteopaths who commenced the CPD scheme in December 2018 will be renewing their registration by February 2019.		
February 2019	Overview including CPD Workshop at iO Roadshow in Coventry expecting over 100 osteopaths. (Sessions are also planned in Bristol, Manchester, Perth etc)		
February 2019	Online Q and A sessions offered to regional group leads to get a sense of the questions that osteopaths are asking as they prepare to enter their first three cycle.		
February 2019	February 2019 ebulletin due to be sent out. Plan is to include: <ul style="list-style-type: none"> • Focus on keeping track of your CPD across the 3 years using tools including online CPD Diary • When do I join the new CPD scheme? • Getting started on the new CPD scheme (link to page on CPD site) 		
March 2019	Osteopath will receive their CPD pack. This illustrative osteopath renewing in February 2019 will receive personalised and eye-catching CPD branded pack which will include a booklet and a pocket guide to the CPD scheme		

March 2019	March 2019 ebulletin to be sent out which will include: (content tbc in response to analytics and feedback)		
March 2019	<p>March/April 2019 The Osteopath sent to all osteopaths on the Register (and final year students). Content to include:</p> <ul style="list-style-type: none"> • Take part in the 3rd annual CPD evaluation survey including a table of 'You said, we did' to show what actions have been taken in response to feedback from registrants • Communication and consent • Updated OPS: safeguarding • Cross profession working (CAIPE) • Why research is good for osteopaths and their patients • CPD courses • Article explaining that CPD packs are being sent out to all registrants 		
March/April 2019	This illustrative osteopath will be sent a follow-up email with a digital version of the booklet and pocket guide sent out in the pack		

Table 3: Key dates for understanding how osteopaths are complying with the new CPD scheme and opportunities to take mitigating actions

This table sets out key dates for gathering information and data about how osteopaths are engaging with the new features of the CPD scheme through the implementation of the three-year cycle.

Date	Activity	What does this mean?
1 October 2018	Day 1 of first three-year cycle for first osteopaths	Registration renewal form for October 2019 (end of year 1 in new cycle) will be ready. Online CPD Diary to be ready for osteopaths to use if they wish to do so. Final CPD Guidance and PDR Guidance in place. Resources in place. Legislation in place.
Mid 2019	Annual CPD Evaluation tracking survey	Evaluation survey will help us to gauge engagement with the CPD scheme during the period between the start of the scheme and the collection of the complete first year of registration renewal data set by December 2020. A telephone survey will also take place with a random sample of osteopaths to help to ensure that the CPD Evaluation Survey findings are as robust as possible given that it is completed by a self-selected sample. Data will be analysed for the October 2019 PAC
1 October 2019	All existing osteopaths have now started their first three-year CPD period. A few are in Year 2 but most are still in Year 1 of the CPD three-year cycle.	First renewal forms received with new CPD declaration. Early chance to flag any issues. Assurance and verification of declarations to commence. Key focus on awareness of CPD scheme, how to do various core elements, examples, case studies, sharing of stories and examples and identifying a peer.

Date	Activity	What does this mean?
1 December 2019	First registration renewal declarations received from osteopaths who completed their first CPD year in October 2019.	Over the course of the next year, we will build up a complete picture of progress within year one of the new CPD scheme through registration renewal declarations.
1 May 2020	Majority of osteopaths (more than half) will have completed Year 1 and submitting registration renewal data at the end of their first year of the scheme. This will begin to give us a feel about compliance. Assurance and verification data will also support us with an idea about compliance.	Are osteopaths on track to comply looking at registration renewal data? Yes/No What actions should we be taking?
Late 2020	Annual CPD evaluation annual tracking survey	Will help us to track self-reported engagement with the scheme on an annual basis as the scheme beds in. It is hoped that levels of compliance with the new features of the scheme will increase each year. We will also be undertaking ongoing feedback from a number of sources including mini-surveys, GOsC enquiries, web statistics, face-to-face engagement, regional leads engagement etc.
1 December 2020	First complete set of Year 1 registration renewal data available. A few osteopaths will be entering Year 3 and so will really need to focus on getting all the features of the new scheme completed including the peer discussion review.	Are osteopaths on track to comply? Yes/No What actions should we be taking?
1 May 2021	Majority of osteopaths will have completed Year 2 and so this will give us a feel about compliance.	High levels of activity related to supporting osteopaths to identify peers, complete new features and do peer discussion review.

Date	Activity	What does this mean?
	Most osteopaths will be focussing on peer discussion review.	
1 December 2021	First set of registration renewal data for osteopaths who have completed their first three-year CPD cycles due. (Numbers will be small) Complete set of data for Year 2 compliance available.	Early chance to flag any issues.
Late 2021	Annual CPD evaluation tracking survey	Will help us to track self-reported engagement with the scheme on an annual basis as the scheme beds in. It is hoped that levels of compliance with the new features of the scheme will increase each year.
By March 2022	Most osteopaths will be completing their first peer discussion reviews	High level of support for osteopaths about how to undertake peer discussion reviews and providing advice and guidance.
1 October 2022	All osteopaths on the Register from 1 October 2018 (and who have remained registered for three continuous years) will have completed their first peer discussion review	Review of peer discussion review learning and adaptation of guidance and resources etc.
Late 2022	Annual CPD evaluation tracking survey	Will help us to track self-reported engagement with the scheme on an annual basis as the scheme beds in. It is hoped that levels of compliance with the new features of the scheme will increase each year. In this final year of the initial three-year cycle of the new CPD scheme we would expect near 100% compliance.