

Education Committee

15 December 2011

Osteopathic Practice Standards Implementation – High-level implementation strategy; GOsC Registration Assessment Review and Educational Support

Classification

Public

Purpose

The GOsC published its Osteopathic Practice Standards (OPS) document on 1 July 2011 and this now has to be implemented. The OPS takes effect from 1 September 2012.

Issue

This paper provides an overview of the implementation strategy for OPS and considers the next steps required to prepare the GOsC registration assessment procedures for 1 September 2012.

Recommendations

1. To note the OPS Implementation Strategy project governance.
2. To note the progress on training assessors on the revised Osteopathic Practice Standards.
3. To note how the feedback from the GOsC registration assessor training sessions will be taken forward as outlined in paragraph 16.
4. To agree the members of the selection panel for the revision of the registration assessment procedures.
5. To agree to publish the invitation to tender for the revision of the Registration Assessments used by the General Osteopathic Council following the publication of the Osteopathic Practice Standards.

Financial and resourcing implications

The tender will be offered at £20,000 to cover development of assessment criteria and guidelines and delivery of training for all registration assessors.

Equality and diversity implications

All publications and training will need to conform to equality legislation.

Communications implications

The tender will need to be published in the osteopathic press and Times Higher Education Supplement (THES). The new assessment criteria and guidelines will need to be

publicly available.

Annex

Annex A – High-level implementation plan
Annex B – Changes to OPS presentation
Annex C – Feedback from the GOsC clinical assessor
training on 19 October 2011
Annex D – Draft tender proposal (**Private &
Confidential**)

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Background

1. The GOsC published its Osteopathic Practice Standards (OPS) on 1 July 2011. This will take effect on 1 September 2012. The intervening period is to be used for the GOsC to undertake an implementation strategy to ensure that all relevant stakeholders are aware of the new standards, for osteopaths meet them and for the Osteopathic Educational Institutions (OEIs) ensure that all students with a 'recognised qualification' meet them. The GOsC also needs to ensure that its own policies and procedures are in line with the OPS by 1 September 2012.

Discussion

Project planning

2. The GOsC has established an OPS Implementation working group consisting of the Senior Management Team, the Professional Standards Manager, The Regulation Manager and the Communications Manager to oversee the governance of the implementation project for OPS. Aspects of the programme will also benefit from Committee and Council advice where appropriate.
3. The group has developed an implementation strategy and very high-level work streams are outlined at Annex A.
4. The group will meet monthly to review the detailed plan.
5. This is a long term project and a lot of work has already taken place in relation to implementation, but that there is still a lot to do. The initial strategy looks at a period of two years.
6. Certain aspects of the plan will require specific input from the Education Committee, such as the recent papers on development of the GOsC registration processes. These aspects will be brought to the Education Committee when necessary.

Recommendation: To note the OPS Implementation Strategy project governance.

GOsC Registration Assessment review and Educational Support

7. The main high level work streams that will concern the Education Committee for the purposes of this paper are as follows:
 - a. GOsC Registration Assessment review – The aims of this work stream are to
 - i. Revise all the processes for registration assessments to ensure that they reflect the OPS from 1 September 2012.

- ii. Ensure that all registration assessors apply the revised OPS from 1 September 2012 to ensure that only those applicants that meet the OPS are registered with us.¹
- b. Educational Support – The aim of this work stream is to ensure that
- i. All OEIs will be applying the OPS by 1 September 2012 to ensure that only those students who meet the OPS from 1 September 2012 will be granted a 'recognised qualification'.
 - ii. All QAA assessors apply the revised OPS from 1 September 2012 to ensure that OEIs are ensuring that only those students who are capable of meeting the OPS after 1 September 2012 are awarded a 'recognised qualification'.

Educational Support - Quality Assurance

8. Quality Assurance is a crucial piece of work to ensure that the QAA assessors apply the revised OPS from 1 September 2012 and ensure that OEIs deliver recognised qualifications meeting the OPS.
9. You will see from the separate paper on QAA Review that the GOsC has undertaken two training events which have covered the whole of the current QAA Assessor pool. One of the main presentations at this event was by the Professional Standards manager on the change from the current Standard of Proficiency and Code of Practice to the OPS from 1 September 2012. This covered the following points:
 - a. The timelines for the change
 - b. The change in format and grouping of
 - c. The emphasis on promoting professionalism within the OEIs
10. A copy of the presentation is provided at Annex B. The QAA Assessors were then asked to discuss further how this would affect the assessment process in the future and how the idea of professionalism could form part of the review. The feedback from this training and proposals for future training are contained in Item 8a for consideration by the Committee.

GOsC Registration Assessment Review

Written Assessments

11. The aim of the registration assessments work stream is to ensure that all registration assessors are up to date with the revised standards and can apply them effectively from 1 September 2012.
12. The GOsC written assessors are due to undertake a training and discussion session on 6 December 2011. This will again introduce the assessors to the new

¹ Please note that fitness to practise and registration appeal panellists are dealt with separately.

OPS document and explore how this will affect the future written assessment process. A verbal update of this meeting will be presented to the Committee.

13. The written assessment procedures are currently supported by process guidelines and Assessment Criteria mapped against the Standard of Proficiency – Standard 2000 and the Code of Practice 2005.

Clinical Assessments

14. At the meeting of 22 September 2011, the Education Committee agreed revised Assessment Guidelines for the clinical assessment procedures used in registration.
15. The GOsC clinical assessors received training on 19 October 2011 which included a presentation by the Professional Standards Manager on changes to the OPS, similar to the one provided for QAA assessors attached at Annex B. The discussion from this session focussed on how these changes affect the clinical assessment process. An exercise later on in the training session looked at how criteria could be drawn from the OPS to explore in the ACP. This also considered what aspects of OPS could not be explored in the current format of the assessment.

Feedback from the Clinical assessor training

16. The feedback from this training is presented at Annex C. This feedback includes a number of very useful proposals for changes to the process and to the Assessment which we will take on board as part of the revision process. The main points to pick up are as follows:
 - a. Review the grading criteria used on the ACP assessment forms
Recommendation: Feed back into tender process
 - b. Feedback on how assessment descriptors for the capabilities outlined in existing Standard of Proficiency and new OPS.
Recommendation: Feed back to tender process.
 - c. Amendments to the existing assessment process:
 - i. Suggestion that to mitigate bias in the assessment that the feedback from the written assessment only be given only to the moderator at the start of the assessment rather than all of the assessment team. This will reduce bias while enabling the moderator to guide the assessors to explore necessary areas. The feedback can then be discussed by the full team at the outcome meeting after the assessment is complete
 - ii. GOsC staff should brief the ACP team prior to the assessment to ensure that everyone is clear on process, especially when an

assessor has not undertaken an assessment for a long time. This will be taken forward by GOsC staff.

Recommendation: The committee agree the approaches suggested in c.

d. Changes to the type of assessment

- i. Should the GOsC distinguish between the approach taken for registration applicants and those who were referred through a Fitness to Practise route. The GOsC is already aware of the failings of the FTP applicants, so a general assessment may not always be appropriate.
- ii. Using different types of assessment, i.e. OSCE
- iii. Use of Osteopathic Educational Institutions (OEl)s to assess
- iv. Future training and appointment of assessors/ consistency of assessors

Recommendation: Review as part of longer term issues with Assessment.

Return to Practice Assessment procedures

17. The GOsC Return to Practice process is supported by process guidelines. The return to practice assessors are due to meet for a training/discussion session on 12 December 2011 which will focus on the changes to the OPS and how these might affect the assessment procedure. A verbal update of this meeting will be presented to the Committee.
18. It is envisaged that feedback from all early training events will feed into the revision of procedures (see below). Further training on the revised procedures will take place in 2012.

Recommendation: To note the progress on training assessors on the revised OPS.

Preparation of GOsC Registration Assessment procedures for the implementation of OPS

19. All registration assessment procedures which will need to be updated and prepared for the implementation of the OPS on 1 September 2012. These are explored below.
20. To prepare the GOsC assessment processes for the implementation of the OPS on 1 September 2012, the GOsC needs to have achieved the following:
 - a. That the assessment criteria for all of the GOsC assessment processes are mapped against the new OPS and published.

- b. That the assessment guidelines for all GOsC assessment procedures are updated and published.
- c. That the GOsC registration assessors are fully trained and prepared by the time of implementation of the OPS.

Tender to prepare the assessment processes

- 21. The GOsC Procurement Guidelines require all contracts over £5000 to be put out to competitive tender.
- 22. The preparation of the assessment procedures will include the following:
 - a. To develop Further Evidence of Practice assessment criteria and guidance against the Osteopathic Practice Standards.
 - b. To deliver training to the four written assessors in the new standards and assessment criteria
 - c. To develop assessment criteria and guidelines for the Assessment of Clinical Performance (ACP) against Osteopathic Practice Standards.
 - d. To deliver training to the nine ACP assessors in the new standards and assessment criteria
 - e. To develop assessment criteria and guidelines for the Return to Practice process
 - f. To deliver training to the three Return to Practice assessors in the new standards and assessment criteria
- 23. The GOsC has a budget of £20,000 to advertise, recruit and based on the following:
 - a. Development and delivery of Registration Assessor training including materials: £5,000
 - b. Redesign of ACP and Return to Practise materials: £10,000
 - c. Development and delivery of Return to Practise training including materials: £5,000

- 24. A tender selection panel will consider applications and conduct interviews. The panel must include either the Chief Executive, the Head of Regulation or the Head of Finance as one member and it is suggested that it includes a further three members of the Education Committee with expertise in assessment, at least two of which are osteopaths. The Education Committee is asked to agree the nominees for the Panel.

Recommendation: To agree the members of the selection panel for the revision of the registration assessment procedures.

Draft tender document

25. A draft tender document setting out the requirements for the realignment of the GOsC assessment processes against the Osteopathic Practice Standards and the training requirements is set out at Annex D.

Recommendation: To agree to publish the invitation to tender for the revision of the Registration Assessments used by the General Osteopathic Council following the publication of the Osteopathic Practice Standards.

Recommendations:

The Education Committee is asked to:

26. To note the OPS Implementation Strategy project governance.

27. To note the progress on training assessors on the revised Osteopathic Practice Standards.

28. To note how the feedback from the GOsC registration assessor training sessions will be taken forward as outlined in paragraph 16.

29. To agree the members of the selection panel for the revision of the registration assessment procedures.

30. To agree to publish the invitation to tender for the revision of the Registration Assessments used by the General Osteopathic Council following the publication of the Osteopathic Practice Standards.