



General
Osteopathic
Council

Regional Communications Network and Osteopathic Development Group

Friday 18 March 2016

Session 1: Implementing a new CPD scheme



The GOSC Professional Standards team will outline the new CPD scheme, along with timelines for early adopters (Wave 1) and for profession-wide mandatory adoption (Wave 2).

- We are seeking your advice on how to encourage osteopaths across the breadth of osteopathic practice to be 'early adopters' of the new CPD scheme. Early adopters will help to shape the profession-wide roll-out.
- We want to hear your views about how best we can work together to support regional groups to participate in the new CPD scheme – focussing on building communities and further enhancing practice.
- We wish to discuss what training provision, support and resources will help regional leads and your members support the new CPD scheme.

The attached extract from a recent issue of *the osteopath* outlines the proposed CPD scheme.

New CPD scheme gains profession's approval

This spring we conducted a major consultation on new CPD proposals – the latest stage in the development of a scheme that has involved osteopaths every step of the way. Here's a summary of the feedback we received, and an outline of the next steps

The GOsC's proposed new continuing professional development (CPD) scheme has been years in the making, with osteopaths engaged in developing, testing and trialling potential enhancements to the existing CPD requirements.

After working with the profession to develop a scheme that builds on what many osteopaths are already doing, we carried out a public consultation exercise between February and May 2015. This

'Peer discussion review generated the most questions and provoked the greatest interest'

invited the views of osteopaths, partner organisations and the public on draft guidelines which described the proposed scheme and how it would operate.

Alongside the formal consultation, we hosted 'listening events' across the UK – mainly through osteopathic regional societies – where GOsC staff talked about the scheme with around 500 osteopaths, responding to questions and comments.

Support

At its core, a new CPD scheme must satisfy public expectations that osteopaths remain up to date and fit to practise. It must also have the confidence and support of the profession, and overall the consultation – to which more than 90 per cent of respondents were osteopaths – found broad support for the proposals.

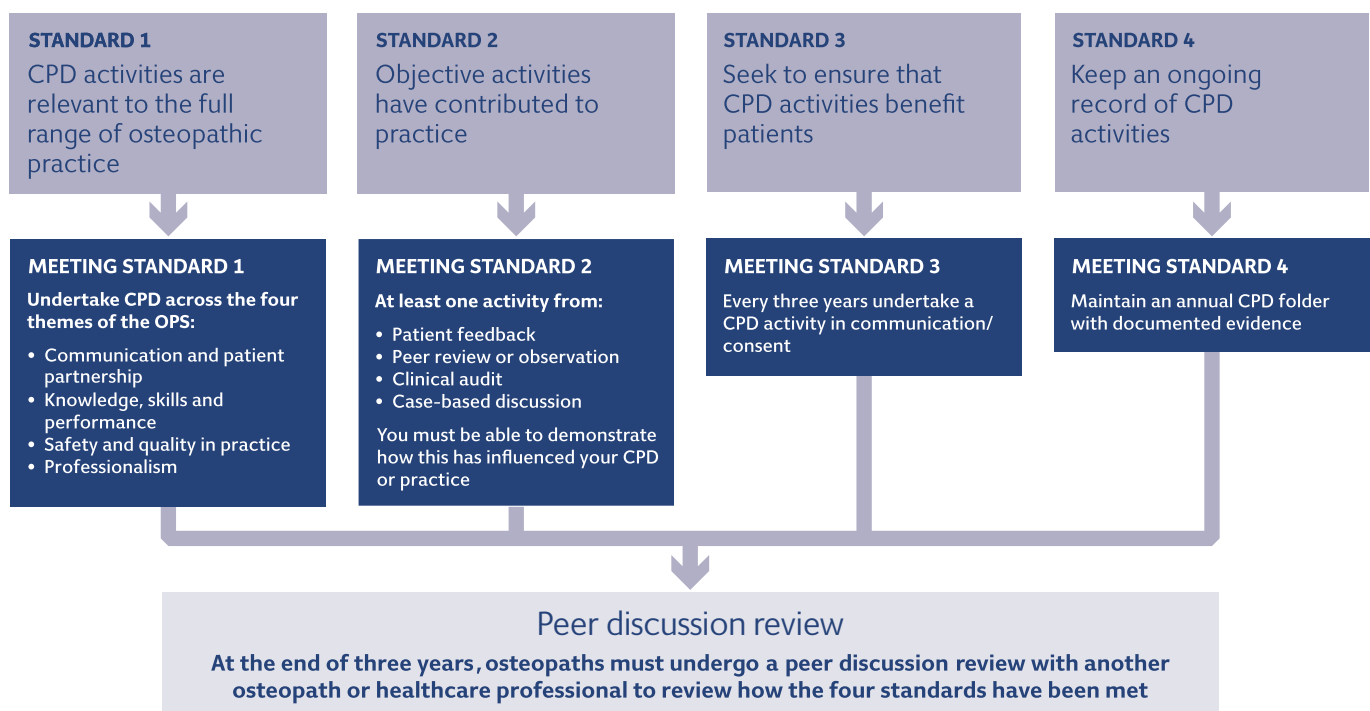
Many aspects of the proposed scheme

received significant praise and were thought likely to work well, bringing benefits for both patients and the profession. These included:

- the three-year cycle of CPD, including more flexibility around the annual requirement
- the more structured approach to CPD
- the compulsory categories of CPD
- the focus on reflective practice and encouragement to seek patient and peer feedback.

More than two-thirds of respondents considered that the scheme would encourage osteopaths to discuss their practice with others, thereby strengthening professional bonds and enhancing the quality of practice.

Many said that the culture envisioned by the scheme – in which, the draft guidelines



said, osteopaths 'are empowered to inspire and influence others through the shared aim of creating benefits for patients, practitioners and colleagues within and outside the profession' – was one that they wanted to see.

Concerns

As well as measuring support for the proposals, the consultation sought to understand the potential impact on specific groups within the profession, identify weaknesses and obtain suggestions for improvement. Concerns raised about the scheme included the potential costs, the likely time commitment, and the supporting resources that would need to be produced by the GOsC and partner organisations.

Feedback also highlighted the specific concerns of sectors of the profession, such as those who:

- practise part-time
- practise in remote areas or outside the UK
- are non-practising
- have dyslexia
- work in education or research
- are also on other professional registers
- do not use IT, or have limited broadband access.

We will pay close attention to these groups' needs as we develop the scheme further. We will also address other suggestions and queries including:

- how often the compulsory categories of CPD in the scheme will be reviewed – a number of additional compulsory categories were suggested
- how much CPD will be required in each of the compulsory categories
- the role and expectations of regional societies
- support for new graduates
- guidance on the use and format of patient feedback exercises and case-based discussions
- guidance on how to claim discussions and meetings with peers as CPD.

Videos produced to accompany the consultation, featuring GOsC Chief Executive Tim Walker outlining the proposals and osteopaths explaining how they felt the new scheme would benefit their practice, were well-received – as was a frequently updated webpage containing questions asked by osteopaths and our answers to them. These videos and the

Q&As are all still available, alongside the draft guidelines that we consulted on, at: <http://bit.ly/gosc-new-cpd>

Respondents said they would like to see more resources like these, and information that is concise, accessible, jargon-free and relevant.

Peer discussion review

Compared with the current CPD requirements for osteopaths, the proposed scheme's biggest innovation is the peer discussion review: a structured discussion for every osteopath to undertake with a suitable 'reviewer' towards the end of their three-year CPD cycle.

The aim is to give the osteopath an opportunity to discuss practice and CPD and to confirm that all the scheme's required elements have been completed and CPD standards have been achieved.

We propose that osteopaths should be able to choose their own reviewer – who may be a colleague or another health professional – and to arrange the review themselves or through organisations such as educational institutions, regional societies, advanced practice societies or even the GOsC.

The peer discussion review process generated the most questions and some concern among osteopaths responding to the consultation. It also provoked the greatest interest, particularly from those who saw it as an opportunity for osteopaths to have more autonomy around their professional development.

The consultation materials included a proposed template to guide an osteopath's peer discussion review. More than two-thirds of respondents considered that the template was easy to follow, the instructions for completing it were clear and appropriate, and the guidelines helped osteopaths to understand how to undertake their own review.

Questions and concerns were raised about who could and should be reviewers, the potential need for reviewers to have training, the role of the regional groups, how to handle appeals and complaints following a review, the audit process, and whether reviewers should be able to charge for carrying out a review.

The listening events that formed an important part of the consultation exercise gave osteopaths the opportunity to test the peer discussion review process in pairs and groups. Feedback indicated that this did much to address their anxieties about

'The consultation also aimed to identify weaknesses and obtain suggestions for improvement'

the process and the need for training. We will give particular attention to drawing up a strategy for familiarising osteopaths with the review process as we move forward.

Further development


For osteopaths and those using their services, attitudes to CPD are closely linked to perceptions of professionalism. So it is important for the profession to 'take ownership' of its CPD scheme, promoting it as the central force that drives up professional standards.

Given the level of support for the proposals indicated by the consultation, the GOsC Council confirmed at its meeting in November 2015 that we will proceed with developing a new CPD scheme along the lines of the proposed model.

The next phase of this project will focus on developing the infrastructure, resources and information necessary to support the new CPD scheme; all of these will need to be tested and operational before the scheme can be launched. An overview of development activities, which has been considered by the Council, is available on our public website at: <http://bit.ly/gosc-implement-cpd>

Continued partnership with both individuals and organisations in the profession will be essential to ensure that the scheme is workable, viable and considered by all to add value. An all-day GOsC workshop in March 2016, involving osteopathic regional societies and osteopathic organisations, is an important date in the project schedule.

Regular reports in *the osteopath* magazine will keep you up to date with the CPD scheme's further development, including opportunities to be involved in developing and testing CPD resources and specific aspects of the scheme as it evolves.

 **The full independent report analysing the consultation feedback is available on the GOsC public website at: <http://bit.ly/gosc-new-cpd>**