

Summary of findings from the CPD Evaluation Survey 2016/17, CPD Evaluation Survey 2017/18 and the CPD Telephone Evaluation Survey 2018

The first CPD Evaluation Survey – 2016-17

1. In March 2017, the PAC considered the findings from the first baseline CPD Evaluation survey providing a picture of patterns of CPD prior to the implementation of the CPD scheme which took place between November 2016 and January 2017. This paper is available at: <http://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/pac-march-2017-item-3-continuing-professional-development-cpd/?preview=true>.
2. The Committee noted that the aim of the 'State of CPD' evaluation report was to provide a baseline against which the implementation of our CPD scheme can be measured. The Committee also noted key findings from the 2016-17 baseline which included:
 - At present high numbers of osteopaths are not undertaking feedback on their practice from external sources (the objective activity element of the CPD scheme should influence this finding over time).
 - More than half of osteopaths responding to the survey undertook CPD in the area of communication and consent. (The communication and consent element of the CPD scheme should influence this finding over time).
 - In terms of planning CPD and identifying learning needs, the survey identified that there is high confidence in the ability to reflect on CPD, although some challenges are identified and, particularly, recording CPD was reported as a challenge (as the scheme rolls out and further templates to support reflection and recording are used, we hope that this finding will be improved over time).
 - A high percentage of osteopaths reported having a peer with whom they can discuss a case.

The second CPD Evaluation survey – 2017-18

3. A CPD update was presented to Council in November 2017. This paper is available at: <http://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/council-november-2017-item-12-cpd-implementation-scheme-update/?preview=true>. This paper explained some small changes that had been made to the CPD Evaluation Survey by staff with expertise in survey design and members of the CPD Partnership group (comprising osteopaths, patients and research representatives). The draft survey was also tested with staff prior to launch.
4. A CPD update paper was presented to the Policy Advisory Committee in March 2018. This paper is available at: (<https://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/pac-march-2018-item-3-cpd->

[update/?preview=true](#)). This paper outlined the second CPD evaluation survey findings and the communications response to assist with effective implementation of the new CPD scheme.

5. Overall, these survey findings show raised awareness of the CPD scheme and reassuring although varied levels of preparedness as follows:
 - Increased response rate to the 2017-18 survey (up from 7% to 10%)
 - Increased use of the four themes of the OPS to identify CPD needs or record CPD (up 13%)
 - Increased reporting of using feedback from external sources to feed into practice (up 3%)
 - Lower levels of feedback collected from patients (down 4%)
 - High levels of case-based discussion activity (30% of respondents)
 - Levels of CPD in communication and consent have remained consistent (58%) and more courses featured in this area (up 6%)
 - Barriers to reflective practice reduced (down 2%)
 - Increase in numbers of people reporting that they have a colleague who they can discuss their CPD with (up 5%)
 - A reduction in people reporting that they have a trusted colleague that they can discuss concerns with (down 2%)
 - A greater level of detail about the questions that people have about the CPD scheme compared to the previous survey.

The CPD Evaluation Telephone Survey 2018

6. The CPD Evaluation survey was supplemented with telephone interviews which took place in September 2018 to ensure that we did all we could to reach those osteopaths who did not respond to the CPD Evaluation Survey and captured data from them. A report of the aims, methods and results of the telephone survey is available on request from Fiona Browne (fbrowne@osteopathy.org.uk).
7. Findings from this telephone survey included:
 - Similar level of awareness and understanding about the new CPD scheme in both the CPD Evaluation Survey and also the telephone survey random samples.
 - A higher proportion of respondents in the telephone survey had tried out an objective activity compared to those responding to the main CPD evaluation, perhaps suggesting that as the start date for the scheme gets closer, that more osteopaths are trying out objective activities.
 - The most popular objective activities for both those completing the CPD Evaluation Survey and also the random telephone survey were: Case based discussion; Communication and consent; Patient Feedback; Peer observation.
 - A lower proportion of osteopaths in the telephone survey have linked their CPD to the Osteopathic Practice Standards. This suggests that a continued focus on this as the new OPS are rolled out may be beneficial.

- Fewer respondents to the telephone survey had identified a peer compared to the main CPD Evaluation survey. Although the wording of the questions were different, it may be reasonable to infer from this that there is still work to do to support osteopaths to think about what they want from a peer and who they could select to support them.
8. In conclusion, although there was much that was the same in the CPD Evaluation Survey and in the telephone survey, The CPD Telephone Survey did identify other areas of support that would help osteopaths to participate successfully in the scheme that were not revealed explicitly in the main CPD Evaluation Survey. These areas included:
- CPD providers – asking CPD providers to identify which aspects of the new CPD scheme are covered in their provision.
 - Connecting with others, bespoke support and feeling supported – The need to feel supported is important for osteopaths. It is not enough that the relevant resources are there, it is about the importance of feeling supported and osteopaths able to have 1 to 1 conversations. To an extent, it is hoped that the peer discussion review process might be able to provide this level of support. However, in the meantime, we should encourage all CPD providers and organisations, including GOsC to have named people to support osteopaths and to explore electronic bespoke support to.
 - Workbooks, forms and resources – Further work needs to be undertaken to encourage osteopaths to look at these resources when the time is right for them and to get specific feedback on them. It may be that different types of summaries might be developed to better suit some osteopaths.