



Education and Registration Standards Committee
18 June 2015
Registration assessor training

Classification	Public
Purpose	For noting
Issue	A summary of the activities and outcomes from the recent registration assessor/reviewer training.
Recommendation	To note the summary of the April 2015 registration assessor/reviewer training day.
Financial and resourcing implications	None
Equality and diversity implications	None
Communications implications	None
Annex	None
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Background

1. We work with our network of registration assessors and reviewers to undertake the international registration assessment processes and the return to practice process. As committed to in our Business Plan, we undertake a range of activities to ensure the quality of registration assessments and reviews, which includes training for assessors and reviewers.
2. The Education and Registration Standards Committee has a role to contribute to ensuring that only those appropriately qualified are able to register with the GOsC. This paper provides the Committee with a summary of the scope and outcomes of the training activities to inform the Committee's oversight in this area.
3. We delivered a training day on 18 April 2015. The training day programme was informed by comments received in the assessor/reviewer appraisal cycle as well as anecdotal feedback from the assessors/reviewers over the last year.
4. 13 registration assessors/reviewers attended the April 2015 training day from a pool of 21.

Discussion

5. The April 2015 training day aims were to:
 - a. Share approaches, concerns, questions and advice about assessor/reviewer roles with peers;
 - b. Increase awareness of some of the ways registration assessment/review processes are under development and share views;
 - c. Enhance communication between registration assessors/reviewers and the Professional Standards team.
6. The GOsC facilitated the sessions below to support the assessors/reviewers and Professional Standards team to learn together.
7. An outline of the session content and outputs is given below:

Session 1: Sharing what works well, challenges and possible solutions

8. This session was intended to provide the time and space for assessors/reviewers to share their experience and expertise with each other and discussing suggestions for enhancing our work together.
9. Return to practice process: reviewers agreed that the process is valuable and particularly favoured the reviews when they meet with osteopaths face-to-face. Suggestions about the possibility of running reviews in local hubs were made.

Session 2: Transition to practice

10. This session presented an outline of the transition to practice initiative and explored assessor/reviewer views.
11. Assessors/reviewers were very supportive of the transition to practice initiative for applicants and new registrants to the UK. They considered that it was sound both to seek to support and engage the applicants from application phase and at the point of joining the Register. They noted that this initiative picked up on a number of challenges raised in the first session such as cultural differences and awareness of the UK healthcare system.
12. It was confirmed that registrants who had been through the assessment/review processes would be asked to contribute to the development of resources and approaches to support.
13. Assessors/reviewers contributed a number of additional ideas for resources to explore including: scheduled online Q&A discussions between applicants and assessors (those not involved in assessing that individual's application); buddying applicants with registrants who had successfully been through the process; features about the registration process available on the website describing applicant experiences.

Session 3: Registration appeals

14. This session clarified that appeals may not be made against registration assessments directly. Instead, there is a route for appeals on the Registrar's decision not to allow entry to the Register and that registration assessments can form part of an appeal in that context.
15. Discussion focused on the expectations of effective assessment processes – both to protect against challenge and ensure assessment processes are managed well for all involved. Detailed, contemporaneous note-keeping, clearly linked to assessment criteria, was discussed as an essential element of the assessor role.

Session 4: The new CPD scheme proposals

16. This session outlined the new CPD scheme proposals as part of the consultation with osteopaths.
17. It was suggested that the new CPD scheme could enable a clearer and more effective route for following up on the uptake of CPD recommendations made to osteopaths by Return to Practice (RtP) reviewers via the peer review element. This was strongly supported by the RtP reviewers.

Participant feedback

18. All 13 attendees completed a feedback sheet. A summary of the headline findings is presented below:

- 'Overall, how useful did you find today's sessions?'

Very useful	Useful	Not useful	Not at all useful
8	5	0	0

19. We asked attendees to describe why they found the day useful and to tell us the main learning points that they would take away and put into practice from the day. The following themes emerged:

Themes
<p>Very useful to meet with colleagues and share experiences:</p> <ul style="list-style-type: none"> ○ Feel less isolated ○ Understand the whole assessment process more ○ Good opportunity to inform the evolution of assessment/review processes
<p>The importance of good record-keeping (detailed, clearly related to assessment criteria):</p> <ul style="list-style-type: none"> ○ To substantiate assessment outcomes for the applicant ○ To support the next stage of assessment ○ To avoid challenge (appeals)
<p>Sessions covered areas of concern/interest:</p> <ul style="list-style-type: none"> ○ Cultural and practice differences ○ Willingness to look for solutions to process challenges
<p>Good mix of structured delivery and opportunity for informal exchanges to share ideas:</p> <ul style="list-style-type: none"> ○ Good information and answers provided ○ Assessor/reviewer input valued ○ Open and transparent

20. We asked attendees for their suggestions for the winter 2015 training. The most frequent suggestions were:

- Case-studies.

- Peer-mentorship for assessors/reviewers to work with more experienced colleagues.
- Updates on initiatives to support international applicants/registrants.
- Updates on legislative framework.
- Guidance on how to provide feedback to other assessors/reviewers.
- Reflecting on issues raised at the April 2015 training and closing the loop on actions taken/progress made.

21. We will use the suggestions to inform future training activity.

22. In addition, the international registration assessment process is being reviewed this year to ensure compliance with the revised European Directive by the transposition implementation date of January 2016 and will feature in the next training. It is also our expectation that all assessors/reviewers will be required to attend this process-compliance training.

Recommendation: to note the summary of the April 2015 registration assessor/reviewer training day.