



**Policy Advisory Committee**  
**15 March 2018**  
**Registration assessment update**

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| <b>Classification</b>                        | Public  |
| <b>Purpose</b>                               | For noting  |
| <b>Issue</b>                                 | To provide an update about registration assessment for internationally qualified applicants, registration assessor appraisals and training (ensuring the quality of registration assessments and impact on integrity of register) and plans for updating the registration assessments and process during 2018/19. |
| <b>Recommendation</b>                        | To note the registration assessment update.   |
| <b>Financial and resourcing implications</b> | The costs of appraisal and training for registration assessors are incorporated into our 2017/18 and 2018/19 budgets. The registration assessment review is included in our 2018/2019 budget.   |
| <b>Equality and diversity implications</b>   | None arising from this paper  |
| <b>Communications implications</b>           | None  |
| <b>Annex</b>                                 | Assessor Appraisal Analysis Report 2017 (Private)   |
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## Background

1. The Policy Advisory Committee terms of reference include 'to advise Council on matters of policy including: ... the standards required for initial registration and appropriate means for assessing those standards.'
2. This paper provides the Committee with information about:
  - The legislative background to assessment of internationally qualified applicants
  - The ways in which we assure the quality of assessment decisions made about internationally qualified applicants, informing the decisions to register, ensuring that only osteopaths meeting our standards are entered onto the Register
  - Plans for the registration review later in 2018.
3. The aim of the paper is to provide the Committee with assurance about the integrity of the register and also provide the Committee with knowledge about this process ahead of its next meeting in June, when we will be considering mechanisms for updating our process for assessing internationally qualified applicants.

## Discussion

### *Routes to registration – UK qualified applicants*

4. We maintain the standards of entry to the register in different ways. For UK qualified graduates, we ensure the quality of their education and training through our process of quality assuring osteopathic educational institutions enabling us to 'recognise qualifications' which entitle the applicant to register with us.
5. The quality assurance mechanisms ensure that the curricula and assessments are mapped to the *Osteopathic Practice Standards*, and we test delivery of these curricula through mechanisms including periodic review visits undertaken by trained Education Visitors, annual reporting, reporting on an as needed basis on any changes that may impact on the delivery of the standards, managing concerns and sharing good practice, amongst other things. These qualifications are 'recognised qualifications' (RQs) under Sections 14 and 16 of the Osteopaths Act 1993. Using quality assurance mechanisms, we ensure that qualifications awarded by these institutions certify that graduates are able to practise in accordance with the *Osteopathic Practice Standards*.

### *Routes to registration – internationally qualified applicants*

6. Section 3 of the Osteopaths Act 1993 and the General Osteopathic Council (Recognition of Qualifications) Rules Order of Council 2000 (as amended) provide that, osteopaths who have obtained a qualification in osteopathy outside

the United Kingdom (who do not hold a recognised qualification quality assured by us), must satisfy the registrar that they meet our *Osteopathic Practice Standards*. There are some matters to take into account for those with EU rights or qualifications recognised by other EU countries.

7. Therefore, internationally qualified applicants go through a different process of assessment to register with us, as we do not quality assure their qualification directly within an institution.
8. The registration process for an internationally qualified applicants comprises:
  - Assessment of the initial osteopathy qualification
  - Completion of the further evidence of practice questionnaire (which assesses certain aspects of the osteopathic practice standards)
  - Completion of an assessment of clinical performance (which also us assess certain aspects of the osteopathic practice standards)
  - For applicants with EU rights, there is a more streamlined assessment process which considers the applicant's qualification, work experience and lifelong learning to determine whether the applicant can be registered or whether they must undergo compensation measures before registration.
9. We also run a return to practise process for osteopaths who have been out of UK practice for two years or more.
10. We have a pool of registration assessors who are recruited and trained by GOsC to carry out these assessment or reviewing roles and who also participate in regular appraisal.
11. Our Business Plan 2018- 19 provides that we will 'continue to monitor and enhance the quality of osteopathic education by ensuring appraisal and training of education visitors.' It also states that 'we will ensure the quality of registration assessments, including the training and appraisal of GOsC registration assessors and return to practice reviewers, moderation meeting facilitation and regular communications and evaluation.' All these activities are essential to maintaining the quality of decisions at the point of entry to the Register and therefore contribute to the integrity of the register.

*Registration assessments undertaken since 2017*

12. Since April 2017 a total of 42 assessments have been completed to date. The table below shows the breakdown according to assessment type.

| <b>Type of assessment</b>                  | <b>Total</b> |
|--|--------------|
| Return to Practice                         | 16           |
| Non-UK qualification                       | 12           |
| Further evidence of practice questionnaire | 8            |

|   |   |
|---|---|
| Assessment of Clinical Practice (Pass)              | 4 |
| Assessment of Clinical Practice (Fail)              | 2 |
| Scheduled Assessment of Clinical Practice (pending) | 1 |

*Registration Assessor appraisal and training*

13. In August 2017 the GOsC undertook a thematic analysis of the current registration assessors' appraisals (see Assessor Appraisal Analysis Report 2017 at the Annex) in order to be in a position to design and develop the assessor training schedule for the coming year. In summary, registration assessors identified their learning needs broadly in relation to engagement and communication; shared learning on key aspects of the registration process and review of documentation. The registration assessors also reported at their appraisals that improvements could be made in terms of:
  - key aspects of the process
  - document content and design
  - fees charged to both assessors and applicants.
14. In relation to the fees charged Council have approved a fee increase (from 1 April 2018) for assessors who undertake qualification assessments and further evidence of practice questionnaire assessments.
15. Feedback from applicants is undertaken electronically and collated on a periodic basis to ensure the anonymity of applicants. In summary, the process was seen as fit for purpose but some applicants have made comments about the structure which will be taken into account in the registration review. In terms of impact on registration assessor training, some applicants requested more detailed feedback in relation to their qualification feedback and also CPD which we will take into account as we deliver training across the year.
16. Feedback surveys for both assessors and applicants continue to be live to carry on data collection in this area and the GOsC Registration team also now ask a series of questions at the end of each moderation meeting to gain further feedback from assessors, which we are collating for monitoring purposes and to feed into the registration assessment review as well as communications and training.
17. In November 2017 the GOsC introduced a quarterly registration assessor e-learning forum with the intention for registration assessors to share effective practice and learning around assessments, to learn from and support each other, discuss issues and explore qualitative judgements concerning assessments.
18. In March/April 2018 we plan to send out a Assessors Newsletter providing updates on the new CPD scheme particularly in relation to Peer Discussion Review workshops taking place at the osteopathic educational institutions, OPS publication update, and details of training sessions with a short survey, so that

we can be absolutely certain that we offer sessions at the face to face training in September 2018, which meet the needs of the registration assessor team.

19. The current project plan for Registration Assessors training during 2017-18 consists of the following activities:

| <b>Date</b>             | <b>Training type</b>  | <b>Content</b>  |
|-------------------------|-----------------------|---|
| 4 October 2017          | Webinar               | OPS Consultation  |
| 20 and 23 November 2017 | Webinar (x2)          | Introduction of e-learning forum giving assessors opportunity to share experience using structured reflection template for discussion points including what worked well in last/recent assessment, what worked less well, what could do differently next time?  |
| March/April 2018        | Webinar               | <ul style="list-style-type: none"> <li>• Establish development group to review documents/forms (e.g. Further Evidence of Practice Questionnaire) to make documents more user-friendly and establish a set of example templates of cross referencing/ mapping documents designed by assessors to make collating process more manageable for them.</li> <li>• Offer space for shared experiences again</li> </ul>   |
| September 2018          | Face-to-face training | <ul style="list-style-type: none"> <li>• Role of the moderator in the ACP process</li> <li>• Session on safeguarding i.e. wider healthcare agenda which could impact on osteopathic practice and specific assessor roles (possible external input)</li> <li>• appropriate language to use in giving and receiving feedback</li> <li>• scenario-based and role-play activities based on questioning process, assessment standards and professional judgement</li> <li>• Exploring opportunities for objective feedback as an assessor (linked to new CPD)</li> <li>• Developing strategies around peer discussion review processes (Linked to new CPD)</li> <li>• OPS publication update: what does this mean in practice for assessors in terms of mapping test documents etc.</li> </ul> |
| November/               | Webinar               | <ul style="list-style-type: none"> <li>• Wider exploration and questioning when the patient presenting offers limited</li> </ul>  |

| Date          | Training type | Content   |
|---------------|---------------|---|
| December 2018 |               | opportunities (ACP) <ul style="list-style-type: none"> <li>• Shared experiences session again.</li> </ul> |

### Next steps

20. The introduction of the updated *Osteopathic Practice Standards in 2019*, and potentially the implications of Brexit (for example, understanding whether the legislation in place on day 1 after Brexit includes the Recognition of Professional Qualifications Directive or not), provide us with an opportunity to review our registration assessments. Further information about this review will be considered by the Committee later in 2018.

**Recommendation:** to note the registration assessment update.